RA 26-411

IOWA PUBLIC EMPLOYEES' RETIREMENT SYSTEM[495]

Regulatory Analysis

Notice of Intended Action: **ARC 0440D**, IAB 7/8/26
"Contribution Rates for Protection Occupations"

Iowa Code section(s) or chapter(s) authorizing rulemaking: 97B

State or federal law(s) implemented by the rulemaking: Iowa Code chapter 97B and 2026 Iowa Acts, House File 1023

Public Hearing

A public hearing at which persons may present their views orally or in writing will be held as follows:

December 15, 2026 9 to 9:30 a.m.	IPERS Boardroom 7401 Register Drive Des Moines, Iowa Also via videoconference call: Microsoft Teams

Public Comment

Any interested person may submit written or oral comments concerning this Regulatory Analysis, which must be received by the Iowa Public Employees' Retirement System (IPERS) no later than 4:30 p.m. on the date of the public hearing. Comments should be directed to:

Elizabeth Hennessey
Iowa Public Employees' Retirement System
7401 Register Drive
Des Moines, Iowa 50321
Phone: 515.281.0054
Email: elizabeth.hennessey@ipers.org

Purpose and Summary

This rulemaking is intended to implement the relevant provisions of recently enacted 2026 Iowa Acts, House File 1023, "an Act relating to benefits and contributions for members of the Iowa public employees' retirement system who are employed in a protection occupation." The Act enhances benefits for such members and outlines a new contribution rate split between employers and members, outlines an increase in the multiplier maximum to 80 percent with 30 years of service, and makes class retirees meeting specific criteria eligible for a 1.5 percent annual compounding cost-of-living adjustment. Pursuant to the Iowa Code, contribution rates must be published and effective by July 1 of each fiscal year, which requires emergency rulemaking in this instance.

Analysis of Impact

1. **Persons affected by the proposed rulemaking:**

- **Classes of persons that will bear the costs of the proposed rulemaking:**

Costs will be borne by the protection occupation member class and their employers.

- **Classes of persons that will benefit from the proposed rulemaking:**

The above-named class of IPERS members will benefit.

2. **Impact of the proposed rulemaking, economic or otherwise, including the nature and amount of all the different kinds of costs that would be incurred:**

- **Quantitative description of impact:**

The IPERS' enabling legislation requires that employer and employee contribution rates for each Fiscal Services Division member class be updated every fiscal year. Contribution rates for FY 2027 were updated as required in Adopted and Filed **ARC 0323D** with an effective date of July 1, 2026. 2026 Iowa Acts, House File 1023, was signed by the Governor on June 2, 2026, requiring further contribution rate updates for the protection occupation member class and their employers. This Regulatory Analysis is the final document required to complete the emergency rulemaking begun in the 7/8/26 IAB with the double barrel consisting of Adopted and Filed Emergency **ARC 0441D** and Notice of Intended Action **ARC 0440D**.

- **Qualitative description of impact:**

Contribution rates rise or fall based upon specific mandates outlined in the applicable Iowa Code sections and in conjunction with the determination of the designated consulting actuary. IPERS administrative rules must always be brought current to all applicable legislation.

3. **Costs to the State:**

- **Implementation and enforcement costs borne by the agency or any other agency:**

IPERS anticipates no cost to the agency for implementation and enforcement.

- **Anticipated effect on State revenues:**

No effect on State revenues is expected.

4. **Comparison of the costs and benefits of the proposed rulemaking to the costs and benefits of inaction:**

Agency inaction would violate applicable portions of the Iowa Code specifically governing the process of updating contribution rates.

5. **Determination whether less costly methods or less intrusive methods exist for achieving the purpose of the proposed rulemaking:**

This is not applicable because IPERS must bring its administrative rules into compliance with new legislation via the process outlined in the applicable Iowa Code sections.

6. **Alternative methods considered by the agency:**

- **Description of any alternative methods that were seriously considered by the agency:**

IPERS did not seriously consider alternative methods.

- **Reasons why alternative methods were rejected in favor of the proposed rulemaking:**

When implementing contribution changes, IPERS must do so pursuant to the parameters of the Iowa Code section(s) governing such changes.

Small Business Impact

If the rulemaking will have a substantial impact on small business, include a discussion of whether it would be feasible and practicable to do any of the following to reduce the impact of the rulemaking on small business:

- Establish less stringent compliance or reporting requirements in the rulemaking for small business.
- Establish less stringent schedules or deadlines in the rulemaking for compliance or reporting requirements for small business.
- Consolidate or simplify the rulemaking's compliance or reporting requirements for small business.
- Establish performance standards to replace design or operational standards in the rulemaking for small business.
- Exempt small business from any or all requirements of the rulemaking.

If legal and feasible, how does the rulemaking use a method discussed above to reduce the substantial impact on small business?

This is not applicable to the rulemaking.

Emergency Rulemaking Adopted by Reference

The content of this Regulatory Analysis was previously published as an Adopted and Filed Emergency rulemaking (see **ARC 0441D**, IAB 7/8/26). The purpose of this Regulatory Analysis is to fulfill the requirements of Iowa Code section 17A.4A for that emergency rulemaking, whose subject matter is hereby adopted by reference.