
CHAPTER 11 RETIREMENT BENEFITS

- 11-1 Retirement System
- 11-2 401(k) and 457 Retirement Savings Plans

11-1 Retirement System

All full-time employees are covered by the Utah State Retirement Systems (URS), unless otherwise authorized by the City Council according to State law or URS guidelines (this is in addition to Social Security coverage). Enrollment in the retirement program(s) shall be in accordance with State law and regulations

Eligible employees may exempt out of the URS program and enroll in the ICMA RC retirement program if they so desire. The cost of this program is paid for by the City and employee in the percentages set by action of the City Council or as determined by State and Federal Law.

When specific employee retirements are deemed to be in the best interest of the City, the Mayor and City Council may approve retirement incentives to further that end.

11-2 401(k) and 457 Retirement Plans

All full-time employees who are eligible for Utah Retirement Systems' (URS) pension plan coverage may enroll in a 401(k) and/or 457 plan administered by URS and make voluntary contributions. Participation in 401(k) and 457 plans provides employees with a way to accumulate money for retirement through payroll deduction.

Tier I Employees

Brigham City Corporation will match full-time employee 401(k) plan contributions, except for Public Safety employees and employees hired on or after July 1, 2010, who are receiving a retirement allowance from URS, up to but not to exceed 3% of the employee's wage for payment into the employees 401(k) plan account. For full-time employees in public employee positions hired before July 1, 2010, who are receiving a retirement allowance from URS, the City will match employee 401(k) plan contributions up to but not to exceed 3% of the employee's wage for payment into the employee's 401(k) plan account, provided the total City provided contribution to the employee's 401(k) account does not exceed the URS normal cost contribution rate for the public employees' retirement system.

Tier II Employees

Public safety and public employees who, for the first time, begin participation in a defined benefit plan on or after July 1, 2011 may be classified as a Tier II employee by the Retirement Office. Brigham City Corporation will match the full-time Tier II employee's 401(k) plan account contributions, up to 3% of the employee's wage. The City will match an additional 50% of any 401k contribution made in excess of 3% up to 5% of the employee's salary, for a maximum additional contribution of 1% of employee salary.