



**NOTICE OF A REGULAR MEETING OF THE PUBLIC SAFETY PERSONNEL RETIREMENT
SYSTEM (POLICE)
OF THE TOWN OF CLARKDALE
WEDNESDAY, AUGUST 3, 2022 AT 4:30 PM**

In Person: Clark Memorial Clubhouse, 19 N. Ninth St., Clarkdale AZ

PURSUANT TO A.R.S. §38-431.02, NOTICE IS HEREBY GIVEN that the Public Safety Personnel Retirement System (Police) will hold a Regular Meeting open to the public on Wednesday, August 3, 2022, at 4:30 PM at 19 N. Ninth Street, Clarkdale, Arizona, Clark Memorial Clubhouse, Men's Lounge. A quorum of Town Council members may be present at this meeting; however, they will not deliberate or take action on any items. All members of the public are welcome to attend.

ALL ITEMS ON THIS AGENDA ARE SCHEDULED FOR DISCUSSION AND POSSIBLE ACTION, UNLESS OTHERWISE NOTED.

1. CALL TO ORDER

2. PUBLIC COMMENT

The Public Safety Personnel Retirement System (Police) invites the public to provide comments at this time. Members of the Commission may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S. §38-431.01 (G), action taken as a result of public comment will be limited to directing staff to study the matter, responding to any criticism, or scheduling the matter for further consideration and decision at a later date. Persons interested in making comments on a specific agenda item are asked to complete a brief form and submit it to the Commission Liaison during the meeting. Each Speaker is asked to limit their comments to five minutes.

3. ANNOUNCEMENT OF NEW MEMBER

A. Police officer, Jacqueline Montijo, was elected by her peers to serve on the Public Safety Personnel Retirement Board.

4. CONSENT AGENDA

Items on the consent agenda are of a routine nature or have been previously studied by the Town Council at a work session or during New Business discussion. They are intended to be acted upon in one motion. Council members may pull items from consent if they would like them considered separately.

A. PSPRS Revised Model Uniform Rules of Board Procedure

Consider and act upon the PSPRS Revised Model Uniform Rules of Local Board Procedure.

B. Approval of Minutes

Consider and act upon the draft minutes from the meeting held on Dec. 1, 2021.

5. NEW BUSINESS

A. NEW MEMBERSHIP APPLICATION

Discussion and possible action to approve the PSPRS membership of the following new hire with possible pre-existing condition(s):

- Lawrence Jackson - hire date May 9, 2022

B. BOARD ELECTION OF VICE CHAIR

Discussion and possible action to select a board member to serve as Vice Chair.

C. 2021 ACTUARIAL VALUATION REPORT

Discussion and possible action to approve the 2021 Consolidated Actual Valuation Report.

D. INDEPENDENT LEGAL COUNSEL

Discussion and possible action regarding the State legislature amended A.R.S. § 38-847 effective January 1, 2022, to require that the local PSPRS board hire independent legal counsel.

6. BOARD UPDATES

A. Consolidation of Regional Boards

7. FUTURE AGENDA ITEMS

The PSPRS Board may propose items to be placed on a future agenda. This item is for discussion only.

8. ADJOURNMENT

Persons with a disability may request reasonable accommodations by contacting the Town Hall at 639-2400 (TTY: 1-800-367-8939) at least 72 hours in advance of the meeting.



Staff Report

Item Number: 4.A.

<u>Agenda Item:</u>	PSPRS Revised Model Uniform Rules of Board Procedure Consider and act upon the PSPRS Revised Model Uniform Rules of Local Board Procedure.
<u>Staff Contact:</u>	Randi Stephens, HR Manager
<u>Meeting Date:</u>	August 3, 2022
<u>Background:</u>	Review and discuss the PSPRS Revised Model Uniform Rules of Local Procedure, created pursuant to A.R.S. 38-847(F). These rules were adopted by the Public Safety Personnel Retirement System Board of Trustees on Dec. 22, 2021.
<u>Budget Impact:</u>	No budget impact.
<u>Recommendation:</u>	Staff recommends approval of the PSPRS Revised Model Uniform Rules of Local Procedure.

**Public Safety Personnel Retirement System
Revised Model Uniform Rules of Local Board Procedure
Created Pursuant to A.R.S. § 38-847(F)**

**Adopted by the Public Safety Personnel Retirement System Board of Trustees on
December 22, 2021**

A. Definitions

1. “A.R.S.” means Arizona Revised Statutes.
2. “Administrator” means the Administrator of the Plan (including any persons authorized by the Administrator to act for the Administrator) acting for the benefit of the Board of Trustees as more particularly described in A.R.S. § 38-848
3. “Board of Trustees” has the meaning ascribed to that term in A.R.S. § 38-842(8).
4. “Claim” means any request for relief under the Plan involving all questions of eligibility for Membership, Disability and Killed In the Line of Duty Death Benefits, which is properly before a Local Board for Decision, pursuant to A.R.S. § 38-847(D). Will include questions of whether benefits are consistent with and allowable under the System, as contemplated by that section. Any opinions rendered by the Local Board on such questions will be considered Decisions as defined in Subsection 6.
5. “Claimant” has the meaning ascribed to that term in A.R.S. § 38-842(11).
6. “Decision” means Any orders issued by a Local Board relating to a Claim, including orders denying a request for Rehearing or further relief, submitted not later than 20 days to PSPRS. As required by A.R.S. § 38-847(G), a Decision shall contain, at a minimum, (a) the name of the member affected by the Local Board’s action; (b) a description of the action taken; and (c) an explanation of the reasons supporting the Local Board’s action.
7. “Decision on Rehearing” means a Decision issued by the Local Board after a Rehearing.
8. “Employee” has the meaning ascribed to that term in A.R.S. § 38-842 (27).
9. “Employer” has the meaning ascribed to that term in A.R.S. § 38-842(28).
10. “Hearing” means the Local Board’s initial public Meeting concerning a Claim, which is conducted in accordance with the Open Meeting Law and these Rules.
11. “Independent Legal Counsel” means legal counsel who is not an employee of or contracted with the employer or any employee organization, nor is contracted with any member in violation of A.R.S. § 38-847 (N)
12. “Initial Decision” means the first Decision on a Claim issued by the Local Board.

13. "Killed in the line of duty" means the decedent's death was the direct and proximate result of the performance of the decedent's public safety duties and does not include suicide in A.R.S. § 38-846 (D).
14. "Local Board" means that public body described in A.R.S. § 38-847.
15. "Meeting" is a gathering of a quorum of the Local Board to conduct business and to hold Hearings and/or Rehearings, which is conducted in accordance with the Open Meeting Law and these Rules.
16. "Member" has the meaning ascribed to that term in A.R.S. § 38-842(31).
17. "Minutes" means the written official record of the proceedings, including the testimony of witnesses.
18. "Notice" means a written Notice of Hearing or Rehearing, as applicable, which includes, at minimum: (i) a statement of the time, place and nature of the Hearing or Rehearing; (ii) a statement of the legal authority and jurisdiction under which the Local Board will be conducting the Hearing or Rehearing; (iii) a reference to the particular section(s) of the Arizona Revised Statutes (and/or any other applicable rules) involved in the particular matter presented for Decision; and (iv) a short and plain statement of the matters asserted by the Claimant or issues to be considered at the Hearing or Rehearing.
19. "Open Meeting Law" is that body of laws described in Title 38, Ch. 3, Article 3.1 of the Arizona Revised Statutes, which requires public bodies, such as the Local Board, to hold its meetings and conduct its activities in public, except in those limited circumstances described in A.R.S. § 38-431.03.
20. "Party or Parties" means the Claimant, Local Board and Board of Trustees.
21. "Plan" means the Public Safety Personnel Retirement System, as described in A.R.S. § 38-841 *et seq.*
22. "Political Subdivision Local Board" means any Local Board that is not a State Agency Local Board. Examples of Political Subdivision Local Boards are Local Boards where the sponsoring Employer is a municipality, county, tribal nation or fire district.
23. "Pre-Membership Physical" means a medical examination of an Employee before the Employee joins the Plan, for the purpose of identifying physical or mental conditions or injuries, which existed or occurred prior to the Employee's date of membership in the Plan, pursuant to A.R.S. § 38-859(A)(1).
24. "Presiding Officer" means the Chair or Acting Chair of the Local Board, who presides over any Meeting, Hearing or Rehearing.
25. "Rehearing" means a public Meeting before the Local Board that is conducted in accordance with the Open Meeting Law and these Rules, to consider a Claimant's or the Board of Trustees' request that the Local Board reconsider its Initial Decision, as provided by A.R.S. § 38-847(H).

26. “Rules” means these Model Uniform Rules of Local Board Procedure authorized by A.R.S. § 38-847(F).
27. “Secretary” means the person so designated and elected pursuant to A.R.S. § 38-847(M), who is charged with keeping a record and preparing agendas, Minutes and Decisions of all Hearings and Rehearings of the Local Board.
28. “State Agency Local Board” means any Local Board where the sponsoring Employer is an agency, board, commission, department or other administrative unit of the State of Arizona. An example of a State Agency Local Board is the Department of Public Safety PSPRS Local Board.
29. “Subcommittee” means a group of no more than two Local Board members appointed by the Board Chair to undertake Local Board business.

B. Purpose and Scope of Procedures

1. Board Responsibility. Pursuant to A.R.S. § 38-847(D), the Local Board is responsible for deciding all questions of eligibility for membership, disability and Killed in the line of duty death benefits under the Plan. The Board of Trustees cannot pay these benefits under the Plan without the direction and approval of the Local Board.
2. Scope. These Rules govern all Claims before the Local Board for Decision, effective for any Claims brought, and any Hearing and Rehearing held, after the effective date of adoption of these Rules by the Local Board.
3. Conflict. These Rules are authorized by A.R.S. § 38-847(F) and supplement all authority of the Local Board specified in that statute. Should any of these Rules conflict with any provision of A.R.S. § 38-847 or any other Arizona law, the provisions of Arizona law shall control. These procedures govern State Agency Local Boards as well as Political Subdivision Local Boards. However, State Agency Local Boards may be subject to additional laws as provided by Title 41, Ch. 4, Article 6.
4. No Legal Advice. These Rules do not constitute legal advice. Local Boards are encouraged to consult with their independent attorney to resolve questions of law.

C. Composition of the Board and Conduct of Meetings

1. Composition. The membership of each Local Board is determined by whether the participating employer is a political subdivision, Indian tribal nation, state agency, non-profit corporation, joint powers authorities or fire district, as set forth in A.R.S. § 38-847(A).
2. Chair. The provisions for electing a Chair are found in A.R.S. § 38-847(A). For political subdivisions and Indian tribal nations, the Mayor or Chief Elected Official or a designee shall serve as Chair of their respective Local Boards. For state agencies and nonprofit corporations, the Local Board shall elect a Chair. For fire districts, the chairperson of the fire district governing board or the chairperson’s designee shall serve as Chair.

3. Secretary. Pursuant to A.R.S. § 38-847(M), the Local Board shall elect a Secretary who may, but need not, be a member of the Local Board.
4. Quorum. A quorum consists of a majority of the statutory membership of the Local Board. A.R.S. § 1-216(B). For a Local Board comprised of five (5) members, a quorum for the purpose of doing any business is generally three (3) members.
5. Meetings, Minutes and Decisions. Meetings are generally held at [**Local Board should designate a regularly scheduled date/time**], but can be held at any time upon the call of the Chair, any two members of the Local Board, or the Secretary of the Local Board, with appropriate notice to the members of the Local Board and the public. Each Local Board shall meet at least twice a year.
 - a. Meetings are held at [**Local Board should designate a location**].
 - b. The Secretary shall provide an agenda to the Local Board members in advance of any Meeting, describing the business to be addressed at such Meeting. The content of the agenda shall comply with the Open Meeting Law.
 - c. Notice of all Meetings of the Local Board shall be given, and all Meetings and any executive sessions shall be conducted, in conformance with the Open Meeting Law.
 - d. Provided the quorum is met, a majority vote of Local Board members present and eligible to vote shall govern any action taken.
 - i. Local Board members not present in person may attend by telephone or other electronic means permitting meaningful participation in accordance with the Open Meeting Law.
 - e. The Secretary shall cause appropriate Minutes to be taken of Local Board Meetings, and an electronic recording may be made of Meetings to facilitate preparation of such Minutes.
 - i. Such electronic recording will be maintained at least until Minutes have been transcribed and approved by the Local Board.
 - ii. So long as such action is in accordance with a Local Board's records retention, storage and destruction policy, the Secretary may destroy the electronic recording of a Local Board Meeting after the Minutes of such Meeting have been approved. The Secretary will prepare and retain a certificate of destruction when any electronic recordings are destroyed.
 - f. The Secretary shall forward to the Board of Trustees (in care of the Administrator) a copy of each Local Board meeting minutes which include the Decision(s) on a Claim no later than twenty (20) business days after the Local Board takes action on such Claim, pursuant to A.R.S. § 38-847(G). Decisions shall be sent by email or certified mail to the Administrator as required by A.R.S. § 38-847(H)(2). Should Decisions be sent by email, if personal identifiable information is contained, Decision shall be sent via secure electronic protocols. As required by A.R.S. § 38-847(G), a Decision shall contain, at minimum: (i) the name of the member affected by the Local Board's action; (ii) a description of the action taken; and (iii) an explanation of the reasons supporting the Local Board's action, and (iv) all documents submitted to the Local Board for the action taken including the reports of a medical board.

- g. Unless the Claimant is present at a Meeting at which the Local Board announces its Decision on a Claim, at the same time that the Secretary forwards the Decision to the Administrator, the Secretary shall forward the Local Board's Decision to the Claimant via certified mail, pursuant to A.R.S. § 38-847(H)(1).
 - h. The Secretary shall forward all Minutes to the Board of Trustees, in care of the Administrator, within twenty (20) days after each Local Board Meeting, and forward all necessary communications to the Board of Trustees, in care of the Administrator, pursuant to A.R.S. § 38-847(M).
- 6. Documentation. In a location separate from any Personnel or Department files, the Local Board Secretary shall maintain files for each Claimant, containing public and confidential documents presented to the Local Board.
- 7. Audit/Compliance Pursuant to A.R.S. § 38-847(R), the Board of Trustees or its designee may conduct an audit to ensure the Local Board is in compliance with statute or the Model Uniform Rules for Local Board Procedure. If the Local Board is not in compliance with statute or the Model Uniform Rules of Local Board Procedure, the Board of Trustees shall notify the Local Board. The Local Board shall have sixty (60) days to take corrective action.
- 8. Changes/Updates – Within 10 days after the change, the Local Board shall submit the names of the Local Board members and terms, the Local Board secretary and independent legal counsel to PSPRS.
- 9. Education/Training – Within 180 days after appointment or election, each Local Board member and Local Board secretary A.R.S. § 38-847(M) shall complete Local Board training as prescribed by the Board of Trustees.

D. Pre-Membership Physical

- 1. Examination. Pursuant to A.R.S. § 38-859(A)(1), the Local Board shall contract with a physician or clinic to conduct a Pre-Membership Physical of Employees, for the purpose of identifying physical or mental conditions or injuries, which existed or occurred prior to an Employee's date of membership in the Plan. The physician or clinic conducting a Pre-Membership Physical may be the regular employee or contractee of the Employer.
- 2. Appointment. The Employer (or the Employee's department, whether Fire or Police) or the Secretary shall coordinate appointments for the Employee's Pre-Membership Physical.
- 3. Report. Statute, A.R.S. § 38-859, does not authorize Local Board or Employers to request personal medical records of individuals gathered, collected or accumulated from Pre-Membership Physical, nor request, obtain or possess medical records separate from the Pre-Membership Physical. Statute directs the examining physician to report any existence of a pre-existing medical condition or injury to the Local Board, and for the Local Board secretary to preserve the report documents as a permanent record of the Local Board. The physician or clinic retained to conduct an Employee's Pre-Membership Physical shall provide a written report of the results of the Pre-Membership Physical to the Secretary within

10 days after the examination. The Secretary shall file the report as a permanent record, as required by A.R.S. § 38-859(E).

4. No Pre-Existing Condition. If the physician or clinic's report on an Employee with respect to his pre-membership condition concludes that the Employee has no pre-existing condition, the Secretary shall file the report as a permanent record, as required by A.R.S. § 38-859(E).
5. Finding of Pre-Existing Condition. If the physician or clinic's report on an Employee with respect to his pre-membership condition concludes that the Employee has a pre-existing condition:
 - a. The Secretary shall notify the Employee that the physician or clinic has reported that the Employee has a pre-existing condition. The Employee shall have 30 days to submit additional documentation or comments to the Secretary before the physician or clinic's report is placed on an agenda for the Local Board's consideration.
 - b. Reports concerning an Employee's pre-existing condition shall be placed on the Meeting agenda for recognition by the Local Board.
 - c. The Secretary shall provide the Local Board with any additional documentation or comments submitted by an Employee regarding a physician or clinic's conclusion that an Employee has a pre-existing condition.
 - d. The Local Board shall review the physician or clinic's report and any additional documentation submitted by the Employee at a Meeting. After review of the relevant documents, the Local Board will take any action the Local Board deems necessary and appropriate.
 - e. The Secretary shall file all reports concerning an Employee's pre-existing condition(s) as a permanent record, as required by A.R.S. § 38-859(E), along with any additional documentation and comments provided by the Employee, and appropriate records of any actions or determinations by the Local Board with respect to the same. In the event a Member whose Pre-Membership Physical revealed a pre-existing condition applies for an accidental, catastrophic, ordinary, or temporary disability pension, all such documentation related to the Member's pre-existing condition will be presented to the Local Board. If the Local Board determines that a Member's disability resulted from a physical or mental condition or injury, which existed or occurred prior to the Member's date of membership in the Plan, the Member shall not qualify for an accidental, catastrophic, ordinary, or temporary disability pension.

E. Initial Decision

1. Submitting Claims. A Claimant may request that the Local Board issue an Initial Decision by presenting an application to the Secretary, using the prescribed Plan forms. Per A.R.S. § 38-847.03, the Secretary shall submit within 10 days a copy of the application being presented for Decision. All Claims are subject to this Section concerning an Initial Decision. However, more detailed procedures for certain Claims, specifically disability benefit applications and reexamination of disability recipients, are set forth in Sections F and H of these Rules. All claims shall be placed on the agenda for consideration by the Local Board, after

appropriate Notice to the Claimant, unless considered a claim under rule 3 of this section.

2. Content of Claims. If desired, a Claimant may supplement the application for benefits by submitting a letter to the Secretary. In order for any supplemental letter to be considered by the Local Board, such letter shall set forth: (i) the name and address of the Claimant; (ii) the name and address of the Claimant's attorney, if applicable; (iii) a brief statement of the facts forming the basis of the Claim, including any evidence relevant to the Local Board's Decision on the Claim; and (iv) the precise relief sought by the Claimant from the Local Board.
3. Consent Agenda. A Local Board may authorize its Secretary to determine whether a Claim is to be treated by the Local Board as a "Consent Agenda" item. Ordinarily, the Secretary does not provide Notice of a Hearing to Claimants for Claims on the Consent Agenda, because the Local Board generally approves Consent Agenda items summarily. If a Claim on the Consent Agenda warrants discussion by the Local Board, the Claim may be deferred to a future Hearing in order to provide Notice to the Claimant.
4. Deadline for Scheduling a Hearing on Claims.
 - a. Hearings are held at Meetings as provided by Section C(5) of these Rules.
 - b. Unless the Claimant and all other parties to the Claim otherwise agree, the Local Board shall commence a Hearing on a Claim within ninety (90) days of its receipt of a Claim, pursuant to A.R.S. § 38-847(D)(3).
 - c. If the Local Board does not commence a Hearing on a Claim within ninety (90) days of its receipt of the Claim:
 - i. The Claimant shall notify the Administrator and Secretary by letter sent by certified mail that the Local Board has failed to convene a Hearing within ninety (90) days of the filing of a Claim.
 - ii. As provided by A.R.S. § 38-847(D)(3), the relief demanded by the Claimant is deemed granted and approved by the Local Board.
 - iii. As provided in A.R.S. § 38-847(H), the Board of Trustees may require a Rehearing within sixty (60) days after receiving notice from the Claimant by letter sent by certified mail that the Local Board has failed to convene a Hearing within ninety (90) days of the filing of a Claim. However, if the relief deemed granted and approved by the Local Board violates the Internal Revenue Code or threatens to jeopardize the Plan's status as a qualified plan under the Internal Revenue Code, no limitation period for the Board of Trustees to seek a Rehearing applies.
5. Issuance of Decision. When a Hearing is held within the deadlines set forth in Section E(4) of these Rules, the Secretary shall forward the Decision, Minutes and other necessary communications, as provided in Section C(5)(f)-(h) of these Rules.
6. Finality of Decision. Pursuant to A.R.S. § 38-847, any Decision that is not inconsistent with the provisions of the Plan and the Internal Revenue Code shall be final, conclusive and binding on the Claimant and the Plan, unless a timely application for a rehearing is filed as provided in Section H of these Rules, or an appeal is filed. However, the Board of Trustees may not implement and comply with any Decision that does not comply with the Internal Revenue Code or that

threatens to jeopardize the Plan's status as a qualified plan under the Internal Revenue Code, and under such circumstances, no limitation period for the Board of Trustees to seek a rehearing of a Decision applies. A final decision may be appealed to the _____ County Superior Court for the State of Arizona within the periods specified in, and the manner provided by, the Arizona Revised Statutes (see A.R.S. § 12-901 *et seq.*) and the rules adopted by the _____ County Superior and Appellate Courts of the State of Arizona.

F. Disability Benefit Applications

1. Disability Application. Upon presentation of a properly completed application for any of the disability pensions authorized by law, the Secretary will determine whether the Claimant has provided complete documentation supporting the Claim referenced in the application. If the information is incomplete, the Secretary shall request that the Claimant provide additional documentation and may assist the Claimant in identifying deficiencies or incomplete items in the application. The Secretary shall also obtain from the Employer any documentation contained in workers' compensation records. A confidential packet of medical information on the Claimant shall be prepared for distribution to Local Board members. When the Claimant's application is complete, the Claim shall be placed, as a separate item, on the agenda for a Meeting, pursuant to Section E of these Rules.
2. Initial Hearing. At the initial Hearing on a Claim for disability benefits, the Local Board will determine whether the medical and other documentation submitted is sufficient for the Local Board to conclude that the statutory prerequisites are satisfied by the Claimant. If the statutory prerequisites are satisfied, pursuant to A.R.S. § 38-859(A), the Local Board shall direct that a medical board be appointed to conduct an examination of the Claimant and to report to the Local Board the results of that examination. If the statutory prerequisites are not satisfied, the Local Board may deny the Claim based on a lack of evidence, either medical or otherwise, such as the Claimant's continued work status or the Claimant's performance of a reasonable range of duties. In the alternative, the Local Board may continue the Hearing on the matter to a date and time when any additional documentation requested by the Board is available.
3. Independent Medical Board. Pursuant to A.R.S. § 38-859(B), medical boards appointed pursuant to A.R.S. § 38-859(A)(2)-(5) shall be composed of a designated physician or a clinic other than a regular employee or contractee of the employer.
4. Mental Examinations. In the event of a psychological disability application, the medical board will consist of a doctor of medicine who is a psychiatrist or has a specialty in psychiatry. The psychiatrist shall issue a report containing his/her conclusions to the Local Board.
5. Prompt Hearing. If a medical board is appointed, the Secretary shall reconvene the Hearing at the first feasible Meeting after the Local Board members' receipt of the medical board's report, unless the Claimant requests in writing otherwise.
6. Disability Findings. Pursuant to A.R.S. § 38-859(C), a finding of disability shall be based on medical evidence provided by the medical board appointed by the Local

Board. The Local Board shall resolve material conflicts in the medical evidence. If required, the Local Board may employ other physicians or clinics to report on special cases. With the approval of the Local Board, a physician or clinic employed by the Local Board may employ occupational specialists to assist the physician or clinic in rendering an opinion.

7. Approval of Disability Claim. If a Claim for disability benefits is approved by the Local Board, the Secretary will obtain Employer certification of the Claimant's employment termination date and indicate the determination of the Board on the disability pension on proscribed Plan forms. If the Board Secretary cannot obtain certification of the termination of the Claimant's employment within forty-five (45) days after the Local Board's approval, the Claimant's application for disability benefits will be considered withdrawn. Until such time as the Claimant has terminated employment with his Employer, the Local Board shall not consider any further Claim by the Claimant for disability benefits.
8. Denial of Disability Claim. If a Claim for disability benefits is denied by the Local Board, and the Claimant is not present at the Meeting, the Secretary will notify the Claimant in writing by certified mail of the Decision of the Board, the reasons for the Decision, and the Claimant's rights to a Rehearing.

G. Killed in the Line of Duty Death Survivor Benefit Applications

1. Application. Upon presentation of a properly completed Claim for Killed in the Line of Duty survivor benefit authorized by law, the Secretary will determine whether the Claimant has provided complete documentation supporting the Claim. If the information is incomplete, the Secretary shall request that the Claimant provide additional documentation and may assist the Claimant in identifying deficiencies or incomplete items in the application. The Secretary shall also obtain from the Employer any documentation associated with the Claim. A confidential packet of medical information on the Claimant shall be prepared for distribution to Local Board members, if warranted. When the Claimant's application is complete, the Claim shall be placed, as a separate item, on the agenda for a Meeting, pursuant to Section E of these Rules.
2. Initial Hearing. At the initial Hearing, the Local Board will determine whether the underlying facts, medical and other documentation submitted is sufficient for the Local Board to conclude that the statutory provisions outlined in A.R.S. § 38-846(D) are satisfied by the Claimant. If the statutory provisions are not satisfied, the Local Board may deny the Claim based on a lack of evidence, either medical or otherwise. In the alternative, the Local Board may continue the Hearing on the matter to a date and time when any additional documentation requested by the Board is available.
3. Decision of Claim. Once Decision has been rendered by the Local Board, the Secretary will submit Decision pursuant to Section C. If a Claim is denied by the Local Board, and the Claimant is not present at the Meeting, the Secretary will notify the Claimant in writing by certified mail of the Decision of the Board, the reasons for the Decision, and the Claimant's rights to a Rehearing.

H. Reexamination of Disability Recipients

1. Catastrophic Disability Benefits Pursuant to A.R.S. § 38-844(F)
 - a. Sixty (60) months after approval of a Catastrophic Disability, the Local Board must undertake a re-evaluation of a Member receiving catastrophic disability benefits to determine whether the Member remains qualified for such benefits, as specified in A.R.S. § 38-844(F).
 - b. After the initial sixty (60) month review, the Local Board is empowered to undertake an annual reevaluation of Members receiving catastrophic disability benefits, who, had they remained in employment, would not have attained 25 years of service.
 - c. On an on-going basis, the Secretary will prepare a list of Members receiving catastrophic disability benefits who may be required to undergo an annual reevaluation pursuant to Section H(1)(b) of these Rules.
 - d. At the direction of the Chair, a Subcommittee of the two elected members of the Local Board shall review the list of Members prepared pursuant to Section H(1)(c), and report the Subcommittee's recommendations regarding medical reevaluation of such Members to the Local Board.
 - e. The Secretary shall place the issue of re-examination of a Member receiving catastrophic disability benefits on an appropriate Meeting agenda as a separate item.
2. Accidental and Ordinary Disability Benefits Pursuant to A.R.S. § 38-844(E)
 - a. In its discretion, the Local Board may require Members receiving accidental or ordinary disability benefits to undergo an annual medical examination to determine whether they are still disabled and therefore, qualified for continued disability benefits.
 - b. On an on-going basis, the Secretary will prepare a list of Members receiving accidental and ordinary disability benefits who may be required to undergo an annual medical reevaluation pursuant to Section H(2)(a) of these Rules.
 - c. At the direction of the Chair, a Subcommittee of the two elected Members of the Local Board shall review the list of Members prepared pursuant to Section H(2)(b), and report the Subcommittee's recommendations regarding medical reevaluation of such Members to the Local Board.
3. Medical Boards Appointed Pursuant to A.R.S. § 38-859
 - a. The Local Board shall appoint a medical board to examine any Member required to obtain, or selected for, reevaluation pursuant to Sections H(1), (2) of these Rules. If the Member refuses to submit to the medical board reevaluation, the Member's disability shall be considered to have ceased and the Member's disability pension terminated.
 - b. A formal report of the medical board on the results of the reevaluations referenced in Section H(3)(a) above shall be submitted to the Local Board. The Local Board shall review any such report at the first scheduled Meeting after receipt of the report, and shall take any action warranted, as permitted by the relevant statutes.

I. Rehearings

1. Application for Rehearing.
 - a. A Claimant's application for Rehearing must be filed within sixty (60) days after the Claimant receives notification of the Initial Decision by certified mail, by attending the Meeting at which the Initial Decision is rendered, or by receiving benefits from the Plan pursuant to the Initial Decision, whichever occurs first.
 - b. The Board of Trustees's application for Rehearing must be filed within sixty (60) days after the Board of Trustees receives a copy of the Initial Decision by certified mail.
2. Rehearings Granted. The Local Board will conduct a Rehearing of any matter upon proper and timely application by a Claimant or the Board of Trustees, pursuant to A.R.S. § 38-847(H).
3. Preparation of Preliminary Record. Upon receipt of a proper and timely application for Rehearing, the Secretary shall prepare a packet consisting of all documents and other tangible items of evidence made available to the Local Board with respect to the underlying issues. The Secretary may obtain a written transcript of any previous proceedings of the Local Board in connection with the matter, for inclusion in such packet. The Rehearing packet shall be made available to Local Board members and shall be provided to all Parties to the Rehearing. This packet of materials shall constitute the preliminary record for the Rehearing.
4. Scheduling of Rehearing. When the preliminary record is complete, the Secretary will schedule the Rehearing for the next scheduled Meeting or for such other date and time as may be determined but no later than 90 (ninety) days after receipt of either the Claimant's or the Board of Trustees' application/request for Rehearing. Rehearings are not subject to the time limitations set forth in Section E(4) of these Rules.
5. Local Board Action on Rehearing. At or after the conclusion of the Rehearing, the Local Board may vote to uphold, rescind or modify its Initial Decision.
6. Issuance of Decision on Rehearing. When a Rehearing is held, the Secretary shall forward the Decision on Rehearing, Minutes of Rehearing and other necessary communications, as provided in Section C(5)(f)-(h) of these Rules.
7. Finality. Pursuant to A.R.S. § 38-847, any Decision on Rehearing that is not inconsistent with the provisions of the Plan and the Internal Revenue Code shall be final, conclusive and binding on the Claimant and the Plan, unless a timely appeal is filed. However, the Board of Trustees may not implement and comply with any Decision on Rehearing that does not comply with the Internal Revenue Code or that threatens to jeopardize the Plan's status as a qualified plan under the Internal Revenue Code. A final Decision on Rehearing may be appealed to the _____ County Superior Court for the State of Arizona within the periods specified in, and the manner provided by, the Arizona Revised Statutes (see A.R.S. § 12-901 *et seq.*) and the rules adopted by the _____ County Superior and Appellate Courts of the State of Arizona.

J. General Provisions Applicable to All Hearings and Rehearings

1. Review of Medical Records. The Local Board shall review and discuss any confidential medical records in executive session only, unless the Claimant or Member waives the confidentiality requirement with respect to any confidential medical records by completing a confidentiality waiver.
2. Exclusion of Evidence. The Presiding Officer may preclude the presentation of argumentative, repetitious or irrelevant facts or questioning in any proceeding on a Claim.
3. Argument and Evidence. The Presiding Officer shall rule on all evidentiary or procedural objections. Each Party is entitled to make an opening statement. The Party with the burden of proof shall begin the presentation of evidence, unless the Parties otherwise agree or the Presiding Officer determines that another order would be more expeditious or appropriate and would result in no material prejudice. The Presiding Officer shall determine the order of witness examinations, which shall be such as will expedite the Hearing or Rehearing and insure the proceeding is fair. The Presiding Officer may, but is not required to, administer oaths to witnesses and each Party. Each Party is entitled to present a closing argument in the order determined by the Presiding Officer. Each Party is entitled to be represented by counsel, submit evidence, offer arguments, and cross examine witnesses.
4. Informal Proceedings. All Hearings and Rehearings shall be conducted in an informal manner and without adherence to the rules of procedure or evidence required in judicial proceedings. The manner of conducting the Hearing or Rehearing, rulings on evidentiary or procedural objections, and the failure to adhere to rules of procedure or evidence required in judicial proceedings shall not be grounds for reversing a Decision of the Local Board, provided substantial evidence supports such order or Decision.
5. Notice of the Truth of Widely-Known and Accepted Facts. The Presiding Officer may take notice of the truth of certain widely known and accepted facts, including generally recognized technical, statistical, actuarial or scientific facts within the Local Board's specialized knowledge. Parties shall be notified, either before or during the Hearing or Rehearing, of any widely known and generally accepted facts noticed as true, including any staff memoranda or data. Parties shall be afforded an opportunity to contest any material so noticed. The Local Board's experience, technical competence and specialized knowledge may be utilized in its evaluation of all evidence. The Local Board shall be entitled to consider and rely on as true information furnished by the Employer, Administrator, the Local Board's independent legal counsel or the Plan's actuary.
6. Failure to Appear at Hearing. In the event a Claimant (and the Claimant's counsel, if any) fails to appear at a duly noticed Hearing or Rehearing, in its discretion, the Local Board may enter a Decision by default or vacate the Hearing or Rehearing. If a witness fails to appear at a duly noticed Hearing or Rehearing, in his discretion, the Presiding Officer may exclude the witness' testimony or reschedule the Hearing or Rehearing.

7. Limitation of Issues. All Hearings and Rehearings shall be limited to matters referenced in the Claim and any request for Rehearing filed by any Party.
8. Record of Proceedings. All Hearings and Rehearings shall be recorded by electronic means and at the Local Board's expense. A copy of the recorded Hearing or Rehearing will be provided to the Claimant and all other interested Parties upon request. Parties are responsible for obtaining their own transcription of a recorded Hearing or Rehearing, although a Local Board may provide such a transcription in its discretion. In addition to any electronic recording of the proceedings, the Local Board shall include all relevant written records as part of the official record of the Hearing or Rehearing.
9. Evidence on Claims. The Claimant and Administrator shall be afforded equal time to state their positions.
10. Subpoenas; Depositions. To facilitate the collection and presentation of evidence with respect to any matter before the Local Board, the Presiding Officer may authorize subpoenas and depositions of witnesses.
11. Consultation among Members. The Presiding Officer may consult on the record with the other members of the Local Board. The Local Board may consult in executive session with the Local Board's legal counsel so long as all requirements of the Open Meeting Law are satisfied. The Local Board may also go into executive session for any lawful reason, including the need to preserve the confidentiality of medical information. However, all Decisions of the Local Board shall be made in open, public session of the Local Board.
12. Bifurcation of Issues/Hearing. In connection with any Claim, the Presiding Officer is empowered to bifurcate (*i.e.*, separate into two or more) issues presented to the Local Board for resolution, or set multiple Hearings or Rehearings in a single case.
13. Submission of Evidence. The Claimant must submit to the Secretary within ten (10) working days of the Hearing or Rehearing any documents the Claimant wishes to introduce into the record, including doctor reports and other written evidence. Documents received by the Secretary less than ten (10) working days before a Hearing or Rehearing may cause a delay in the Hearing or Rehearing. Information and documents presented on the date of the Hearing or Rehearing will be reason for the Presiding Officer to call for a motion to continue the Hearing or Rehearing to a later date.
14. Public Participation. The Open Meeting Law governs public participation in Hearings and Rehearings.
15. No Rehearing on Remand. A Hearing before the Local Board on a matter remanded from the _____ County Superior Court is not subject to a Rehearing before the Local Board. However, the Local Board may consider new evidence or review items remanded by the _____ County Superior Court.

The undersigned Chair and Secretary of the _____ Pension Board certify that the foregoing Procedures were duly adopted by the Board at a meeting duly called and held on the date specified below.

Chair

Secretary

Dated

Dated



Staff Report

Item Number: 4.B.

Agenda Item:

Approval of Minutes

Consider and act upon the draft minutes from the meeting held on Dec. 1, 2021.

Staff Contact:

Randi Stephens, HR Manager

Meeting Date:

August 3, 2022

Background:

Approval of the draft minutes from the PSPRS meeting held on Dec. 1, 2021.

Budget Impact:

No budget impact.

Recommendation:

Staff recommends approval of the draft minutes for the meeting held on Dec 1, 2021.

***MINUTES of a REGULAR MEETING OF THE PUBLIC SAFETY
PERSONNEL RETIREMENT BOARD OF THE
TOWN OF CLARKDALE,
HELD AT 4:30 P.M. ON WEDNESDAY, Dec. 1, 2021
Council Chambers, Clark Memorial Clubhouse, 19 N. Ninth St., Clarkdale, AZ***

CALL TO ORDER – Meeting was called to order at 4:30 p.m. by Chair Kramer.

Board Members:	Chair	Ben Kramer
	Boardmembers	Rob Robbins
		David Hache
		Officer Mike Brundridge
		Officer Gilbert Bustamante

Staff Members: Mary Ellen Dunn, Board Secretary

ALL ITEMS ON THIS AGENDA ARE SCHEDULED FOR DISCUSSION AND POSSIBLE ACTION, UNLESS OTHERWISE NOTED.

PUBLIC COMMENT. The Local Board of the Public Safety Personnel Retirement System for the Town of Clarkdale invites the public to provide comments at this time. Members of the Board may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S. § 38-431.01(G), action taken as a result of public comment shall be limited to directing staff to study the matter for further consideration and decision at a later date. Persons interested in making a comment on a specific agenda item are asked to complete a brief form and submit it to the Board Secretary during the meeting. Each speaker is asked to limit their comments to five minutes.

There was no public comment.

CONSENT AGENDA – The consent agenda portion of the agenda is a means of expediting routine matters that must be acted on by the Board. All items are approved with one motion. Any items may be removed for discussion at the request of any Board Member.

- A. APPROVAL OF MINUTES OF THE LOCAL BOARD.** Approval of the Minutes of the Regular Meetings held May 12, 2021.

Action: Approval of Consent Agenda item.

Motion: David Hache

Second: Rob Robbins

Vote:

Voting Member	Aye/Nay
Mike Brundridge	Aye
Gilbert Bustamante	Aye
David Hache	Aye
Ben Kramer	Aye
Rob Robbins	Aye

NEW BUSINESS

NEW OFFICER TO PENSION SYSTEM. Discussion and possible action regarding approval and acceptance of new officer into the Public Safety Retirement System (PSPRS) without a pre-existing condition.

Jakii Montijo is eligible for acceptance into PSPRS. Officer Montijo began work with the Town of Clarkdale Police Department on or about Nov. 15, 2020, as a new hire and graduated from the Police Academy on May 27, 2021. She fulfills the requirements set forth in statute as a certified police officer. After examination of Officer Montijo's AZPOST medical exam, it has been determined that she has no pre-existing condition that requires notification.

Action: Accept new officer, Jacqueline Montijo, to the Public Safety Personnel Retirement System without a pre-existing condition.

Motion: Mike Brundridge

Second: David Hache

Vote:

Voting Member	Aye/Nay
Mike Brundridge	Aye
Gilbert Bustamante	Aye
David Hache	Aye
Ben Kramer	Aye
Rob Robbins	Aye

WORK SESSION ON HB 2381 AND NEW RULES – A discussion of the local board regarding the new rules and responsibilities provided by HB 2381.

The 2021 passage of HB2381 changes occurred within the Public Safety Personnel Retirement System regarding local board responsibilities and processes. The enclosed PowerPoints summarize those changes consisting primarily of:

- New retirement eligibility for normal retirement and benefits
- Newly elected/appointed local board members and secretaries required training
- Notification deadlines for local board personnel changes
- Voluntary board consolidation
- Independent counsel for local boards
- Adoption of "at a minimum" model uniform rules

Action: This is a presentation of information only and no Board action is required.

PSPRS MODEL RULES AMENDMENTS – Discussion and possible action regarding amendments to the Nov. 16, 2016, Public Safety Revised Model Uniform Rules of Local Board Procedures.

The 2021 passage of HB2381 changes occurred within the Public Safety Personnel Retirement System regarding local board responsibilities and processes. The attached amended rules represent the following changes among other changes to definitions, etc.:

- New retirement eligibility for normal retirement and benefits
- Newly elected/appointed local board members and secretaries required training
- Notification deadlines for local board personnel changes
- Voluntary board consolidation
- Independent counsel for local boards
- Adoption of "at a minimum" model uniform rules

The rules were provided to staff in a newsletter received Oct. 26 with a deadline of Nov. 10 for comments. Staff has contacted our representative, Phil Coleman, who stated that the local board approval was a formality so an emergency meeting was not called.

Action: Approve the PSPRS Model Rules Amendments as indicated.

Motion: Mike Brundridge

Second: Rob Robbins

Vote:

Voting Member	Aye/Nay
Mike Brundridge	Aye
Gilbert Bustamante	Aye
David Hache	Aye
Ben Kramer	Aye
Rob Robbins	Aye

LOCAL BOARD CONSOLIDATION – Discussion and possible action regarding staff moving forward to investigate regional consolidation of local boards.

The 2021 passage of HB2381, A.R.S. § 38-847.02 provides that local boards are permitted to consolidate. Regionally, this topic has come up for discussion among the communities of Cottonwood, Sedona and Camp Verde. Clarkdale has been invited to participate and we are requesting direction from the board on that issue.

Action: Direct Local Board Secretary to participate with other regional communities in discussions regarding local board consolidation.

Motion: Ben Kramer

Second: Mike Brundridge

Vote:

Voting Member	Aye/Nay
Mike Brundridge	Aye
Gilbert Bustamante	Aye
David Hache	Aye
Ben Kramer	Aye
Rob Robbins	Aye

FUTURE AGENDA ITEMS – Listing of items to be placed on a future Board agenda.

- Vice Chair election
- Possible amendment to By-laws to include AZPost Exam procedures and how they relate to age of exam and possible pre-existing conditions
- Report on Local Board Consolidation discussions

ADJOURNMENT: Without objection Chair Kramer adjourned the meeting at 4:50 p.m.

Submitted by:

Approved by:

Randi Stephens, Local Board Secretary

Ben Kramer, Chair



Staff Report

Item Number: 5.A.

Agenda Item:

NEW MEMBERSHIP APPLICATION

Discussion and possible action to approve the PSPRS membership of the following new hire with possible pre-existing condition(s):

- Lawrence Jackson - hire date May 9, 2022

Staff Contact:

Randi Stephens, HR Manager

Meeting Date:

August 3, 2022

Background:

Lawrence Jackson is eligible for acceptance into PSPRS. Officer Jackson is a lateral transfer from the Maricopa County Sheriff's department starting with the Town of Clarkdale Police Department on May 9, 2022, and fulfills the requirements set forth in statute as a certified police officer.

After examination of Officer Lawrence's AZPOST medical exam, it has been determined Officer Lawrence has a pre-existing condition and has been notified by certified mail.

Budget Impact:

No budget impact.

Recommendation:

Staff recommends approval of Mr. Jackson's application with the stipulation that no application for accidental, catastrophic, or ordinary disability retirement shall be filed due to the pre-existing condition.



Staff Report

Item Number: 5.C.

<u>Agenda Item:</u>	2021 ACTUARIAL VALUATION REPORT Discussion and possible action to approve the 2021 Consolidated Actual Valuation Report.
<u>Staff Contact:</u>	Randi Stephens, HR Manager
<u>Meeting Date:</u>	August 3, 2022
<u>Background:</u>	The State Board of Trustees requires that each year the local Board review the most current Annual Actuarial Report and formally accept the new rates.
<u>Budget Impact:</u>	Decrease in required PSPRS contribution amounts.
<u>Recommendation:</u>	Staff recommends approval of the 2021 Annual Actuarial Report

ARIZONA PUBLIC SAFETY PERSONNEL RETIREMENT SYSTEM

CONSOLIDATED REPORT

ACTUARIAL VALUATION
AS OF JUNE 30, 2021

CONTRIBUTIONS APPLICABLE TO THE
PLAN/FISCAL YEAR ENDING JUNE 30, 2023



FOSTER & FOSTER
ACTUARIES AND CONSULTANTS

November 2021

Board of Trustees
Arizona Public Safety Personnel Retirement System
Phoenix, AZ

Re: Actuarial Valuation Report as of June 30, 2021 – Arizona Public Safety Personnel Retirement System

Dear Members of the Board:

We are pleased to present to the Board this report of the annual actuarial valuation of the Arizona Public Safety Personnel Retirement System (PSPRS). The valuation was performed to determine whether the assets and contributions are sufficient to provide the prescribed benefits and to develop the appropriate funding requirements for the applicable plan year.

This report was prepared at the request of the Board and is intended for use by PSPRS and those designated or approved by the Board. It documents the valuation of the consolidated plan and provides summary information for PSPRS participating employers. This report may be provided to parties other than PSPRS only in its entirety and only with the permission of the Board. Foster & Foster is not responsible for the unauthorized use of this report.

The valuation has been conducted in accordance with generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board, and reflects laws and regulations issued to date pursuant to the provisions of Title 38, Chapter 5, Article 4 of the Arizona Revised Statutes, as well as applicable federal laws and regulations. In our opinion, the assumptions used in this valuation, as adopted by the Board of Trustees, represent reasonable expectations of anticipated plan experience. Future actuarial measurements may differ significantly from the current measurements presented in this report for a variety of reasons including changes in applicable laws, changes in plan provisions, changes in assumptions, or plan experience differing from expectations. Due to the limited scope of the valuation, we did not perform an analysis of the potential range of such future measurements.

The computed contribution rates shown in the “Contribution Results” section should be considered minimum contribution rates that comply with the Board’s funding policy and Arizona Statutes. Users of this report should be aware that contributions made at that rate do not guarantee benefit security. Given the importance of benefit security to any retirement system, we suggest that contributions to the System in excess of those presented in this report be considered.

The funding percentages and unfunded accrued liability as measured based on the actuarial value of assets will differ from similar measures based on the market value of assets. These measures, as provided, are appropriate for determining the adequacy of future contributions, but may not be appropriate for the purpose of settling a portion or all of the Plan’s liabilities.

In conducting the valuation, we have relied on personnel, plan design, and asset information supplied by PSPRS through June 30, 2021 and the actuarial assumptions and methods described in the Actuarial Assumptions section of this report. While we cannot verify the accuracy of all this information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy of the information and believe that it has produced appropriate results. This information, along with any adjustments or modifications, is summarized in various sections of this report.

This valuation assumes the continuing ability of the participating employers to make the contributions necessary to fund this plan. A determination regarding whether or not the participating employers are actually able to do so is outside our scope of expertise. Consequently, we did not perform such an analysis.

In performing the analysis, we used third-party software to model (calculate) the underlying liabilities and costs. These results are reviewed in the aggregate and for individual sample lives. The output from the software is either used directly or input into internally developed models to generate the costs. All internally developed models are reviewed as part of the process. As a result of this review, we believe that the models have produced reasonable results. We do not believe there are any material inconsistencies among assumptions or unreasonable output produced due to the aggregation of assumptions.

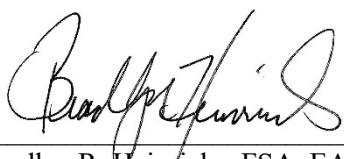
The undersigned are familiar with the immediate and long-term aspects of pension valuations and meet the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. All sections of this report are considered an integral part of the actuarial opinions.

To our knowledge, no associate of Foster & Foster, Inc. working on valuations of the program has any direct financial interest or indirect material interest in the Arizona Public Safety Personnel Retirement System, nor does anyone at Foster & Foster, Inc. act as a member of the Board of Trustees of the Arizona Public Safety Personnel Retirement System. Thus, there is no relationship existing that might affect our capacity to prepare and certify this actuarial report.

If there are any questions, concerns, or comments about any of the items contained in this report, please contact us at 239-433-5500.

Respectfully Submitted,

Foster & Foster, Inc.

By: 
Bradley R. Heinrichs, FSA, EA, MAAA

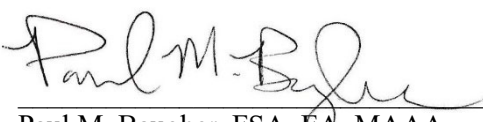
By: 
Paul M. Baugher, FSA, EA, MAAA

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I. SUMMARY OF REPORT

The regular annual actuarial valuation of the Arizona Public Safety Personnel Retirement System for the Total, performed as of June 30, 2021, has been completed and the results are presented in this Report. The purpose of this valuation is to:

- Compute the liabilities associated with benefits likely to be paid on behalf of current retired and active members. This information is contained in the section entitled “Liability Support.”
- Compare accumulated assets with the liabilities to assess the funded condition. This information is contained in the section entitled “Liability Support.”
- Compute the employers’ recommended contribution rates for the Fiscal Year beginning July 1, 2022. This information is contained in the section entitled “Contribution Results.”

1. Key Valuation Results

The funded status as of June 30, 2021 and the employer contribution amounts applicable to the plan/fiscal year ending June 30, 2023 are as follows:

	Tier 1 & Tier 2 Members			Tier 3 Members *		
	Pension	Health	Total	Pension	Health	Total
Employer Contribution Rate	54.14%	0.22%	54.36%	9.17%	0.12%	9.29%
Funded Status	54.2%	127.5%	55.3%	104.8%	233.4%	106.6%

2. Comparison of Key Results to Prior Year

The chart below compares the results from this valuation with the results of the prior year’s valuation (as of June 30, 2020):

Contribution Rate

Valuation Date	Tier 1 & Tier 2 Members			Tier 3 Members *		
	Pension	Health	Total	Pension	Health	Total
June 30, 2020	56.20%	0.26%	56.46%	9.26%	0.12%	9.38%
June 30, 2021	54.14%	0.22%	54.36%	9.17%	0.12%	9.29%

Funded Status

Valuation Date	Tier 1 & Tier 2 Members			Tier 3 Members		
	Pension	Health	Total	Pension	Health	Total
June 30, 2020	46.9%	120.1%	48.0%	99.9%	218.4%	101.6%
June 30, 2021	54.2%	127.5%	55.3%	104.8%	233.4%	106.6%

* The Tier 3 rates shown are the calculated rates as of the valuation date and do not reflect any Legacy costs that the employer must also contribute.

3. Reasons for Change

Changes in the results from the prior year's valuation can be illustrated in the following tables along with high-level explanations for the entire System below:

Contribution Rate				
	Tier 1 & Tier 2		Tier 3 Members	
	Pension	Health	Pension	Health
Contribution Rate Last Valuation	56.20%	0.26%	9.26%	0.12%
Asset Experience	(0.14%)	0.00%	(0.17%)	(0.01%)
Payroll Base	0.75%	0.00%	0.00%	0.00%
Liability Experience	0.21%	(0.09%)	(0.09%)	0.01%
Additional Contribution	(4.65%)	0.00%	0.00%	0.00%
Assumption/Method Change	1.43%	0.00%	0.00%	0.00%
Other	<u>0.34%</u>	<u>0.05%</u>	<u>0.17%</u>	<u>0.00%</u>
Contribution Rate This Valuation	54.14%	0.22%	9.17%	0.12%

Funded Status				
	Tier 1 & Tier 2		Tier 3 Members	
	Pension	Health	Pension	Health
Funded Status Last Valuation	46.9%	120.1%	99.9%	218.4%
Asset Experience	0.1%	(0.2%)	3.3%	8.6%
Liability Experience	(0.1%)	6.8%	1.7%	(18.0%)
Additional Contribution	5.5%	0.0%	0.0%	0.0%
Assumption/Method Change	0.0%	0.0%	0.0%	0.0%
Other	<u>1.8%</u>	<u>0.8%</u>	<u>(0.1%)</u>	<u>24.4%</u>
Funded Status This Valuation	54.2%	127.5%	104.8%	233.4%

Assets Experience – Asset gains and losses (relative to the assumed earnings rate) are smoothed over seven years for Tiers 1 and 2 and over five years for Tier 3. The return on the market value of assets for the year ending June 30, 2021 was 26.7% for Tiers 1 and 2 and 32.7% for Tier 3. On a smoothed, actuarial value of assets basis, however, the average return was 7.6% for Tiers 1 and 2 and 11.5% for Tier 3. These returns exceeded the 2020 assumed earnings rate for Tiers 1 and 2 of 7.3% and for Tier 3 of 7.0%.

Payroll Base – Under the current amortization policy for Tiers 1 and 2, the contribution rate is developed as a level percentage of payroll. Payroll for this purpose includes members of this plan and defined contribution plan's members that would have been in this plan. To the extent that actual payroll is lower/greater than last year's projected payroll, the contribution rate will increase/decrease as a result. The payroll decreased compared to expected, resulting in an increase in the contribution rate.

Liability Experience – Experience overall was unfavorable, driven by salary increases that were higher than expected.

Additional Contribution – Monies contributed in excess of the required contribution rate in order to pay down the unfunded liability.

Assumption / Method Change – The payroll growth assumption was decreased from 3.50% to 3.00%.

Other – This is the combination of all other factors that could impact liabilities year-over-year, with the primary sources being changes in benefits for continuing inactive. Note that Tier 3 experience will stabilize as the group matures.

4. Looking Ahead

The volatility in annual returns, which have produced both gains and losses in recent years, was dampened by the asset smoothing reflected in the actuarial value of assets. The significant gain realized this year will, in the absence of other losses, put downward pressure on the contribution rate next year.

If the June 30, 2021 pension valuation results were based on the market value of assets instead of the actuarial value of assets, the pension funded percentage for Tiers 1 and 2 would be 59.3% (instead of 54.2%) and the pension employer contribution requirement would be 48.23% of payroll (instead of 54.14%).

5. Conclusion

The funded status for Tiers 1 and 2 will continue to improve if assumptions are met and contributions at least equal to the rates determined for each employer are made to the fund. The recent adoption of a layered amortization approach along with a plan to systematically lower the payroll growth assumption was an excellent step to improve funding and ensure the Plan is on a viable path.

The funded status for Tier 3 will stabilize as the population continues to grow, as contributions appear sufficient to keep the liabilities fully funded.

II. CONTRIBUTION RESULTS

Contribution Requirements

Development of Employer Contributions - Tiers 1 & 2 Members				
Valuation Date	June 30, 2021		June 30, 2020	
Applicable to Fiscal Year Ending	2023		2022	
	Rate	Dollar	Rate	Dollar
Pension				
Normal Cost				
Total Normal Cost	21.22%	\$ 305,452,405	21.32%	\$ 317,459,764
Employee Cost	<u>(7.65%)</u>	<u>(110,097,346)</u>	<u>(7.65%)</u>	<u>(113,910,281)</u>
Employer (Net) Normal Cost	13.57%	195,355,059	13.67%	203,549,483
Amortization of Unfunded Liability	<u>40.57%</u>	<u>583,870,633</u>	<u>42.53%</u>	<u>633,223,175</u>
Total Employer Cost (Pension)	54.14%	779,225,692	56.20%	836,772,658
Health				
Normal Cost	0.41%	5,839,027	0.42%	6,253,898
Amortization of Unfunded Liability	<u>(0.19%)</u>	<u>(2,700,281)</u>	<u>(0.16%)</u>	<u>(2,413,802)</u>
Total Employer Cost (Health)	0.22%	3,138,746	0.26%	3,840,096
Total Employer Cost (Pension + Health)	54.36%	782,364,438	56.46%	840,612,754
Total Minimum Contribution Requirement (if applicable)	0.00%		0.00%	
Alternate Contribution Rate (ACR) *	40.57%		42.53%	
Underlying Payroll (as of valuation date)		1,397,263,098		1,438,669,837

* The Alternate Contribution Rate is the sum of the positive amortization rates for Tiers 1 & 2 Pension and Health (subject to an 8% minimum) and is charged when retirees return to active status.

The results above are shown both prior to and after the application of the statutory minimum contribution requirement of 8% of payroll (5% of payroll if the actual employer contribution is less than 5% for the 2006/2007 Fiscal Year) and are based on the current amortization schedule approved by the Board of Trustees for your individual plan (see "Actuarial Assumptions and Methods").

Development of Employer Contributions – Tier 3 Members

Valuation Date	June 30, 2021	June 30, 2020
Applicable to Fiscal Year Ending	2023	2022

Defined Benefit (DB) Retirement Plan

	Rate	Dollar	Rate	Dollar
Pension				
Total Normal Cost	18.31%	\$ 47,129,341	18.46%	\$ 34,756,727
Amortization of Unfunded Liability	<u>0.03%</u>	<u>72,026</u>	<u>0.05%</u>	<u>94,335</u>
Total Pension Cost	18.34%	47,201,367	18.51%	34,851,062
Employee (EE) Pension Cost	9.17%	23,600,684	9.26%	17,425,531
Employer (ER) Pension Cost	9.17%	23,600,684	9.26%	17,425,531
Health				
Total Normal Cost	0.23%	597,099	0.24%	451,875
Amortization of Unfunded Liability	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>
Total Health Cost	0.23%	597,099	0.24%	451,875
Employee (EE) Health Cost	0.12%	298,550	0.12%	225,938
Employer (ER) Health Cost	0.12%	298,550	0.12%	225,938
Total				
Total Calculated Tier 3 Required EE/ER Individual Cost	9.29%	23,899,234	9.38%	17,651,469
Board Approved Tier 3 Required EE/ER Individual Cost ¹	10.09%	25,966,347	10.09%	18,997,583
ER Legacy Cost of Tiers 1 & 2 Amort of Unfunded Liabilities ²	40.57%	104,405,818	42.53%	80,076,034
Total Calculated Tier 3 Required ER Defined Benefit Cost	49.86%	128,305,052	51.91%	97,727,503
Total Board Approved Tier 3 Required ER Defined Benefit Cost	50.66%	130,372,165	52.62%	99,073,617
Underlying Payroll (as of valuation date)		249,851,792		181,914,294

¹ The Board decided to keep Tier 3 rates level (as calculated with the June 30, 2019 valuation) for the fiscal year ending June 30, 2023.

² Pursuant to ARS § 38-843(B), the amortization of positive unfunded liabilities for Tiers 1 & 2 shall be applied to all Tier 3 payroll on a level percent basis. However, while it is statutorily required to present the rates in this manner, these are the minimums where alternate methods for paying down that unfunded liability is at the discretion of each employer. Further, to understand the effects of reform in relation to Tier 3, compare the total rate of Tier 3 before application of those legacy costs.

Development of Employer Contributions – Tier 3 Members

Valuation Date	June 30, 2021	June 30, 2020
Applicable to Fiscal Year Ending	2023	2022

Defined Contribution (DC) Retirement Plan

	Rate	Dollar	Rate	Dollar
Tier 2 & 3 DB / Non-Social Security				
Employee Cost	3.00%		3.00%	
Employer Cost ¹	3.00%		3.00%	
Tier 3 DC Only				
Employee Cost	9.00%	\$ 1,082,104	9.00%	\$ 871,240
Employee Health Subsidy Program Cost	0.19%	22,844		
Employee Disability Program Cost	<u>1.66%</u>	<u>199,588</u>	<u>0.88%</u>	<u>85,188</u>
Total Employee Cost	10.85%	1,304,536	9.88%	956,428
Employer Cost	9.00%	1,082,104	9.00%	871,240
Employer Health Subsidy Program Cost	0.19%	22,844		
Employer Disability Program Cost	<u>1.66%</u>	<u>199,588</u>	<u>0.88%</u>	<u>85,188</u>
Total Employer Cost (before Legacy)	10.85%	1,304,536	9.88%	956,428
ER Legacy Cost of Tiers 1 & 2 Amort of Unfunded Liabilities ²	40.57%	4,877,885	42.53%	4,117,092
Total Employer Cost	51.42%	6,182,421	52.41%	5,073,520
Underlying Payroll (as of valuation date)		11,673,184		9,353,085

¹ Employer rate is 4% for Tier 2 members for a period of time depending on the individual's membership date.

² Pursuant to ARS § 38-843(B), the amortization of positive unfunded liabilities for Tiers 1 & 2 shall be applied to all Tier 3 payroll on a level percent basis. However, while it is statutorily required to present the rates in this manner, these are the minimums where alternate methods for paying down that unfunded liability is at the discretion of each employer. Further, to understand the effects of reform in relation to Tier 3, compare the total rate of Tier 3 before application of those legacy costs.

Historical Summary of Employer Rates

	Valuation Date June 30	Fiscal Year Ending June 30	Normal Cost	Pension Unfunded Amortization	Total	Normal Cost	Health Unfunded Amortization	Total
TIERS 1 & 2	2018	2020	14.66%	37.65%	52.31%	0.31%	(0.15%)	0.16%
	2019	2021	14.64%	39.74%	54.38%	0.47%	(0.17%)	0.30%
	2020	2022	13.67%	42.53%	56.20%	0.42%	(0.16%)	0.26%
	2021	2023	13.57%	40.57%	54.14%	0.41%	(0.19%)	0.22%
TIER 3 ¹	2018	2020	9.85%	0.00%	9.85%	0.24%	0.00%	0.24%
	2019	2021	9.85%	0.00%	9.85%	0.24%	0.00%	0.24%
	2020	2022	9.82%	0.03%	9.85%	0.24%	0.00%	0.24%
	2021 ²	2023	9.15%	0.02%	9.17%	0.12%	0.00%	0.12%
	2021	2023	9.83%	0.02%	9.85%	0.24%	0.00%	0.24%

¹ Rates shown are Board approved EE/ER rates, unless otherwise noted. Does not reflect Legacy costs that the employer must also contribute.

² Rates shown are calculated EE/ER rates

III. LIABILITY SUPPORT

Liabilities and Funded Ratios by Benefit - Tiers 1 & 2

	June 30, 2021	June 30, 2020
Pension		
Actuarial Present Value of Benefits		
Retirees and Beneficiaries	\$ 10,668,580,319	\$ 10,086,385,747
DROP Members	2,386,712,040	2,190,202,078
Vested Members	120,270,192	92,499,097
Active Members	<u>8,511,177,382</u>	<u>8,648,479,501</u>
Total Actuarial Present Value of Benefits	21,686,739,933	21,017,566,423
Actuarial Accrued Liability (AAL)		
All Inactive Members	13,175,562,551	12,369,086,922
Active Members	<u>6,130,866,273</u>	<u>6,142,868,916</u>
Total Actuarial Accrued Liability	19,306,428,824	18,511,955,838
Actuarial Value of Assets (AVA)	10,462,717,622	8,675,448,922
Unfunded Actuarial Accrued Liability		
Gross Unfunded Actuarial Accrued Liability	8,843,711,202	9,836,506,916
Stabilization Reserve	<u>26,876,792</u>	<u>10,100,822</u>
Net Unfunded Actuarial Accrued Liability	8,870,587,994	9,846,607,738
Funded Ratio (AVA / AAL)	54.2%	46.9%
Health		
Present Value of Benefits		
Retirees and Beneficiaries	\$ 143,563,229	\$ 149,203,299
DROP Members	36,129,100	33,448,494
Active Members	<u>150,292,456</u>	<u>158,833,495</u>
Total Present Value of Benefits	329,984,785	341,485,288
Actuarial Accrued Liability (AAL)		
All Inactive Members	179,692,329	182,651,793
Active Members	<u>108,805,446</u>	<u>113,617,033</u>
Total Actuarial Accrued Liability	288,497,775	296,268,826
Actuarial Value of Assets (AVA)	367,789,300	355,709,881
Unfunded Actuarial Accrued Liability	(79,291,525)	(59,441,055)
Funded Ratio (AVA / AAL)	127.5%	120.1%

Liabilities and Funded Ratios by Benefit - Tier 3

	June 30, 2021	June 30, 2020
Pension		
Actuarial Present Value of Benefits		
Retirees and Beneficiaries	\$ 2,705,962	\$ 925,417
Vested Members	3,195,123	1,279,244
Active Members	<u>685,325,517</u>	<u>483,251,673</u>
Total Actuarial Present Value of Benefits	691,226,602	485,456,334
Actuarial Accrued Liability (AAL)		
All Inactive Members	5,901,085	2,204,661
Active Members	<u>88,657,839</u>	<u>47,366,079</u>
Total Actuarial Accrued Liability	94,558,924	49,570,740
Actuarial Value of Assets (AVA)	99,096,618	49,531,567
Unfunded Actuarial Accrued Liability	(4,537,694)	39,173
Funded Ratio (AVA / AAL)	104.8%	99.9%
Health		
Present Value of Benefits		
Retirees and Beneficiaries	0	0
Active Members	<u>8,792,084</u>	<u>6,131,689</u>
Total Present Value of Benefits	8,792,084	6,131,689
Actuarial Accrued Liability (AAL)		
All Inactive Members	0	0
Active Members	<u>1,348,531</u>	<u>695,398</u>
Total Actuarial Accrued Liability	1,348,531	695,398
Actuarial Value of Assets (AVA)	3,146,826	1,518,500
Unfunded Actuarial Accrued Liability	(1,798,295)	(823,102)
Funded Ratio (AVA / AAL)	233.4%	218.4%

Derivation of Experience (Gain)/Loss

Actual experience will never exactly match assumed experience, except by coincidence. Ideally, gains and losses will cancel each other over a period of years, but sizable year-to-year fluctuations are common. Detail on the derivation of the experience (gain) / loss is shown below, along with sources of the gains and losses.

	Tiers 1 & 2		Tier 3	
	Pension	Health	Pension	Health
(1) Unfunded Actuarial Accrued Liability as of June 30, 2020	9,836,506,916	(59,441,055)	39,173	(823,102)
(2) Normal Cost Developed in Last Valuation	203,549,483	6,253,898	17,434,848	225,938
(3) Actual Contributions	1,907,713,416	4,005,856	21,046,874	1,358,038
(4) Expected Interest On (1), (2), and (3)	664,518,983	(4,026,301)	520,923	(92,288)
(5) Expected Unfunded Actuarial Accrued Liability as of June 30, 2021 (1)+(2)-(3)+(4)	8,796,861,966	(61,219,314)	(3,051,930)	(2,047,490)
(6) Changes to UAAL Due to Assumptions, Methods and Benefits	0	0	0	0
(7) Change to UAAL Due to Actuarial (Gain)/Loss	<u>46,849,236</u>	<u>(18,072,211)</u>	<u>(1,485,764)</u>	<u>249,195</u>
(8) Unfunded Actuarial Accrued Liability as of June 30, 2021	8,843,711,202	(79,291,525)	(4,537,694)	(1,798,295)

FY 2021 Gains and Losses by Source

	Tiers 1 & 2		Tier 3	
	Pension	Health	Pension	Health
Investment Return	(27,399,965)	515,709	(3,131,059)	(116,461)
Salary Increases	105,824,827	8,965	1,250,945	(4,573)
Retirement	(30,175,677)	(3,235,042)	-	-
Turnover	12,785,448	(2,383,999)	(1,933,201)	97,230
Disability	(12,638,003)	(503,360)	(1,326,425)	2,915
Death-In-Service	(12,677,022)	(4,623,847)	(1,352,896)	813
Retiree Mortality	(23,186,230)	(5,417,102)	1,756,894	-
Other *	<u>34,315,858</u>	<u>(2,433,535)</u>	<u>3,249,978</u>	<u>269,271</u>
Total	46,849,236	(18,072,211)	(1,485,764)	249,195

* The combination of all other factors that could impact liabilities year-over-year, with the primary sources being changes in member data.

Statement of Changes in Fiduciary Net Position for Year Ended June 30, 2021

Market Value Basis

	Tiers 1 & 2		Tier 3	
	Pension	Health	Pension	Health
Additions				
Contributions				
Member Contributions	\$ 125,332,035	\$ 0	\$ 21,045,607	\$ 0
Employer Contributions	1,907,760,231	0	21,046,874	0
Health Insurance Contributions	<u>0</u>	<u>4,005,856</u>	<u>0</u>	<u>1,358,038</u>
Total Contributions	2,033,092,266	4,005,856	42,092,481	1,358,038
Investment Income				
Net Increase in Fair Value	2,205,440,985	84,098,414	21,638,252	757,438
Interest and Dividends	71,848,357	2,739,739	704,927	24,676
Other Income	83,636,944	3,601,503	820,588	32,436
Less Investment Expenses	<u>(50,004,841)</u>	<u>(1,785,590)</u>	<u>(490,613)</u>	<u>(16,082)</u>
Net Investment Income	2,310,921,445	88,654,066	22,673,154	798,468
Transfers In	145,214	0	55,573	0
Total Additions	4,344,158,925	92,659,922	64,821,208	2,156,506
Deductions				
Distributions to Members				
Benefit Payments	933,886,583	0	57,370	0
Health Insurance Subsidy	0	16,906,670	0	0
Refund of Contributions	<u>12,184,527</u>	<u>0</u>	<u>576,884</u>	<u>0</u>
Total Distributions	946,071,110	16,906,670	634,254	0
Administrative Expenses	10,897,164	364,534	106,925	3,283
Transfers Out	276,873	0	0	0
Other	0	0	0	0
Total Deductions	957,245,147	17,271,204	741,179	3,283
Net Increase / (Decrease)	3,386,913,778	75,388,718	64,080,029	2,153,223
Net Position Held in Trust				
Prior Valuation	8,057,538,776	328,079,035	48,259,114	1,480,635
Beginning of the Year Adjustment	0	0	0	0
End of the Year	11,444,452,554	403,467,753	112,339,143	3,633,858

Development of Pension Actuarial Value of Assets - Tiers 1 & 2

A. Investment Income

A1. Actual Investment Income	\$ 2,300,024,281
A2. Expected Amount for Immediate Recognition	627,173,072
A3. Amount Subject to Amortization	1,672,851,209

B. Amortization Schedule	Year Ended June 30						
	2021	2022	2023	2024	2025	2026	2027
2021 Experience (A3 / 7)	238,978,744	238,978,744	238,978,744	238,978,744	238,978,744	238,978,744	238,978,745
2020 Experience	(68,882,158)	(68,882,158)	(68,882,158)	(68,882,158)	(68,882,158)	(68,882,160)	
2019 Experience	(22,859,275)	(22,859,275)	(22,859,275)	(22,859,275)	(22,859,275)		
2018 Experience	(6,266,349)	(6,266,349)	(6,266,349)	(6,266,351)			
2017 Experience	33,380,149	33,380,149	33,380,148				
2016 Experience	(64,250,729)	(64,250,726)					
2015 Experience	(36,894,251)						
Total Amortization	73,206,131	110,100,385	174,351,110	140,970,960	147,237,311	170,096,584	238,978,745

C. Actuarial Value of Assets

C1. Actuarial Value of Assets, 06/30/2020	8,675,448,922
C2. Noninvestment Net Cash Flow	1,086,889,497
C3. Preliminary Actuarial Value of Assets, 06/30/2021 (A2 + B + C1 + C2)	10,462,717,622
C4. Market Value of Assets, 06/30/2021	11,444,452,554
C5. Final Actuarial Value of Assets, 06/30/2021 (C3 Within 20% Corridor of C4)	10,462,717,622

D. Rates of Return

D1. Market Value Rate of Return	26.7%
D2. Actuarial Value Rate of Return	7.6%

Development of Health Actuarial Value of Assets - Tiers 1 & 2

A. Investment Income

A1. Actual Investment Income	\$ 88,289,532
A2. Expected Amount for Immediate Recognition	23,487,183
A3. Amount Subject to Amortization	64,802,349

B. Amortization Schedule	Year Ended June 30						
	2021	2022	2023	2024	2025	2026	2027
2021 Experience (A3 / 7)	9,257,478	9,257,478	9,257,478	9,257,478	9,257,478	9,257,478	9,257,481
2020 Experience	(2,898,713)	(2,898,713)	(2,898,713)	(2,898,713)	(2,898,713)	(2,898,716)	
2019 Experience	(1,075,569)	(1,075,569)	(1,075,569)	(1,075,569)	(1,075,572)		
2018 Experience	(304,653)	(304,653)	(304,653)	(304,656)			
2017 Experience	1,532,136	1,532,136	1,532,136				
2016 Experience	(3,221,043)	(3,221,044)					
2015 Experience	(1,796,586)						
Total Amortization	1,493,050	3,289,635	6,510,679	4,978,540	5,283,193	6,358,762	9,257,481

C. Actuarial Value of Assets

C1. Actuarial Value of Assets, 06/30/2020	355,709,881
C2. Noninvestment Net Cash Flow	(12,900,814)
C3. Preliminary Actuarial Value of Assets, 06/30/2021 (A2 + B + C1 + C2)	367,789,300
C4. Market Value of Assets, 06/30/2021	403,467,753
C5. Final Actuarial Value of Assets, 06/30/2021 (C3 Within 20% Corridor of C4)	367,789,300

D. Rates of Return

D1. Market Value Rate of Return	27.5%
D2. Actuarial Value Rate of Return	7.2%

Development of Pension Actuarial Value of Assets - Tiers 3

A. Investment Income

A1. Actual Investment Income	\$ 22,566,229
A2. Expected Amount for Immediate Recognition	4,806,547
A3. Amount Subject to Amortization	17,759,682

B. Amortization Schedule	Year Ended June 30				
	2021	2022	2023	2024	2025
2021 Experience (A3 / 5)	3,551,936	3,551,936	3,551,936	3,551,936	3,551,938
2020 Experience	(351,296)	(351,296)	(351,296)	(351,294)	
2019 Experience	44,435	44,435	44,437		
2018 Experience	(370)	(371)			
2017 Experience	0				
Total Amortization	3,244,705	3,244,704	3,245,077	3,200,642	3,551,938

C. Actuarial Value of Assets

C1. Actuarial Value of Assets, 06/30/2020	49,531,567
C2. Noninvestment Net Cash Flow	41,513,800
C3. Preliminary Actuarial Value of Assets, 06/30/2021 (A2 + B + C1 + C2)	99,096,619
C4. Market Value of Assets, 06/30/2021	112,339,143
C5. Final Actuarial Value of Assets, 06/30/2021 (C3 Within 20% Corridor of C4)	99,096,619

D. Rates of Return

D1. Market Value Rate of Return	32.7%
D2. Actuarial Value Rate of Return	11.5%

Development of Health Actuarial Value of Assets - Tiers 3

A. Investment Income

A1. Actual Investment Income	\$ 795,185
A2. Expected Amount for Immediate Recognition	150,372
A3. Amount Subject to Amortization	644,813

B. Amortization Schedule	Year Ended June 30				
	2021	2022	2023	2024	2025
2021 Experience (A3 / 5)	128,963	128,963	128,963	128,963	128,961
2020 Experience	(10,555)	(10,555)	(10,555)	(10,557)	
2019 Experience	1,507	1,507	1,508		
2018 Experience	0	(2)			
2017 Experience	0				
Total Amortization	119,915	119,913	119,916	118,406	128,961

C. Actuarial Value of Assets

C1. Actuarial Value of Assets, 06/30/2020	1,518,500
C2. Noninvestment Net Cash Flow	1,358,038
C3. Preliminary Actuarial Value of Assets, 06/30/2021 (A2 + B + C1 + C2)	3,146,825
C4. Market Value of Assets, 06/30/2021	3,633,858
C5. Final Actuarial Value of Assets, 06/30/2021 (C3 Within 20% Corridor of C4)	3,146,825

D. Rates of Return

D1. Market Value Rate of Return	36.8%
D2. Actuarial Value Rate of Return	12.3%

V. MEMBER STATISTICS

Valuation Data Summary

	June 30, 2021		June 30, 2020	
	Tiers 1 & 2	Tier 3	Tiers 1 & 2	Tier 3
Actives				
Number	13,720	3,694	15,046	2,870
Average Current Age	42.1	30.0	41.6	29.4
Average Age at Employment	28.1	28.2	28.2	28.1
Average Past Service	14.0	1.8	13.4	1.3
Average Annual Salary	\$94,111	\$60,146	\$88,969	\$57,502
Actives (transferred)				
Number	727	225	647	114
Average Current Age	36.7	30.2	35.9	30.7
Average Age at Employment	27.9	27.9	28.0	29.0
Average Past Service	8.7	2.3	7.9	1.7
Average Annual Salary	\$69,288	\$59,069	\$64,820	\$54,544
Retirees				
Number	10,796	0	10,293	0
Average Current Age	64.9	N/A	64.8	N/A
Average Annual Benefit	\$60,943	N/A	\$59,920	N/A
Drop Retirees				
Number	2,131	N/A	1,971	N/A
Average Current Age	53.8	N/A	53.7	N/A
Average Annual Benefit	\$65,025	N/A	\$64,483	N/A
Beneficiaries				
Number	1,863	3	1,766	0
Average Current Age	70.6	43.7	70.2	N/A
Average Annual Benefit	\$47,533	\$37,769	\$47,202	N/A
Disability Retirees				
Number	1,900	2	1,837	2
Average Current Age	59.0	40.7	58.7	39.7
Average Annual Benefit	\$46,954	\$29,259	\$46,118	\$28,685
Inactive / Vested				
Number	2,099	513	2,047	319
Average Current Age	41.6	31.2	40.7	30.8
Average Accumulated Contributions	\$16,761	\$4,319	\$14,281	\$2,828
Total Number	33,236	4,437	33,607	3,305
Former Members (transferred)	N/A	N/A	N/A	N/A

Counts and Pay Summary by Service - Tiers 1 & 2

Age	Past Service							Total Count	Total Pay	Average Pay
	0-4	5-9	10-14	15-19	20-24	25-29	30+			
<20	0	0	0	0	0	0	0	0	0	0
20 - 24	20	1	0	0	0	0	0	21	1,431,121	68,149
25 - 29	421	534	1	0	0	0	0	956	69,985,342	73,206
30 - 34	349	1,388	311	6	0	0	0	2,054	159,246,159	77,530
35 - 39	184	862	1,455	631	5	0	0	3,137	280,904,412	89,546
40 - 44	72	433	902	1,482	330	0	0	3,219	313,050,731	97,251
45 - 49	25	174	505	1,023	838	100	2	2,667	272,891,026	102,321
50 - 54	14	88	239	566	501	219	22	1,649	171,961,157	104,282
55 - 59	8	27	100	258	115	55	28	591	57,877,876	97,932
60 - 64	4	8	25	61	17	5	7	127	11,933,378	93,964
65+	<u>0</u>	<u>6</u>	<u>8</u>	<u>6</u>	<u>5</u>	<u>1</u>	<u>0</u>	<u>26</u>	<u>2,294,351</u>	88,244
Total	1,097	3,521	3,546	4,033	1,811	380	59	14,447	1,341,575,553	92,862

Counts and Pay Summary by Service - Tier 3

Age	Past Service							Total Count	Total Pay	Average Pay
	0-4	5-9	10-14	15-19	20-24	25-29	30+			
15 - 19	5	0	0	0	0	0	0	5	201,130	40,226
20 - 24	710	0	0	0	0	0	0	710	40,344,245	56,823
25 - 29	1,610	0	0	0	0	0	0	1,610	96,302,736	59,815
30 - 34	944	2	0	0	0	0	0	946	58,032,624	61,345
35 - 39	400	2	0	0	0	0	0	402	24,772,555	61,623
40 - 44	149	1	1	0	0	0	0	151	9,503,894	62,940
45 - 49	59	1	1	0	0	0	0	61	3,907,312	64,054
50 - 54	24	0	0	0	0	0	0	24	1,591,241	66,302
55 - 59	7	0	0	0	0	0	0	7	553,645	79,092
60 - 64	3	0	0	0	0	0	0	3	259,989	86,663
65+	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	0
Total	3,911	6	2	0	0	0	0	3,919	235,469,371	60,084

VI. ACTUARIAL ASSUMPTIONS AND METHODS

Interest Rate

This is the assumed earnings rate on System assets, compounded annually, net of investment and administrative expenses.

Tiers 1 & 2:

7.30% per year.

Tier 3:

7.00% per year.

Salary Increases

See table below. This is an annual increase for individual member's salary. These rates, which are based on a 2017 experience study using actual plan experience, consist of 3.5% for wage inflation with the remaining portion for merit / seniority increases.

	Maricopa	Pima		Maricopa	Pima	
	County	County	Other	County	County	Other
Age	<u>Police</u>	<u>Police</u>	<u>Police</u>	<u>Fire</u>	<u>Fire</u>	<u>Fire</u>
20	7.50%	7.50%	7.50%	7.50%	7.50%	7.20%
25	7.14%	6.24%	6.60%	7.35%	6.36%	6.60%
30	6.00%	5.16%	5.25%	6.74%	5.48%	5.60%
35	4.77%	4.55%	4.15%	5.56%	4.83%	4.96%
40	3.90%	3.89%	3.60%	4.46%	4.03%	4.44%
45	3.54%	3.56%	3.50%	3.74%	3.60%	3.78%
50+	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%

Inflation

2.50%.

Tier 3 Compensation Limit

\$115,868 for calendar 2021. Assumed increases of 2.00% per year thereafter.

Cost-of-Living Adjustment

1.75%.

Mortality Rates

These rates are used to project future decrements from the population due to death.

Active Lives:

PubS-2010 Employee mortality, loaded 110% for males and females, projected with future mortality improvements reflected generationally using 75% of scale MP-2020. 100% of active deaths are assumed to be in the line of duty.

Inactive Lives

PubS-2010 Healthy Retiree mortality, loaded 110% for males and females, projected with future mortality improvements reflected

generationally using 75% of scale MP-2020.

Beneficiaries:

PubS-2010 Survivor mortality, projected with future mortality improvements reflected generationally using 75% of scale MP-2020.

Disabled Lives:

PubS-2010 Disabled mortality, projected with future mortality improvements reflected generationally using 75% of scale MP-2020.

The mortality assumptions sufficiently accommodate anticipated future mortality improvements.

Retirement / DROP Rates

These rates are used to project future decrements from the active population due to retirement. The rates below are based on a 2017 experience study using actual plan experience.

Tier 1 – reaching age 62 before attaining 20 years of service:

Age-related rates based on age at retirement: 60% assumed at age 62, 50% assumed at ages 63 – 69, and 100% assumed at age 70. Rates are the same for all employers.

Tier 1 – reaching age 62 after attaining 20 years of service:

Service-related rates based on service at retirement:

	Maricopa County	Pima County	Other	Maricopa County	Pima County	Other
<u>Service</u>	<u>Police</u>	<u>Police</u>	<u>Police</u>	<u>Fire</u>	<u>Fire</u>	<u>Fire</u>
20	27%	24%	35%	14%	18%	23%
21	18%	19%	30%	14%	18%	18%
22	14%	14%	23%	7%	11%	11%
23	10%	10%	10%	7%	7%	8%
24	8%	7%	10%	7%	7%	5%
25	38%	32%	36%	22%	22%	30%
26	36%	32%	30%	26%	26%	30%
27	29%	22%	30%	19%	19%	30%
28	29%	22%	30%	32%	25%	25%
29	29%	22%	30%	30%	25%	16%
30	34%	35%	30%	30%	30%	32%
31	34%	35%	30%	30%	30%	35%
32	65%	65%	70%	55%	55%	60%
33	65%	65%	70%	55%	55%	60%
34+	100%	100%	100%	100%	100%	100%

60% are assumed to enter the DROP program while the remaining 40% are assumed to retire and commence benefits immediately. DROP periods are assumed to be 4 years in length.

Tiers 2 & 3:

Age-related rates based on age at retirement:

	Maricopa	Pima		Maricopa	Pima	
	County	County	Other	County	County	Other
<u>Age</u>	<u>Police</u>	<u>Police</u>	<u>Police</u>	<u>Fire</u>	<u>Fire</u>	<u>Fire</u>
53	38%	32%	36%	22%	22%	30%
54	36%	32%	30%	26%	26%	30%
55	29%	22%	30%	19%	19%	30%
56	29%	22%	30%	32%	25%	25%
57	29%	22%	30%	30%	25%	16%
58	34%	35%	30%	30%	30%	32%
59	34%	35%	30%	30%	30%	35%
60-63	65%	65%	70%	55%	55%	60%
64+	100%	100%	100%	100%	100%	100%

Termination Rate

These rates are used to project future decrements from the active population due to termination. Service-related rates based on service at termination are shown below. The rates below apply to members prior to retirement eligibility and are based on a 2017 experience study using actual plan experience.

	Maricopa	Pima		Maricopa	Pima	
	County	County	Other	County	County	Other
<u>Service</u>	<u>Police</u>	<u>Police</u>	<u>Police</u>	<u>Fire</u>	<u>Fire</u>	<u>Fire</u>
1	14.00%	16.00%	16.00%	7.00%	10.00%	9.50%
2	8.50%	9.00%	12.50%	4.50%	5.00%	9.00%
3	6.50%	7.50%	11.50%	3.70%	5.00%	7.50%
4	4.50%	6.00%	9.00%	3.00%	4.00%	7.50%
5	3.60%	6.00%	8.00%	2.50%	4.00%	6.50%
6	3.30%	4.50%	8.00%	1.70%	3.50%	4.50%
7	3.30%	4.50%	7.00%	1.70%	3.00%	4.00%
8	3.30%	3.20%	7.00%	1.70%	2.40%	3.50%
9	2.70%	3.20%	6.50%	1.70%	2.40%	3.50%
10	2.70%	3.20%	6.00%	1.50%	2.40%	3.00%
11	2.70%	3.20%	5.00%	1.10%	2.40%	2.70%
12	1.80%	1.40%	4.00%	0.70%	1.00%	2.00%
13	1.30%	1.40%	3.50%	0.70%	1.00%	2.00%
14	1.30%	1.40%	3.00%	0.70%	1.00%	1.70%
15	1.30%	1.00%	3.00%	0.60%	1.00%	1.20%
16	0.70%	1.00%	2.00%	0.50%	1.00%	1.20%
17	0.70%	1.00%	1.75%	0.50%	0.50%	1.20%
18	0.70%	1.00%	1.75%	0.40%	0.50%	1.20%
19	0.50%	1.00%	1.75%	0.40%	0.50%	1.20%
20+	0.50%	1.00%	1.75%	0.40%	0.50%	0.50%

Disability Rate

These rates are used to project future decrements from the active population due to disability. Sample age-related rates based on age at disability are provided below. These rates are based on a 2017 experience study using actual plan experience. 100% of disablements are assumed to be duty-related.

	Maricopa	Pima		Maricopa	Pima	
	County	County	Other	County	County	Other
<u>Age</u>	<u>Police</u>	<u>Police</u>	<u>Police</u>	<u>Fire</u>	<u>Fire</u>	<u>Fire</u>
20	0.08%	0.08%	0.10%	0.03%	0.03%	0.03%
25	0.08%	0.08%	0.10%	0.03%	0.03%	0.03%
30	0.17%	0.16%	0.20%	0.04%	0.03%	0.03%
35	0.22%	0.21%	0.26%	0.09%	0.07%	0.08%
40	0.36%	0.35%	0.44%	0.17%	0.16%	0.17%
45	0.51%	0.49%	0.62%	0.17%	0.43%	0.48%
50	0.78%	0.75%	0.95%	0.43%	0.59%	0.65%
55	1.02%	0.98%	1.23%	1.00%	1.01%	1.13%

Marital Status

For active members, 85% of males and 60% of females are assumed to be married. Actual marital status is used, where applicable, for inactive members.

Spouse's Age

Males are assumed to be three years older than females.

Health Care Utilization

For active members, 70% of retirees are expected to utilize retiree health care. Actual utilization is used for inactive members.

Funding Method

Entry Age Normal Cost Method.

Actuarial Asset Method

Method described below. Note that during periods when investment performance exceeds (falls short) of the assumed rate, the actuarial value of assets will tend to be less (greater) than the market value of assets.

Tiers 1 & 2:

Each year the assumed investment income is recognized in full while the difference between actual and assumed investment income are smoothed over a 7-year period subject to a 20% corridor around the market value.

Tier 3:

Each year the assumed investment income is recognized in full while the difference between actual and assumed investment income are smoothed over a 5-year period subject to a 20% corridor around the market value.

Funding Policy Amortization Method

Tiers 1 & 2:

Any positive UAAL (assets less than liabilities) is amortized using a layered approach beginning with the June 30, 2020 valuation, with new amounts determined according to a Level Dollar method over a closed period of 15 years (phased into from current period of at most 30 years). Initial layer from June 30, 2019 valuation continues to be amortized according to a Level Percentage of Payroll method. Any negative UAAL (assets greater than liabilities) is amortized according to a Level Dollar method over an open period of 20 years.

Tier 3:

Any positive UAAL (assets less than liabilities) is amortized according to a Level Dollar method over a closed period of 10 years. No amortization is made of any negative UAAL (assets greater than liabilities).

Payroll Growth

3.00% per year. This is annual increase for total employer payroll.

Stabilization Reserve

Beginning with the June 30, 2007 valuation and with each subsequent valuation, if the actuarial value of assets exceeds the actuarial accrued liability, one half of this excess in each year is allocated to a Stabilization Reserve. This Reserve is excluded from the calculation of the employer contribution rates. The Reserve accumulates as long as the plan is overfunded. Once the plan becomes underfunded, the Stabilization Reserve will be used to dampen increases in the employer contribution rates.

Changes to Actuarial Assumptions and Methods Since the Prior Valuation

The payroll growth assumption was lowered from 3.50% to 3.00%.

VII. DISCUSSION OF RISK

ASOP No. 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions, states that the actuary should identify risks that, in the actuary's professional judgment, may reasonably be anticipated to significantly affect the plan's future financial condition.

Throughout this report, actuarial results are determined under various assumption scenarios. These results are based on the premise that all future plan experience will align with the plan's actuarial assumptions; however, there is no guarantee that actual plan experience will align with the plan's assumptions. Whenever possible, the recommended assumptions in this report reflect conservatism to allow for some margin of unfavorable future plan experience. However, it is still possible that actual plan experience will differ from anticipated experience in an unfavorable manner that will negatively impact the plan's funded position.

Below are examples of ways in which plan experience can deviate from assumptions and the potential impact of that deviation. Typically, this results in an actuarial gain or loss representing the current-year financial impact on the plan's unfunded liability of the experience differing from assumptions; this gain or loss is amortized over a period of time determined by the plan's amortization method. When assumptions are selected that adequately reflect plan experience, gains and losses typically offset one another in the long term, resulting in a relatively low impact on the plan's contribution requirements associated with plan experience. When assumptions are too optimistic, losses can accumulate over time and the plan's amortization payment could potentially grow to an unmanageable level.

- Investment Return: When the rate of return on the Actuarial Value of Assets falls short of the assumption, this produces a loss representing assumed investment earnings that were not realized. Further, it is unlikely that the plan will experience a scenario that matches the assumed return in each year as capital markets can be volatile from year to year. Therefore, contribution amounts can vary in the future.
- Salary Increases: When a plan participant experiences a salary increase that was greater than assumed, this produces a loss representing the cost of an increase in anticipated plan benefits for the participant as compared to the previous year. The total gain or loss associated with salary increases for the plan is the sum of salary gains and losses for all active participants.
- Payroll Growth: The plan's payroll growth assumption, if one is used, causes a predictable annual increase in the plan's amortization payment in order to produce an amortization payment that remains constant as a percentage of payroll if all assumptions are realized. If payroll does not increase according to the plan's payroll growth assumption, the plan's amortization payment can increase significantly as a percentage of payroll even if all assumptions other than the payroll growth assumption are realized.
- Demographic Assumptions: Actuarial results take into account various potential events that could happen to a plan participant, such as retirement, termination, disability, and death. Each of these potential events is assigned a liability based on the likelihood of the event and the financial consequence of the event for the plan. Accordingly, actuarial liabilities reflect a blend of financial consequences associated with various possible outcomes (such as retirement at one of various possible ages). Once the outcome is known (e.g. the participant retires) the liability is adjusted to reflect the known outcome. This adjustment

produces a gain or loss depending on whether the outcome was more or less favorable than other outcomes that could have occurred.

- **Contribution risk:** This risk results from the potential that actual employer contributions may deviate from actuarially determined contributions, which are determined in accordance with the Board's funding policy. The funding policy is intended to result in contribution requirements that if paid when due, will result in a reasonable expectation that assets will accumulate to be sufficient to pay plan benefits when due. Contribution deficits, particularly large deficits and those that occur repeatedly, increase future contribution requirements and put the plan at risk for not being able to pay plan benefits when due.

Impact of Plan Maturity on Risk

For newer pension plans, most of the participants and associated liabilities are related to active members who have not yet reached retirement age. As pension plans continue in operation and active members reach retirement ages, liabilities begin to shift from being primarily related to active members to being shared amongst active and retired members. Plan maturity is a measure of the extent to which this shift has occurred. It is important to understand that plan maturity can have an impact on risk tolerance and the overall risk characteristics of the plan. For example, plans with a large amount of retired liability do not have as long of a time horizon to recover from losses (such as losses on investments due to lower than expected investment returns) as plans where the majority of the liability is attributable to active members. For this reason, less tolerance for investment risk may be warranted for highly mature plans with a substantial inactive liability. Similarly, mature plans paying substantial retirement benefits resulting in a small positive or net negative cash flow can be more sensitive to near term investment volatility, particularly if the size of the fund is shrinking, which can result in less assets being available for investment in the market.

To assist with determining the maturity of the plan, we have provided some relevant metrics in the table following titled "Plan Maturity Measures and Other Risk Metrics". Highlights of this information are discussed below:

- The Support Ratio, determined as the ratio of active to inactive members, has decreased for Tiers 1 and 2 from 105.1% on June 30, 2018 to 76.9% on June 30, 2021. This is expected since the plan is closed to new active members. For Tier 3, the Ratio decreased from 1,756.5% on June 30, 2018 to 756.6% on June 30, 2021, consistent with the growth of a new group.
- The Accrued Liability Ratio, determined as the ratio of the Inactive Accrued Liability, which is the liability associated with members who are no longer employed but are due a benefit from the plan, to the Total Accrued Liability, is 68.2% for Tiers 1 and 2. With a group of this maturity, losses due to lower than expected investment returns or demographic factors will need to be made up for over a shorter time horizon than would be needed for a less mature plan.
- The Funded Ratio, determined as the ratio of the Actuarial Value of Assets to the Total Accrued Liability, has increased from 45.8% on June 30, 2018 to 54.2% on June 30, 2021, due mainly to contributions in excess of the required amount and favorable plan experience. For Tier 3, the Ratio increased from 92.1% on June 30, 2018 to 104.8% on June 30, 2021, consistent with a new group with appropriate contribution rates.
- The Net Cash Flow Ratio, determined as the ratio of the Net Cash Flow (contributions minus benefit payments) to the Market Value of Assets, increased from 1.8% on June 30, 2019 to 9.5% on June 30,

2021, meaning that contributions are not currently covering the group's benefit payments. For Tier 3, the Ratio was 37.0%, which is consistent with a new benefit that is beginning to accumulate assets.

It is important to note that the actuary has identified the risks above as the most significant risks based on the characteristics of the plan and the nature of the project, however, it is not an exhaustive list of potential risks that could be considered. Additional advanced modeling, as well as the identification of additional risks, can be provided at the request of the reader.

Plan Maturity Measures and Other Risk Metrics - Tiers 1 & 2

	06/30/2018	06/30/2019	06/30/2020	06/30/2021
Support Ratio				
Total Actives	17,840	16,806	15,693	14,447
Total Inactives	16,977	17,174	17,914	18,789
Actives / Inactives	105.1%	97.9%	87.6%	76.9%
Asset Volatility Ratio				
Market Value of Assets (MVA)		7,810,990,750	8,057,538,776	11,444,452,554
Total Annual Payroll		1,419,642,895	1,380,572,470	1,341,575,553
MVA / Total Annual Payroll		550.2%	583.6%	853.1%
Accrued Liability (AL) Ratio				
Inactive Accrued Liability	10,671,881,219	11,594,509,404	12,369,086,922	13,175,562,551
Total Accrued Liability	16,275,313,899	17,393,828,992	18,511,955,838	19,306,428,824
Inactive AL / Total AL	65.6%	66.7%	66.8%	68.2%
Funded Ratio				
Actuarial Value of Assets (AVA)	7,446,710,138	8,079,039,739	8,675,448,922	10,462,717,622
Total Accrued Liability	16,275,313,899	17,393,828,992	18,511,955,838	19,306,428,824
AVA / Total Accrued Liability	45.8%	46.4%	46.9%	54.2%
Net Cash Flow Ratio				
Net Cash Flow ¹		142,921,171	153,022,031	1,086,974,341
Market Value of Assets (MVA)		7,810,990,750	8,057,538,776	11,444,452,554
Net Cash Flow / MVA		1.8%	1.9%	9.5%

¹ Determined as total contributions minus benefit payments. Administrative expenses are typically included but are considered part of the net interest rate assumption for this plan.

Plan Maturity Measures and Other Risk Metrics - Tier 3

	06/30/2018	06/30/2019	06/30/2020	06/30/2021
Support Ratio				
Total Actives	808	1,917	2,984	3,919
Total Inactives	46	151	321	518
Actives / Inactives	1,756.5%	1,269.5%	929.6%	756.6%
Asset Volatility Ratio				
Market Value of Assets (MVA)		18,922,750	48,259,114	112,339,142
Total Annual Payroll		103,627,360	181,914,294	249,851,792
MVA / Total Annual Payroll		18.3%	26.5%	45.0%
Accrued Liability (AL) Ratio				
Inactive Accrued Liability		427,500	2,204,661	5,901,085
Total Accrued Liability		15,228,805	49,570,740	94,558,924
Inactive AL / Total AL		2.8%	4.4%	6.2%
Funded Ratio				
Actuarial Value of Assets (AVA)	3,199,499	18,746,119	49,531,567	99,096,618
Total Accrued Liability	3,473,699	15,228,805	49,570,740	94,558,924
AVA / Total Accrued Liability	92.1%	123.1%	99.9%	104.8%
Net Cash Flow Ratio				
Net Cash Flow ¹		14,738,682	28,622,065	41,515,598
Market Value of Assets (MVA)		18,922,750	48,259,114	112,339,142
Net Cash Flow / MVA		77.9%	59.3%	37.0%

¹ Determined as total contributions minus benefit payments. Administrative expenses are typically included but are considered part of the net interest rate assumption for this plan.

VIII. SUMMARY OF CURRENT PLAN

The following is a summary of the benefit provisions provided in Title 38, Chapter 5, Article 4 of the Arizona Revised Statutes.

Membership

Full-time employees of an eligible group, prior to attaining age 65, who are engaged to work for more than six months in a calendar year.

Benefit Tiers

Benefits differ for members based on their hire date:

<u>Tier</u>	<u>Hire Date</u>
1	Hired before January 1, 2012
2	Hired on or after January 1, 2012 but before July 1, 2017
3	Hired on or after July 1, 2017

Compensation

Compensation is the amount including base salary, overtime pay, shift and military differential pay, compensatory time used in lieu of overtime pay, and holiday pay, paid to an employee on a regular payroll basis and longevity pay paid at least every six months for which contributions are made to the System. For Tier 3 members, compensation is limited by statutory cap (\$110,000 with adjustments by the Board).

Average Monthly Benefit Compensation

Tier 1:

The highest compensation paid to member during three consecutive years out of the last 20 years of Credited Service, divided by months.

Tier 2:

The highest compensation paid to member during five consecutive years out of the last 20 years of Credited Service, divided by months.

Tier 3:

The highest compensation paid to member during five consecutive years out of the last 15 years of Credited Service, divided by months.

Credited Service

Total periods of service, both before and after the member's date of participation, for which the member made contributions to the fund.

Normal Retirement Date

Tier 1:

First day of month following attainment of 1) 20 years of service or 2) 62nd birthday and completion of 15 years of service.

Benefit

Tier 2:

First day of month following the attainment of age 52.5 and completion of 15 years of service.

Tier 3:

First day of month following the attainment of age 55 and completion of 15 years of service.

Tier 1:

50% of Average Monthly Benefit Compensation, adjusted based on Credited Service as follows (maximum benefit of 80% of Average Monthly Benefit Compensation):

<u>Credited Service</u>	<u>Benefit Adjustment</u>
15 years, but less than 20	Reduced 4% per year less than 20
20 years, but less than 25	Plus 2% per year between 20 and 25
25+ years	Plus 2.5% per year above 20

Tier 2:

Benefit multiplier (below) times Average Monthly Benefit Compensation times Credited Service (maximum benefit of 80% of Average Monthly Benefit Compensation):

<u>Credited Service</u>	<u>Benefit Multiplier</u>
15 years, but less than 17	1.50%
17 years, but less than 19	1.75%
19 years, but less than 22	2.00%
22 years, but less than 25	2.25%
25+ years	2.50%

Tier 3:

Benefit multiplier (below) times Average Monthly Benefit Compensation times Credited Service (maximum benefit of 80% of Average Monthly Benefit Compensation):

<u>Credited Service</u>	<u>Benefit Multiplier</u>
15 years, but less than 17	1.50%
17 years, but less than 19	1.75%
19 years, but less than 22	2.00%
22 years, but less than 25	2.25%
25+ years	2.50%

Form of Benefit

For married retirees, an annuity payable for the life of the member with 80% continuing to the eligible spouse upon death. For unmarried retirees, the normal form is a single life annuity.

Early Retirement

Date

Only applicable to Tier 3 members:

Attainment of age 52.5 and 15 years of Credited Service.

Benefit

Actuarial equivalent of Normal Retirement benefit.

Disability Benefit – Accidental (duty-related)

Eligibility

Total and permanent disability incurred in performance of duty.

Benefit Amount

A maximum of:

- a.) 50% of Average Monthly Benefit Compensation, and;
- b.) The monthly Normal Retirement pension that the member is entitled to receive if he or she retired immediately.

Disability Benefit – Ordinary (not duty-related)

Eligibility

Total and permanent disability not incurred in performance of duty.

Benefit Amount

Normal Retirement pension that the member is entitled to receive, prorated based on Credited Service earned over the required Credited Service for Normal Retirement (maximum ratio of 1).

Disability Benefit – Other

Temporary

Benefit equals 1/12 of 50% of compensation during year preceding date of disability. Payments terminate after 12 months.

Catastrophic

Benefit equals 90% of Average Monthly Benefit Compensation. After 60 months member receives greater of 62.5% Average Monthly Benefit Compensation and accrued normal pension.

Pre-Retirement Death Benefit

Service Incurred

100% of Average Monthly Benefit Compensation, reduced by child's pension.

Non-Service Incurred

80% of benefit based on calculation for accidental disability retirement.

Child's Pension

10% of pension for each child (maximum 20% paid) based on calculation for accidental disability retirement. Payable to dependent child under age 18 (23, if full-time student).

Guardian's Pension

Same as spouse's pension. Payable (along with child's pension) when no spouse is being paid and there is at least one child under 18 (23, if full-time student).

Vesting (Termination)

Vesting Service Requirement

Tier 1:

10 years of Credited Service.

Tiers 2 & 3:

15 years of Credited Service.

Non-Vested Benefit

Tier 1:

Lump sum payment of accumulated contributions, plus additional amount based on years of Credited Service.

<u>Service</u>	<u>Additional % of Contributions</u>
Less than 5 years	0%
5 years	25%
6 years	40%
7 years	55%
8 years	70%
9 years	85%
10+ years	100%

Tiers 2 & 3:

Lump sum payment of accumulated contributions, with interest at rate determined by the Board.

Vested Benefit

Tier 1:

Deferred retirement annuity based on two times member's accumulated contributions, deferred to age 62. Member is not entitled to survivor benefits, benefit increases, or group health insurance subsidy.

Tiers 2 & 3:

Calculated same as normal retirement pension. Payable if contributions left in fund until reach age requirement. Member is entitled to survivor benefits, benefit increases, and group health insurance subsidy.

Cost-of-Living Adjustment

Payable to retired member or survivor of retired member

Tiers 1 & 2:

Compound cost-of-living adjustment on base benefit. First payment is made on July 1, 2018, with annual adjustments effective every July 1 thereafter.

Cost-of-living adjustment will be based on the average annual percentage change in the Metropolitan Phoenix-Mesa Consumer Price Index published by the United States Department of Labor, Bureau of Statistics. Maximum increase of 2%.

Tier 3:

Compound cost-of-living adjustment on base benefit beginning earlier of first calendar year after the 7th anniversary of retirement or when the retired member reaches 60 years of age.

A cost-of-living adjustment shall be paid on July 1 each year that the funded ratio for members hired on or after July 1, 2017 is 70% or more.

The cost-of-living adjustment will be based on the average annual percentage change in the Metropolitan Phoenix-Mesa Consumer Price Index published by the United States Department of Labor, Bureau of Statistics. The cost-of-living adjustment will not exceed:

- 2%, if funded ratio for members who are hired on or after July 1, 2017 is 90% or more;
- 1.5%, if funded ratio for members who are hired on or after July 1, 2017 is 80-90%;
- 1%, if funded ratio for members who are hired on or after July 1, 2017 is 70-80%.

Deferred Retirement Option Plan (DROP):

Eligibility	Tier 1 and 20 years of Credited Service.	
DROP Period	Maximum 60 months.	
Member Contributions	Cease upon DROP entry.	
Benefit Amount	Calculated based on Credited Service and average monthly compensation as of the beginning of the DROP period, credited to DROP participation account for DROP period.	
Interest on DROP Participation Account	<u>Beginning Year</u>	<u>Interest Rate</u>
	July 1, 2015	7.50%
	July 1, 2016	7.40%
	July 1, 2017	7.40%
	July 1, 2018	7.30%
	July 1, 2019	7.30%
Payment of DROP Participation Account	Payable as lump sum distribution to Public Safety Personnel Defined Contribution Retirement Plan at end of DROP period or at termination.	
Payment Monthly Benefit	System commences payment of benefit amount at the earlier of 1) the end of the DROP period and 2) at termination.	

Post-Retirement Health Insurance Subsidy

Eligibility Retired member or survivor who elect health coverage provided by the state or participating employer.

Maximum Subsidy Amounts (monthly)		<u>Member Only</u>	<u>With Dependents</u>
	Medicare Eligible	\$100	\$170
	One w/ Medicare	N/A	\$215
	Not Medicare Eligible	\$150	\$260

Employee Contributions

Members hired before July 20, 2011:
7.65%

Members hired on/after July 20, 2011, but before July 1, 2017:
11.65%. Amounts in excess of 7.65% are not used to reduce the employer contribution ("maintenance of effort").

Tier 3:
50% of total contribution, which is Normal Cost plus a level-dollar amortization of unfunded actuarial accrued liability over a closed period not to exceed 10 years.

Employer Contributions

Tiers 1 & 2:
Normal Cost plus amortization of unfunded actuarial accrued liability over a closed period not to exceed 20 years (subject to one-time election to extend to closed period not to exceed 30 years). Contribution will never be less than 8% of payroll.

Tier 3:
50% of total contribution, which is Normal Cost plus a level-dollar amortization of unfunded actuarial accrued liability over a closed period not to exceed 10 years.

Changes to Benefit Provisions Since the Prior Valuation

The proration period for the Ordinary Disability Benefit was revised to reflect the different required Credited Service periods for different benefit tiers.

IX. ACTUARIAL FUNDING POLICY

A pension plan funding policy describes how pension funding will improve for underfunded plans or maintain funded benefits for funded plans over time for those benefits defined in ARS. Those benefits defined in ARS are to be equitably managed and administered by PSPRS.

This Actuarial Funding Policy identifies the funding objectives and elements of the actuarial funding policy set by the Board for the Arizona Public Safety Personnel Retirement System (PSPRS). The Board adopted this Funding Policy to help ensure the systematic funding of future benefit payments for members of the Retirement System as established by the legislature.

To achieve the systematic funding of future benefits, metrics are identified to measure the progress, or the lack of progress, over time to identify trends. These trends inform the continuation of the current policies or identify areas of needed research for consideration.

This funding policy is reviewed annually and adopted by the Board in accordance with ARS 38-863.02. This policy was reviewed and adopted by the Board in October 2021.

PSPRS Statement of Purpose

The Purpose of the Public Safety Personnel Retirement System is to provide uniform, consistent, and equitable statewide retirement programs for those who have been entrusted to our care.

Funding Objectives

1. Maintain adequate assets so that current plan assets, plus future contributions and investment earnings, are sufficient to fund all benefits expected to be paid to members and their beneficiaries.
 - a. Corollary 1a: Current and future contributions should be calculated based upon assumptions that reflect the Board's best estimate of future experience and methods that appropriately allocate costs to address generational equity.
 - b. Corollary 1b: While the shorter-term objective is to fully fund the actuarial liability (AAL) that estimates benefits earned as of the valuation date, contributions should target the long-term present value of benefits (PVB) to fund all benefits and help offset risks.
2. Maintain public policy goals of accountability and transparency through stakeholder communication and education. Each policy element is clear in intent and effect, and each should be considered in a balanced approach to determine how and when the funding requirements of the plan will be met.
 - a. Corollary 2a: Board shall provide stakeholders with separate reports and tools to help explain current results as well as to help model future funding requirements.
3. Promote intergenerational equity. Defined benefit pensions are designed with a long-term perspective and designed to minimize contribution volatility that cannot avoid some level of generational cost shift. However, the goal is that each generation of members and employers (taxpayers) should, to the extent possible, incur the cost of benefits for the employees who provide services to them, rather than shifting those costs to other generations of members and employers (taxpayers).

- a. Corollary 3a: A systematic reduction of the Unfunded Actuarial Accrued Liability (UAAL) over a reasonable time period is paramount to achieving this objective.

Consideration can be given to reduce volatility, to the extent possible, of employer and employee contribution rates as long as the integrity of the objectives listed above is not compromised.

Elements of Actuarial Funding Policy

1. Actuarial Cost Method

- a. The Entry Age Normal level percent of pay actuarial cost method of valuation shall be used in determining the Actuarial Accrued Liability (AAL) and Normal Cost. Differences in the past between assumed experience and actual experience (“actuarial gains and losses”) shall become part of the AAL. The Normal Cost shall be determined on an individual basis for each active member.

2. Asset Smoothing Method

- a. The investment gains or losses of each valuation period, resulting from the difference between the actual investment return and assumed investment return, shall be recognized annually in level amounts over seven years (Tiers 1 and 2) or five years (Tier 3) in calculating the Actuarial Value of Assets.
- b. The Actuarial Value of Assets so determined shall be subject to a 20% corridor relative to the Market Value of Assets.

3. Amortization Method (Unfunded Amounts)

- a. The Actuarial Value of Assets are subtracted from the computed AAL. Any unfunded amount is amortized as a level percent of payroll over a closed period.
- b. The unfunded liabilities, for EORP and Tiers 1 & 2 for both PSPRS and CORP, determined in the June 30, 2019 actuarial valuation will become the initial layer for each employer beginning with the June 30, 2020 actuarial valuation and amortized using the current closed year period for that employer and continue to decrease each year.
 - i. The payroll growth rate assumption used to amortize the Public Safety Plan (PSPRS) June 30, 2019 Unfunded Liability will be decreased by 0.5% beginning with the 6/30/2021 actuarial valuation and again each year with the intention of ultimately achieving 0.0%. Once the payroll growth assumption reaches 2.0%, however, the Board will reevaluate the payroll growth assumption and decide whether to continue to let it track down to 0.0%.
 - ii. The payroll growth rate used to amortize the Correction Officers Retirement Plan (CORP) June 30, 2019 Unfunded Liability will be 3.0% beginning with the 6/30/2020 actuarial valuation, and future years will be reduced by 0.5% until 0.0% is reached.
 - iii. The payroll growth rate used to amortize the Elected Officials Retirement Plan (EORP) June 30, 2019 Unfunded Liability will be 2.5% beginning with the 6/30/2020 actuarial valuation, and future years will be reduced by 0.5% until 0.0% is reached.
- c. Gains and losses, for EORP and Tiers 1 & 2 for both PSPRS and CORP, for each employer beginning with the June 30, 2020 actuarial valuation will be amortized as a new layer over the same amortization period as the regular unfunded liability to a minimum of 15 years. Once the amortization period for each employer decreases to 15 years, each subsequent year’s gains and losses will be amortized as a new 15-year closed layer.
 - i. The payroll growth rate used to amortize unfunded liability for all Plans under this paragraph will be 0.0% (i.e. level-dollar amortization).

- d. Tier 3 amortization methods are established in ARS 38-843.G and ARS 38-891.K.
4. Amortization Method (Overfunded Amounts)
- a. If the Actuarial Value of Assets exceeds the AAL for EORP and Tiers 1 & 2 for both PSPRS and CORP, the excess is amortized over an open period of 20 years and applied as a credit to reduce the Normal Cost otherwise payable.
 - b. Tier 3 amortization methods are established in ARS 38-843.G and ARS 38-891.K.

Metrics to Monitor Funding Objectives

1. Appropriateness of Assumptions – Gain/Loss Experience (Corollary 1a)
 - a. Metric: Do the cumulative gain/loss layers over the prior five years exceed 8% of plan assets?
 - b. Measurement: History of annual gain/loss (split by asset and liability experience) and five-year cumulative results will be tracked.
 - c. Action Plan: This metric assumes that a full experience study is performed at least every five years so objective of measurement is to monitor interim experience. If the metric answer is yes, a review of the sources or causes of gains and losses should be analyzed and presented to the Advisory Committee to provide a recommendation to the Board of Trustees. The analysis and presentation are intended to provide a basis for consideration if assumption changes are warranted between full experience studies.
2. Funding Targets (Corollary 1b)
 - a. Metric: Has the funded status, on both an AAL and PVB basis when compared to the market value of assets, increased over a five-year period?
 - b. Measurement: History of funded status measures will be tracked.
 - c. Action Plan: If the answer is no and not readily explainable (e.g., significant assumption change), a review of the reason(s) for the decrease should be researched and presented to the Advisory Committee to provide a recommendation to the Board of Trustees. The analysis and presentation are intended to provide a basis for consideration if changes to assumptions and/or methods are warranted between full experience studies.
3. Communication with Stakeholders (Corollary 2a)
 - a. Metric: Have reports and budgeting tools been provided to stakeholders in a timely fashion?
 - b. Measurement: Yes/No answer based on input from PSPRS administrator. (An annual standard survey of stakeholders – 3 to 5 questions.)
 - c. Action Plan: If the answer is no, and periodically regardless (e.g., every three years), PSPRS staff will revisit this metric to report to the Advisory Committee to provide a recommendation to the Board of Trustees if current reports / tools are sufficient and if the delivery timing is appropriate.
4. Timely Recognition of Costs (Corollary 3a)
 - a. Metric: Has the percentage of unfunded liability subject to negative amortization decreased over a five-year lookback period?
 - b. Measurement: History of unfunded liability subject to negative amortization as a percentage of total unfunded liability will be tracked.
 - c. Action Plan: If the answer is no, and not readily explainable (e.g., adopted assumption changes being phased in are anticipated to address negative amortization), a review of the reason(s) for negative amortization should be researched and presented to the Advisory Committee to provide a

recommendation to the Board of Trustees. The analysis and presentation are intended to provide a basis for consideration if changes to assumptions and/or methods are warranted between full experience studies.

X. GLOSSARY

Actuarial Accrued Liability – Computed differently under different funding methods, the actuarial accrued liability generally represents the portion of the actuarial present value of benefits attributable to service credit earned (or accrued) as of the valuation date.

Actuarial Present Value of Benefits – Amount which, together with future interest, is expected to be sufficient to pay all benefits to be paid in the future, regardless of when earned, as determined by the application of a particular set of actuarial assumptions; equivalent to the actuarial accrued liability plus the present value of future normal costs attributable to the members.

Actuarial Assumptions – Assumptions as to the occurrence of future events affecting pension costs. These assumptions include rates of investment earnings, changes in salary, rates of mortality, withdrawal, disablement, and retirement as well as statistics related to marriage and family composition.

Actuarial Cost Method – A method of determining the portion of the cost of a pension plan to be allocated to each year; sometimes referred to as the "actuarial funding method." Each cost method allocates a certain portion of the actuarial present value of benefits between the actuarial accrued liability and future normal costs.

Actuarial Equivalence – Series of payments with equal actuarial present values on a given date when valued using the same set of actuarial assumptions.

Actuarial Present Value - The amount of funds required as of a specified date to provide a payment or series of payments in the future. It is determined by discounting future payments at predetermined rates of interest, and by probabilities of payments between the specified date and the expected date of payment.

Actuarial Value of Assets – The value of cash, investments, and other property belonging to the pension plan as used by the actuary for the purpose of the actuarial valuation. This may correspond to market value of assets, or some modification using an asset valuation method to reduce the volatility of asset values.

Asset Gain (Loss) – That portion of the actuarial gain attributable to investment performance above (below) the expected rate of return in the actuarial assumptions.

Amortization – Paying off an interest-discounted amount with periodic payments of interest and (generally) principal, as opposed to paying off with a lump sum payment.

Amortization Payment – That portion of the pension plan contribution designated to pay interest and reduce the outstanding principal balance of unfunded actuarial accrued liability. If the amortization payment is less than the accrued interest on the unfunded actuarial accrued liability the outstanding principal balance will increase.

Assumed Earnings Rate – The interest rate used in developing present values to reflect the time value of money.

Decrements – Events which result in the termination of membership in the system such as retirement, disability, withdrawal, or death.

Entry Age Normal (EAN) Funding Method – A standard actuarial funding method whereby each member's normal costs (service costs) are generally level as a percentage of pay from entry age until retirement. The annual cost of benefits is comprised of the normal cost plus an amortization payment to reduce the UAL.

Experience Gain (Loss) – The difference between actual unfunded actuarial accrued liabilities and anticipated unfunded actuarial accrued liabilities during the period between two valuation dates. It is a measurement of the difference between actual and expected experience, and may be related to investment earnings above (or below) those expected or changes in the liability due to fewer (or greater) than expected numbers of retirements, deaths, disabilities, or withdrawals, or variances in pay increases relative to assumed pay increases. The effect of such gains (or losses) is to decrease (or increase) future costs.

Funded Ratio – A measure of the ratio of the actuarial value of assets to liabilities of the system. Typically, the assets used in the measure are the actuarial value of assets as determined by the asset valuation method. The funded ratio depends not only on the financial strength of the plan but also on the asset valuation method used to determine the assets and on the funding method used to determine the liabilities.

Market Value of Assets (MVA) – The value of assets as they would trade on an open market.

Normal Cost – Computed differently under different funding methods, generally that portion of the actuarial present value of benefits allocated to the current plan year.

Unfunded Actuarial Accrued Liability (UAAL) – The excess of the actuarial accrued liability over the valuation assets; sometimes referred to as "unfunded past service liability". UAL increases each time an actuarial loss occurs and when new benefits are added without being fully funded initially and decreases when actuarial gains occur.

APPENDIX A: SUMMARY OF POPULATION DATA BY EMPLOYER - TIERS 1 & 2

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of DROP	Annual DROP Benefits	Number of Inactive/ Vested	Inactive/Vested Accum. Member Contrib.	Number Transferred Out
001	Bisbee Fire Dept.	12	649,035	21	840,245	0	0	4	53,112	5
002	Casa Grande Fire Dept.	44	4,273,419	32	1,777,853	3	206,166	1	7,687	5
003	Casa Grande Police Dept.	51	4,316,013	49	2,503,967	14	785,708	9	100,251	6
004	Chandler Fire Dept.	150	15,920,911	82	5,545,662	28	2,046,940	4	176,988	0
005	Chandler Police Dept.	211	21,648,952	201	11,952,672	45	2,995,875	21	716,058	4
006	Clifton Fire Dept.	0	0	1	33,177	0	0	0	0	0
007	Dept. of Public Safety	849	69,672,197	1,457	79,508,780	96	5,527,968	59	610,414	17
008	Douglas Fire Dept.	18	1,341,021	24	1,053,928	2	100,688	3	7,683	5
009	Douglas Police Dept.	22	1,634,545	38	1,585,411	1	39,267	5	33,395	0
010	Flagstaff Fire Dept.	65	5,646,127	97	5,166,287	8	570,040	8	251,528	4
011	Flagstaff Police Dept.	56	4,584,510	90	4,685,390	6	397,374	29	477,224	24
012	Glendale Fire Dept.	176	18,708,390	119	7,914,693	36	3,048,408	6	186,834	6
013	Glendale Police Dept.	288	29,078,452	250	14,562,332	60	4,089,840	30	665,160	8
014	Globe Fire Dept.	11	846,209	14	489,918	1	27,093	1	14,317	0
015	Kingman Fire Dept.	39	2,759,837	31	1,642,681	3	108,825	2	15,982	3
016	Maricopa County Sheriff's Office	419	40,144,138	560	29,685,089	101	6,418,550	33	941,457	23
017	Mesa Fire Dept.	294	29,724,354	289	19,270,842	74	5,207,306	18	566,478	3
018	Mesa Police Dept.	527	51,778,399	660	37,712,234	112	6,811,728	96	1,057,056	10
020	Nogales Fire Dept.	25	1,805,864	36	1,564,768	2	89,910	0	0	4
021	Phoenix Fire Dept.	1,201	133,244,047	1,223	89,239,533	221	17,844,645	33	1,191,168	0
022	Phoenix Police Dept.	1,904	196,944,730	2,699	178,016,149	446	30,721,372	339	3,620,859	29
023	Prescott Fire Dept.	46	3,827,890	72	3,962,284	7	420,147	8	328,064	1
024	Prescott Police Dept.	47	3,548,568	70	3,448,866	3	166,083	11	139,590	2
025	Scottsdale Police Dept.	264	28,209,506	292	17,444,204	43	2,783,734	58	1,115,224	7
026	Sierra Vista Fire Dept.	33	2,423,381	28	1,544,224	5	272,230	10	163,710	7
027	Tempe Fire Dept.	118	13,623,895	150	10,183,419	22	1,820,786	7	184,499	3
028	Tempe Police Dept.	248	24,590,411	290	17,259,202	45	2,769,525	38	904,704	6
029	Tucson Fire	467	40,340,291	601	34,132,528	61	3,567,951	16	340,272	10
030	Tucson Police	535	43,194,260	1,066	57,778,192	100	5,774,700	95	1,506,225	32
031	Winslow Fire Dept.	6	378,734	3	194,304	0	0	1	5,757	1
032	Yuma Fire Dept.	86	7,082,508	85	4,537,964	16	888,768	2	50,036	2
033	Yuma Police Dept.	103	8,309,736	139	6,684,528	9	474,282	36	484,992	10
034	Yuma County Sheriff's Dept.	52	4,108,738	41	1,900,371	11	573,210	8	193,008	4
035	Game and Fish Dept.	82	5,484,323	160	7,661,816	22	1,065,790	13	156,897	2
036	Sierra Vista Police Dept.	41	3,243,732	42	2,360,726	4	245,920	12	317,112	5
037	Benson Police Dept.	10	636,973	7	312,025	1	48,207	0	0	0
038	Bisbee Police Dept.	4	240,628	19	777,493	0	0	4	45,124	1

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of DROP	Annual DROP Benefits	Number of Inactive/Vested	Inactive/Vested Accum. Member Contrib.	Number Transferred Out
039	Pima County Sheriff's Dept.	325	22,869,222	460	23,652,330	56	2,594,816	69	336,444	25
040	Kingman Police Dept.	30	2,224,574	31	1,474,415	6	264,426	9	172,719	9
041	ASU Campus Police	51	4,460,755	42	2,086,855	5	315,960	20	141,900	10
042	Lake Havasu City Fire Dept.	64	5,363,476	49	2,653,273	9	634,320	8	129,632	3
043	Mohave County Sheriff's Dept.	50	3,691,227	57	2,623,088	6	334,458	24	239,040	9
044	Bullhead City Fire Dept.	46	4,288,414	42	2,462,220	11	674,036	7	132,041	3
045	U of A Campus Police	39	2,697,252	28	1,269,073	6	360,192	18	278,406	6
046	Cochise County Sheriff's Dept.	56	3,740,462	71	2,959,714	4	188,824	31	318,556	6
047	Safford Police Dept.	14	1,055,072	17	770,579	5	265,705	0	0	0
049	Drexel Heights Fire District	65	4,439,143	27	1,181,956	7	348,299	8	84,304	5
050	Winslow Police Dept.	13	868,212	15	571,775	1	33,184	6	126,666	5
051	Payson Fire Dept.	21	1,906,208	15	759,331	1	45,056	2	57,156	2
052	Payson Police Dept.	15	1,232,442	24	1,216,353	1	45,899	10	132,860	2
053	Northern AZ. Consolidated Fire District #1	7	506,031	9	432,136	0	0	18	325,422	11
054	Fry Fire District	32	2,729,800	26	1,377,764	1	56,117	1	15,298	7
055	Fredonia Marshals	1	49,836	1	34,408	0	0	1	33,131	0
056	NAU Campus Police	11	873,944	15	781,580	1	33,612	3	55,899	2
058	South Tucson Fire Dept.	1	73,076	7	268,330	1	41,589	4	14,984	6
059	Avondale Fire Dept.	59	6,264,787	17	1,013,463	1	122,233	3	65,163	2
060	Parker Police Dept.	7	450,081	6	232,413	0	0	6	164,658	1
061	Coconino County Sheriff's Dept.	40	2,942,559	61	2,997,585	3	151,869	12	202,212	6
064	Buckskin Fire District	8	655,871	11	493,721	1	81,878	12	121,884	8
065	Snowflake Police Dept.	8	497,301	9	326,100	0	0	1	22,441	2
066	Cottonwood Police Dept.	20	1,618,806	22	940,387	2	113,014	2	3,530	2
067	Lake Havasu City Police Dept.	49	4,498,322	63	3,165,387	4	301,080	17	189,074	8
069	South Tucson Police Dept.	6	303,955	17	669,291	1	51,336	2	93,754	3
070	Apache Junction Police Dept.	44	3,215,351	45	2,166,404	3	207,876	10	182,020	7
071	Navajo County Sheriff's Dept.	26	1,632,124	34	1,276,079	0	0	17	142,205	18
072	Mohave Valley Fire District	17	1,259,569	5	193,660	5	248,170	8	106,840	7
073	Peoria Fire Dept.	142	14,999,183	49	3,050,083	18	1,252,278	3	48,984	0
074	Peoria Police Dept.	143	14,437,025	109	6,005,712	12	755,352	24	507,120	5
076	Paradise Valley Police Dept.	30	2,929,053	44	2,245,239	2	107,940	2	32,720	1
077	Willcox Police Dept.	8	492,688	11	431,625	0	0	1	19,653	0
078	Show Low Police Dept.	19	1,441,260	20	894,038	3	171,381	3	108,108	3
079	Eloy Police Dept.	20	1,525,618	12	556,484	2	90,492	4	93,052	5
080	Nogales Police Dept.	32	1,972,200	39	1,625,765	3	162,372	7	237,454	7
081	Gilbert Police Dept.	179	17,476,094	92	5,256,352	22	1,420,936	35	599,935	7
083	Clifton Police Dept.	2	137,174	2	65,990	0	0	1	2,053	2
085	Coolidge Police Dept.	14	1,079,472	17	697,761	3	115,461	3	45,390	5
086	Holbrook Police Dept.	5	340,748	18	696,588	0	0	2	25,174	4
087	Santa Cruz County Sheriff's Dept.	19	1,289,331	26	1,083,734	1	50,494	8	73,048	11

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of DROP	Annual DROP Benefits	Number of Inactive/ Vested	Inactive/Vested Accum. Member Contrib.	Number Transferred Out
088	Prescott Valley Police Dept.	53	4,028,380	34	1,512,505	1	80,438	15	158,790	6
089	Eagar Police Dept.	5	306,547	8	313,082	0	0	1	4,188	0
090	Tolleson Police Dept.	18	1,659,700	13	626,459	3	152,472	2	7,692	1
091	Florence Police Dept.	15	1,085,447	9	304,157	0	0	5	91,120	9
092	Springerville Police Dept.	3	181,805	6	214,410	0	0	0	0	1
093	El Mirage Police Dept.	31	2,848,048	20	975,432	3	179,139	5	13,460	5
094	Superior Police Dept.	7	340,557	3	94,401	0	0	3	66,183	2
095	San Luis Police Dept.	25	1,881,380	9	375,316	0	0	2	27,642	0
096	Page Police Dept.	12	782,335	10	459,050	0	0	4	127,092	1
097	Page Fire Dept.	8	575,890	3	117,967	0	0	9	105,255	5
098	Yavapai County Sheriff's Dept.	75	5,522,935	90	3,790,628	13	615,654	37	434,861	7
100	Pima Police Dept.	3	210,715	0	0	0	0	4	70,948	1
101	Apache County Sheriff's Dept.	13	903,606	25	983,833	2	80,040	5	52,010	7
102	Cottonwood Fire Dept.	20	1,497,987	7	312,524	2	144,200	0	0	1
103	La Paz County Sheriff's Dept.	14	972,858	27	1,194,465	4	138,180	4	42,352	6
104	Pinal County Sheriff's Dept.	173	14,813,457	121	5,293,335	5	215,105	19	561,526	6
105	Clarkdale Police Dept.	5	333,285	7	207,508	1	41,808	1	2,234	2
106	Buckeye Police Dept.	65	6,125,278	25	1,291,019	4	332,428	8	233,904	3
107	Marana Police Dept.	72	5,617,205	36	1,487,116	4	182,404	13	80,769	4
108	Tolleson Fire Dept.	22	2,151,312	11	618,048	2	127,204	2	55,138	1
109	Chino Valley Police Dept.	16	1,041,206	12	477,470	1	62,075	5	118,725	2
110	Surprise Police Dept.	98	10,119,473	59	2,897,846	8	452,608	16	125,200	1
111	Wellton Police Dept.	3	185,699	5	165,293	0	0	0	0	1
112	Gila County Sheriff's Dept.	26	1,741,745	32	1,069,980	3	141,036	9	138,339	7
113	Pinetop-Lakeside Police Dept.	7	466,701	13	494,190	0	0	3	54,237	2
114	Bullhead City Police Dept.	50	4,084,625	50	2,615,254	7	410,592	10	17,950	0
115	Williams Police Dept.	5	316,680	4	128,733	1	39,463	3	58,311	0
116	Miami Police Dept.	2	92,929	6	225,662	0	0	1	14,055	2
117	Thatcher Police Dept.	8	677,585	8	358,087	1	73,711	0	0	0
118	Youngtown Police Dept.	0	0	3	113,444	0	0	1	6,882	0
119	Dept. of Emer & Military Aff	30	1,966,725	20	853,886	3	142,320	7	218,344	9
120	Surprise Fire Dept.	109	11,752,820	15	899,606	10	676,270	2	34,158	1
121	Camp Verde Marshals	10	661,880	9	357,576	0	0	6	157,368	3
122	Oro Valley Police Dept.	75	6,174,801	46	2,094,019	9	638,343	9	345,789	3
123	Greenlee County Sheriff's Dept.	11	747,412	8	412,696	0	0	5	92,185	0
124	Tucson Airport Authority Fire Dept.	13	1,054,218	19	1,030,765	2	124,716	2	15,716	0
125	Tucson Airport Authority Police Dept.	18	1,527,913	27	1,310,912	1	56,511	3	6,528	3
126	Wickenburg Police Dept.	12	922,233	10	444,711	0	0	8	60,152	4
127	El Mirage Fire Dept.	22	2,141,072	3	156,589	0	0	3	60,972	2
128	Patagonia Marshals	2	112,820	2	77,810	0	0	3	75,870	0
129	Sedona Police Dept.	19	1,467,058	14	674,168	0	0	5	31,930	4

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of DROP	Annual DROP Benefits	Number of Inactive/ Vested	Inactive/Vested Accum. Member Contrib.	Number Transferred Out
130	Mammoth Police Dept.	3	136,342	3	76,141	0	0	7	35,896	2
131	Globe Police Dept.	9	521,363	17	668,908	1	39,231	3	14,739	16
132	Tombstone Marshals	3	123,358	0	0	0	0	4	119,472	6
133	Golder Ranch Fire District	175	14,327,018	28	1,382,743	11	726,418	12	376,920	7
134	Fort Mojave Mesa Fire District	18	1,554,932	16	902,634	3	207,222	1	5,390	5
136	Goodyear Fire Dept.	70	8,629,914	15	918,792	12	783,456	0	0	1
137	Goodyear Police Dept.	86	8,656,917	30	1,647,528	11	739,695	14	345,730	7
139	Avondale Police Dept.	87	7,777,773	38	1,891,393	4	277,744	27	539,460	10
140	Graham County Sheriff's Dept.	12	842,173	11	425,261	0	0	3	35,028	3
142	Golden Valley Fire District	16	1,126,492	5	216,984	0	0	4	56,856	4
143	Daisy Mountain Fire District	75	7,450,481	16	841,356	2	147,556	3	91,167	0
144	Quartzsite Police Dept.	4	266,294	6	235,494	0	0	2	45,234	8
145	Picture Rocks Fire District	8	575,032	10	302,303	0	0	7	89,943	13
146	Pima County Comm. College Police	18	1,252,861	18	722,844	0	0	7	46,963	4
147	Northwest Fire District	155	14,388,032	58	3,181,372	17	1,040,400	10	124,880	4
148	Superstition Fire and Medical District	63	6,377,908	24	1,459,688	16	986,544	3	110,808	1
149	Gilbert Fire Dept.	150	16,204,301	30	1,756,918	17	1,099,373	4	100,504	0
150	Pine-Strawberry Fire District	13	1,240,215	9	400,181	1	64,115	1	22,357	0
151	Attorney General Invest.	21	1,749,366	32	1,418,077	0	0	4	87,996	3
153	St. Johns Police Dept.	4	228,342	4	99,839	0	0	1	8,129	2
154	Pima County Attorney Invest.	4	227,740	5	262,235	0	0	0	0	0
156	Kearny Police Dept.	3	155,404	6	208,710	0	0	2	23,512	3
158	Navajo County Attorney Invest.	0	0	1	39,105	0	0	0	0	0
162	Avra Valley Fire District	22	1,372,177	7	225,894	0	0	10	68,560	14
163	San Luis Fire Dept.	27	1,799,719	3	88,475	0	0	4	80,728	7
164	AZ Dept. Liq. Lic. & Control Invest.	10	640,609	17	690,385	0	0	4	82,844	1
165	Maricopa County Attorney Invest.	7	587,550	19	931,340	2	83,126	4	225,380	0
166	Sedona Fire District	63	6,707,511	30	1,684,130	5	374,840	7	96,964	3
167	Guadalupe Fire Dept.	3	275,380	1	53,077	2	94,548	0	0	0
168	Mayer Fire District	10	653,971	7	241,587	0	0	2	50,650	2
169	Somerton Police Dept.	10	662,602	8	352,821	0	0	3	91,266	2
171	Somerton Fire Dept.	11	698,448	3	149,303	1	29,761	2	76,762	3
172	Tubac Fire District	19	1,309,145	10	359,422	1	64,346	1	41,415	2
174	Sahuarita Police Dept.	31	2,896,725	10	480,995	1	49,711	5	168,960	8
176	Florence Fire Dept.	22	1,692,850	3	125,856	1	66,608	2	36,272	1
177	Sun City Fire District	41	3,852,515	36	2,586,982	13	763,763	1	1,063	3
178	Hayden Police Dept.	4	215,559	0	0	0	0	2	30,802	3
179	Gila River Fire Dept.	54	4,170,281	12	461,437	2	88,960	5	12,680	7
180	Gila River Police Dept.	90	7,753,944	13	551,609	2	89,374	14	458,010	18

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of DROP	Annual DROP Benefits	Number of Inactive/ Vested	Inactive/Vested Accum. Member Contrib.	Number Transferred Out
181	Salt River Pima-Maricopa Fire	65	7,834,045	16	915,808	8	600,624	3	115,368	0
182	Salt River Pima-Maricopa Police	87	9,175,736	32	1,641,657	6	365,790	11	329,560	3
185	Pinetop Fire District	21	2,348,097	9	432,239	1	51,708	2	26,574	1
187	Yavapai County Attorney Invest.	0	0	2	84,558	0	0	0	0	0
188	Three Points Fire District	11	717,859	3	133,878	2	85,170	2	9,136	5
190	Buckeye Fire Dept.	78	7,897,307	4	308,985	2	137,052	2	124,032	0
192	Heber-Overgaard Fire District	10	934,777	2	67,478	1	57,575	3	37,458	0
193	Hellsgate Fire District	4	353,013	4	193,032	0	0	1	77,675	0
194	Green Valley Fire District	51	4,325,877	29	1,341,936	3	135,546	5	149,105	2
195	Summit Fire District	27	2,004,731	13	610,367	3	76,056	7	55,139	5
197	Fort McDowell Tribal Fire Dept.	7	517,971	1	57,778	1	59,775	3	59,253	8
198	Fort McDowell Tribal Police Dept.	10	820,783	4	193,648	4	186,720	3	130,608	2
199	Highlands Fire District	19	1,736,510	10	487,334	1	42,540	4	61,468	2
200	Rio Rico Fire District	21	1,585,787	3	90,849	0	0	9	239,769	6
201	Tri-City Fire District	17	1,318,999	2	62,517	1	48,836	2	30,488	5
202	Maricopa County Park Rangers	0	0	3	163,959	0	0	1	24,132	0
203	Verde Valley Fire District	29	2,347,571	11	615,440	2	143,340	3	103,866	2
204	AZ. State Park Rangers	12	735,016	25	995,025	2	73,184	5	144,455	1
206	Hualapai Indian Tribe Police Dept.	11	733,069	3	116,599	0	0	0	0	3
207	Pinewood Fire District	16	1,437,343	7	379,832	0	0	0	0	0
208	Rincon Valley Fire District	37	2,426,794	4	170,447	0	0	3	102,195	1
210	Jerome Police Dept.	3	165,725	0	0	1	33,778	1	13,277	0
211	Fort Mojave Tribal Police Dept.	11	1,123,136	0	0	0	0	5	58,910	1
212	Buckeye Valley Fire District	56	4,363,493	9	323,751	0	0	7	161,161	10
213	Eloy Fire District	22	1,798,627	6	308,339	1	48,410	3	152,325	2
214	Pascua Yaqui Tribe Fire Dept.	13	1,185,358	6	304,686	2	98,836	2	59,826	2
215	Pascua Yaqui Tribe Police Dept.	16	1,575,050	8	379,742	6	305,238	4	2,144	1
216	Town of Superior Fire Dept.	5	243,384	1	19,048	0	0	4	58,416	0
217	Wickenburg Fire Dept.	12	894,536	0	0	0	0	1	27,686	1
221	Quartzsite Fire District	8	570,704	2	103,176	0	0	1	1,111	2
222	Rio Verde Fire District	8	731,390	6	244,368	4	226,756	1	5,471	1
223	Scottsdale Fire Dept.	211	22,406,182	46	2,381,934	14	850,822	5	159,060	6
224	Ak Chin Indian Comm. Fire Dept.	29	1,962,362	9	345,723	2	81,236	6	144,930	4
225	Ak Chin Indian Comm. Police Dept.	11	903,510	2	111,616	0	0	9	146,160	9
226	Corona De Tucson Fire District	19	1,382,180	2	112,642	0	0	0	0	0
227	Golden Shores Fire District	6	415,030	1	35,141	0	0	3	51,288	1
228	City of Maricopa Fire Dept.	56	5,504,498	5	176,069	1	55,031	4	129,120	0
229	Cave Creek Marshals	1	113,294	0	0	0	0	0	0	0

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of DROP	Annual DROP Benefits	Number of Inactive/ Vested	Inactive/Vested Accum. Member Contrib.	Number Transferred Out
231	San Carlos Tribal Police Dept.	22	2,096,325	2	106,046	1	79,364	2	31,624	1
232	Groom Creek Fire District	3	219,776	0	0	0	0	0	0	3
233	Mount Lemmon Fire District	5	280,416	0	0	0	0	0	0	0
234	Yavapai Prescott Tribal Police	5	346,641	1	29,615	0	0	4	113,496	2
235	Tohono O'odham Nation Fire Dept.	29	2,164,884	7	300,229	1	58,244	6	109,128	3
236	Tohono O'odham Nation Police Dept.	48	3,720,808	26	1,312,532	1	46,568	10	303,320	4
237	Williamson Valley Fire District	11	932,982	0	0	0	0	5	50,625	8
238	Harquahala Fire District	12	854,583	0	0	0	0	7	60,830	0
239	Coolidge Fire Dept.	4	296,672	0	0	0	0	2	69,030	1
242	Central AZ. College Police Dept.	6	352,667	1	49,361	0	0	0	0	3
243	City of Maricopa Police Dept.	52	4,541,179	7	305,353	0	0	11	299,926	7
244	Oracle Fire District	4	266,546	1	25,258	0	0	2	14,156	1
245	Benson Fire Dept.	1	75,005	0	0	0	0	0	0	0
246	Desert Hills Fire Dept.	18	1,035,466	2	77,838	0	0	3	62,310	6
247	Queen Creek Fire Dept.	50	5,425,383	2	140,612	0	0	2	1,856	1
248	Sonoita Elgin Fire Dept.	2	111,851	1	60,562	0	0	9	96,327	7
249	Christopher-Kohl's Fire District	3	249,228	1	14,418	0	0	2	72,172	1
250	Whetstone Fire District	4	264,221	0	0	0	0	1	21,813	3
251	Queen Valley Fire District	3	141,581	0	0	0	0	0	0	0
252	Lake Mohave Ranchos Fire District	3	130,549	3	119,616	0	0	6	115,284	3
253	Huachuca City Police Dept.	4	210,507	2	57,429	0	0	1	149	0
254	Palominas Fire District	3	159,870	1	52,842	0	0	6	92,604	10
255	Sun Sites Pearce Fire District	6	328,430	0	0	0	0	3	41,622	4
256	Ponderosa Fire District	3	211,488	0	0	0	0	1	48,456	5
257	Timber Mesa Fire and Medical Dist	60	5,048,611	8	356,792	2	143,260	4	113,556	2
258	Central AZ Fire and Medical	88	7,604,442	60	3,491,098	17	1,147,942	8	294,520	3
259	Copper Canyon Fire and Medical	34	2,622,096	8	300,172	1	30,885	3	51,270	3
261	Beaver Dam/Littlefield Fire Dist.	2	208,990	0	0	0	0	1	4,438	0
262	Blue Ridge Fire District	3	178,042	1	22,257	0	0	1	9,204	0
263	Arizona Fire & Medical Authority	96	9,755,022	42	2,310,133	10	824,490	7	232,498	1
265	Queen Creek Police Dept.	5	463,540	0	0	0	0	0	0	0
	TOTAL	14,447	1,341,575,553	14,559	835,706,333	2,131	138,567,975	2,099	35,182,390	927

APPENDIX B: SUMMARY OF POPULATION DATA BY EMPLOYER - TIER 3

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of Inactive/ Vested	Inactive/ Accum. Member Contrib.	Number Transferred Out
001	Bisbee Fire Dept.	8	362,757	0	0	4	17,324	3
002	Casa Grande Fire Dept.	19	1,135,791	0	0	1	6,903	1
003	Casa Grande Police Dept.	16	981,660	0	0	2	10,362	1
004	Chandler Fire Dept.	31	1,961,162	0	0	2	20,208	0
005	Chandler Police Dept.	61	4,191,600	0	0	8	34,960	1
007	Dept. of Public Safety	167	9,795,670	0	0	6	7,608	5
008	Douglas Fire Dept.	9	573,283	0	0	0	0	0
009	Douglas Police Dept.	7	344,342	0	0	1	1,501	0
010	Flagstaff Fire Dept.	19	945,387	0	0	3	36,285	2
011	Flagstaff Police Dept.	40	2,417,625	0	0	5	33,605	4
012	Glendale Fire Dept.	40	2,114,258	0	0	0	0	0
013	Glendale Police Dept.	51	3,499,042	0	0	5	22,700	1
014	Globe Fire Dept.	5	257,795	0	0	0	0	0
015	Kingman Fire Dept.	10	496,412	0	0	0	0	3
016	Maricopa County Sheriff's Office	142	8,728,425	1	30,366	14	43,008	13
017	Mesa Fire Dept.	81	4,601,157	0	0	1	838	0
018	Mesa Police Dept.	163	11,003,693	0	0	35	148,610	4
020	Nogales Fire Dept.	13	580,188	0	0	2	12,366	3
021	Phoenix Fire Dept.	250	15,104,392	0	0	2	2,536	2
022	Phoenix Police Dept.	534	32,930,406	3	113,307	133	502,873	29
023	Prescott Fire Dept.	3	194,333	0	0	0	0	1
024	Prescott Police Dept.	21	1,160,174	0	0	2	15,576	1
025	Scottsdale Police Dept.	68	4,760,541	0	0	15	50,415	1
026	Sierra Vista Fire Dept.	10	508,676	0	0	1	2,619	2
027	Tempe Fire Dept.	24	1,666,323	0	0	1	5,294	0
028	Tempe Police Dept.	41	2,822,302	0	0	2	3,932	1
029	Tucson Fire	56	3,140,507	0	0	5	17,090	3
030	Tucson Police	147	7,910,551	0	0	43	210,872	15
031	Winslow Fire Dept.	2	108,667	0	0	0	0	0
032	Yuma Fire Dept.	24	1,377,461	0	0	3	22,008	2

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of Inactive/ Vested	Inactive/ Accum. Member Contrib.	Number Transferred Out
033	Yuma Police Dept.	26	1,493,992	0	0	9	14,751	1
034	Yuma County Sheriff's Dept.	15	911,030	0	0	3	23,856	0
035	Game and Fish Dept.	24	1,198,078	0	0	6	11,394	0
036	Sierra Vista Police Dept.	10	579,202	0	0	3	19,746	0
037	Benson Police Dept.	3	166,226	0	0	0	0	0
038	Bisbee Police Dept.	9	413,932	0	0	1	336	2
039	Pima County Sheriff's Dept.	96	5,143,548	0	0	15	26,670	1
040	Kingman Police Dept.	14	646,179	0	0	3	4,527	0
041	ASU Campus Police	19	1,118,502	0	0	5	11,850	4
042	Lake Havasu City Fire Dept.	5	364,287	0	0	0	0	1
043	Mohave County Sheriff's Dept.	32	1,545,283	0	0	4	30,516	1
044	Bullhead City Fire Dept.	10	648,760	0	0	2	2,670	2
045	U of A Campus Police	15	784,681	0	0	0	0	1
046	Cochise County Sheriff's Dept.	16	803,244	0	0	1	11,237	0
049	Drexel Heights Fire District	10	510,647	0	0	0	0	1
050	Winslow Police Dept.	5	263,265	0	0	3	18,531	0
051	Payson Fire Dept.	8	471,132	0	0	0	0	2
052	Payson Police Dept.	9	568,245	0	0	0	0	0
053	Northern AZ. Consolidated Fire District #1	10	439,073	0	0	5	18,250	6
054	Fry Fire District	5	258,695	0	0	0	0	0
055	Fredonia Marshals	1	63,067	0	0	0	0	0
056	NAU Campus Police	7	432,836	0	0	0	0	2
058	South Tucson Fire Dept.	0	0	0	0	2	4,082	3
059	Avondale Fire Dept.	19	1,029,849	0	0	0	0	1
060	Parker Police Dept.	4	209,863	0	0	1	1,039	2
061	Coconino County Sheriff's Dept.	20	1,048,768	0	0	8	37,240	2
064	Buckskin Fire District	2	101,174	0	0	1	3,510	0
065	Snowflake Police Dept.	5	246,223	0	0	1	17,443	0
066	Cottonwood Police Dept.	4	236,945	0	0	4	11,280	2
067	Lake Havasu City Police Dept.	16	1,160,899	0	0	5	17,075	2
069	South Tucson Police Dept.	4	130,898	0	0	0	0	1
070	Apache Junction Police Dept.	9	530,381	0	0	0	0	0
071	Navajo County Sheriff's Dept.	24	1,200,077	0	0	4	11,648	1
072	Mohave Valley Fire District	8	388,337	0	0	2	7,330	5
073	Peoria Fire Dept.	34	2,323,674	0	0	1	4,426	1

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of Inactive/ Vested	Inactive/ Vested Accum. Member Contrib.	Number Transferred Out
074	Peoria Police Dept.	35	2,410,608	0	0	6	30,552	2
076	Paradise Valley Police Dept.	2	144,815	0	0	0	0	0
077	Willcox Police Dept.	1	59,589	0	0	0	0	0
078	Show Low Police Dept.	5	287,163	0	0	1	3,872	0
079	Eloy Police Dept.	4	266,865	0	0	0	0	0
080	Nogales Police Dept.	5	244,899	0	0	1	11,963	0
081	Gilbert Police Dept.	80	5,704,797	0	0	11	42,086	1
083	Clifton Police Dept.	1	53,562	0	0	1	4,638	3
085	Coolidge Police Dept.	10	518,310	0	0	0	0	0
086	Holbrook Police Dept.	6	327,991	0	0	3	3,252	0
087	Santa Cruz County Sheriff's Dept.	10	549,838	0	0	0	0	1
088	Prescott Valley Police Dept.	16	981,096	0	0	1	655	0
090	Tolleson Police Dept.	6	401,082	0	0	1	12,978	0
091	Florence Police Dept.	8	451,490	0	0	0	0	3
092	Springerville Police Dept.	2	106,526	0	0	0	0	0
093	El Mirage Police Dept.	11	690,053	0	0	1	347	0
094	Superior Police Dept.	2	109,991	0	0	0	0	0
095	San Luis Police Dept.	12	676,768	0	0	1	233	1
096	Page Police Dept.	4	219,804	0	0	0	0	0
097	Page Fire Dept.	8	412,506	0	0	1	8,213	2
098	Yavapai County Sheriff's Dept.	37	2,125,689	0	0	8	28,464	1
100	Pima Police Dept.	2	140,659	0	0	0	0	0
101	Apache County Sheriff's Dept.	6	274,067	0	0	1	125	3
102	Cottonwood Fire Dept.	3	149,815	0	0	0	0	0
103	La Paz County Sheriff's Dept.	12	709,680	0	0	1	7,788	3
104	Pinal County Sheriff's Dept.	16	1,014,059	0	0	6	22,098	1
105	Clarkdale Police Dept.	3	162,282	0	0	0	0	1
106	Buckeye Police Dept.	25	1,781,177	0	0	2	11,642	1
107	Marana Police Dept.	14	830,811	0	0	3	29,250	0
108	Tolleson Fire Dept.	4	247,449	0	0	1	6,464	0
109	Chino Valley Police Dept.	6	340,094	0	0	0	0	0
110	Surprise Police Dept.	35	2,438,300	0	0	1	1,300	0
111	Wellton Police Dept.	2	106,581	0	0	0	0	0
112	Gila County Sheriff's Dept.	10	546,357	0	0	3	8,475	4

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of Inactive/ Vested	Inactive/ Accum. Member Contrib.	Number Transferred Out
113	Pinetop-Lakeside Police Dept.	3	166,304	0	0	0	0	1
114	Bullhead City Police Dept.	14	760,412	0	0	1	1,409	0
115	Williams Police Dept.	2	108,671	0	0	0	0	1
116	Miami Police Dept.	2	95,421	0	0	0	0	1
117	Thatcher Police Dept.	1	55,895	0	0	0	0	0
119	Dept. of Emer & Military Aff	8	470,783	0	0	3	11,667	1
120	Surprise Fire Dept.	19	1,227,044	0	0	0	0	0
121	Camp Verde Marshals	8	456,470	0	0	0	0	0
122	Oro Valley Police Dept.	13	719,661	0	0	1	2,196	0
123	Greenlee County Sheriff's Dept.	5	266,094	0	0	0	0	1
124	Tucson Airport Authority Fire Dept.	2	134,085	0	0	0	0	0
125	Tucson Airport Authority Police Dept.	0	0	0	0	1	567	2
126	Wickenburg Police Dept.	6	355,982	0	0	0	0	0
127	El Mirage Fire Dept.	8	598,875	0	0	0	0	2
129	Sedona Police Dept.	3	187,736	0	0	0	0	0
130	Mammoth Police Dept.	0	0	0	0	1	500	0
131	Globe Police Dept.	8	405,626	0	0	1	1,838	0
132	Tombstone Marshals	0	0	0	0	3	32,547	0
133	Golder Ranch Fire District	38	1,777,324	0	0	2	11,594	5
134	Fort Mojave Mesa Fire District	2	111,929	0	0	1	3,371	0
136	Goodyear Fire Dept.	19	1,433,933	0	0	0	0	1
137	Goodyear Police Dept.	17	1,240,266	0	0	0	0	0
139	Avondale Police Dept.	40	2,629,025	0	0	2	4,286	3
140	Graham County Sheriff's Dept.	5	277,951	0	0	0	0	1
142	Golden Valley Fire District	5	259,521	0	0	0	0	1
143	Daisy Mountain Fire District	13	827,344	0	0	0	0	0
144	Quartzsite Police Dept.	3	178,000	0	0	1	2,200	2
145	Picture Rocks Fire District	8	402,319	0	0	2	24,752	7
146	Pima County Comm. College Police	8	457,088	0	0	1	1,308	2
147	Northwest Fire District	35	2,154,215	0	0	1	710	1
148	Superstition Fire and Medical District	14	863,443	0	0	0	0	0
149	Gilbert Fire Dept.	23	1,468,578	0	0	1	5,990	1
150	Pine-Strawberry Fire District	1	115,868	0	0	0	0	0
151	Attorney General Invest.	5	390,861	0	0	2	25,224	1
153	St. Johns Police Dept.	3	136,075	0	0	0	0	0
156	Kearny Police Dept.	2	83,078	0	0	0	0	0

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of Inactive/ Vested	Inactive/ Vested Accum. Member Contrib.	Number Transferred Out
162	Avra Valley Fire District	15	652,357	0	0	0	0	1
163	San Luis Fire Dept.	15	778,278	0	0	3	18,105	0
165	Maricopa County Attorney Invest.	2	153,098	0	0	0	0	0
166	Sedona Fire District	12	747,557	0	0	0	0	0
167	Guadalupe Fire Dept.	2	151,815	0	0	0	0	0
168	Mayer Fire District	1	48,426	0	0	0	0	0
169	Somerton Police Dept.	9	487,636	0	0	3	8,979	2
171	Somerton Fire Dept.	8	342,013	0	0	4	12,032	4
172	Tubac Fire District	6	321,895	0	0	0	0	0
174	Sahuarita Police Dept.	15	881,872	0	0	3	12,693	1
176	Florence Fire Dept.	5	272,467	0	0	0	0	0
177	Sun City Fire District	11	676,817	0	0	0	0	2
179	Gila River Fire Dept.	20	1,065,984	0	0	2	5,498	0
180	Gila River Police Dept.	38	2,457,856	0	0	1	4,362	1
181	Salt River Pima-Maricopa Fire	10	804,783	0	0	0	0	0
182	Salt River Pima-Maricopa Police	24	1,903,066	0	0	3	51,687	2
185	Pinetop Fire District	6	369,332	0	0	0	0	0
188	Three Points Fire District	2	110,773	0	0	1	4,706	0
190	Buckeye Fire Dept.	11	598,797	0	0	0	0	0
192	Heber-Overgaard Fire District	2	56,025	0	0	0	0	0
193	Hellsgate Fire District	1	61,529	0	0	0	0	0
194	Green Valley Fire District	15	829,860	0	0	0	0	2
195	Summit Fire District	11	358,260	0	0	0	0	2
197	Fort McDowell Tribal Fire Dept.	6	359,420	0	0	1	6,767	3
198	Fort McDowell Tribal Police Dept.	5	345,976	0	0	0	0	0
199	Highlands Fire District	6	333,572	0	0	0	0	1
200	Rio Rico Fire District	7	391,559	0	0	0	0	5
201	Tri-City Fire District	2	159,379	0	0	1	2,150	1
203	Verde Valley Fire District	8	498,749	0	0	0	0	2
206	Hualapai Indian Tribe Police Dept.	5	321,087	1	28,152	1	778	2
207	Pinewood Fire District	1	64,164	0	0	0	0	0
208	Rincon Valley Fire District	8	417,300	0	0	0	0	0
211	Fort Mojave Tribal Police Dept.	1	66,453	0	0	2	19,648	0
212	Buckeye Valley Fire District	17	892,813	0	0	0	0	4
213	Eloy Fire District	7	407,413	0	0	2	8,464	1
214	Pascua Yaqui Tribe Fire Dept.	6	283,289	0	0	1	6,754	0

Employer Number	Employer Name	Number of Actives	Active Payroll	Number of Retirees	Annual Retiree Benefits	Number of Inactive/ Vested	Inactive/ Vested Accum. Member Contrib.	Number Transferred Out
215	Pascua Yaqui Tribe Police Dept.	1	67,338	0	0	0	0	0
216	Town of Superior Fire Dept.	2	77,892	0	0	1	6,709	1
217	Wickenburg Fire Dept.	4	220,766	0	0	0	0	0
221	Quartzsite Fire District	4	224,886	0	0	0	0	2
222	Rio Verde Fire District	7	512,182	0	0	0	0	1
223	Scottsdale Fire Dept.	56	3,016,027	0	0	3	14,457	2
224	Ak Chin Indian Comm. Fire Dept.	4	209,336	0	0	0	0	2
225	Ak Chin Indian Comm. Police Dept.	1	59,562	0	0	0	0	0
227	Golden Shores Fire District	1	38,281	0	0	0	0	0
228	City of Maricopa Fire Dept.	10	627,737	0	0	0	0	0
231	San Carlos Tribal Police Dept.	6	613,722	0	0	0	0	0
232	Groom Creek Fire District	1	46,413	0	0	0	0	1
234	Yavapai Prescott Tribal Police	3	170,289	0	0	0	0	0
235	Tohono O'odham Nation Fire Dept.	3	164,642	0	0	0	0	2
236	Tohono O'odham Nation Police Dept.	20	1,395,970	0	0	2	2,280	1
237	Williamson Valley Fire District	7	573,364	0	0	2	19,754	2
239	Coolidge Fire Dept.	1	52,617	0	0	0	0	0
242	Central AZ. College Police Dept.	3	157,074	0	0	0	0	0
243	City of Maricopa Police Dept.	14	923,546	0	0	3	25,659	2
244	Oracle Fire District	3	175,858	0	0	0	0	1
246	Desert Hills Fire Dept.	2	56,410	0	0	0	0	0
247	Queen Creek Fire Dept.	25	1,602,303	0	0	0	0	1
248	Sonoita Elgin Fire Dept.	7	327,539	0	0	1	3,510	3
249	Christopher-Kohl's Fire District	1	63,340	0	0	0	0	0
250	Whetstone Fire District	7	367,290	0	0	1	1,004	2
252	Lake Mohave Ranchos Fire District	2	62,519	0	0	0	0	0
253	Huachuca City Police Dept.	1	46,554	0	0	0	0	0
254	Palominas Fire District	6	240,598	0	0	4	24,576	3
255	Sun Sites Pearce Fire District	1	58,194	0	0	0	0	0
256	Ponderosa Fire District	3	149,756	0	0	0	0	1
257	Timber Mesa Fire and Medical Dist	26	1,413,001	0	0	3	13,008	0
258	Central AZ Fire and Medical	20	1,180,998	0	0	0	0	1
259	Copper Canyon Fire and Medical	16	913,323	0	0	0	0	0
263	Arizona Fire & Medical Authority	18	1,129,306	0	0	1	696	0
264	Taylor Snowlake Fire & Medical	7	452,846	0	0	1	37,755	1
	TOTAL	3,919	235,469,371	5	171,825	513	2,215,485	272

APPENDIX C: SUMMARY OF PENSION FUNDED STATUS BY EMPLOYER - TIERS 1 & 2

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
001	Bisbee Fire Dept.	13,344,674	11,944,717	541,175	591,954	11,403,542	11,352,763	4.5%	5.0%
002	Casa Grande Fire Dept.	53,374,510	46,348,404	25,169,161	27,530,827	21,179,243	18,817,577	54.3%	59.4%
003	Casa Grande Police Dept.	70,248,786	65,035,155	30,012,096	32,828,183	35,023,059	32,206,972	46.1%	50.5%
004	Chandler Fire Dept.	223,330,855	194,333,203	143,186,145	156,621,549	51,147,058	37,711,654	73.7%	80.6%
005	Chandler Police Dept.	361,883,510	324,546,688	221,781,355	242,591,484	102,765,333	81,955,204	68.3%	74.7%
006	Clifton Fire Dept.	271,933	271,933	61,045	66,773	210,888	205,160	22.4%	24.6%
007	Dept. of Public Safety	1,469,264,397	1,345,063,622	913,886,689	999,638,261	431,176,933	345,425,361	67.9%	74.3%
008	Douglas Fire Dept.	22,307,174	19,415,414	19,278,923	21,087,898	136,491	(1,672,484)	99.3%	108.6%
009	Douglas Police Dept.	30,391,078	28,292,157	28,566,322	31,246,749	(274,165)	(2,954,592)	101.0%	110.4%
010	Flagstaff Fire Dept.	111,460,336	101,853,546	108,691,395	118,890,097	(6,837,849)	(17,036,551)	106.7%	116.7%
011	Flagstaff Police Dept.	97,551,417	91,223,383	98,375,600	107,606,353	(7,152,217)	(16,382,970)	107.8%	118.0%
012	Glendale Fire Dept.	284,426,899	247,958,804	150,896,665	165,055,561	97,062,139	82,903,243	60.9%	66.6%
013	Glendale Police Dept.	451,786,530	401,533,739	214,600,253	234,736,567	186,933,486	166,797,172	53.4%	58.5%
014	Globe Fire Dept.	12,531,121	11,104,181	6,889,406	7,535,851	4,214,775	3,568,330	62.0%	67.9%
015	Kingman Fire Dept.	41,401,951	36,481,814	22,921,383	25,072,136	13,560,431	11,409,678	62.8%	68.7%
016	Maricopa County Sheriff's Office	742,137,549	679,966,263	319,918,448	349,936,951	360,047,815	330,029,312	47.0%	51.5%
017	Mesa Fire Dept.	536,352,857	473,409,396	237,555,737	259,846,004	235,853,659	213,563,392	50.2%	54.9%
018	Mesa Police Dept.	972,624,297	882,414,474	422,708,525	462,371,999	459,705,949	420,042,475	47.9%	52.4%
020	Nogales Fire Dept.	35,859,305	32,858,441	15,320,323	16,757,856	17,538,118	16,100,585	46.6%	51.0%
021	Phoenix Fire Dept.	2,327,430,660	2,057,477,384	893,915,879	977,793,556	1,163,561,505	1,079,683,828	43.4%	47.5%
022	Phoenix Police Dept.	4,124,186,225	3,802,488,190	1,573,595,759	1,721,248,977	2,228,892,431	2,081,239,213	41.4%	45.3%
023	Prescott Fire Dept.	85,722,012	79,505,688	67,658,019	74,006,488	11,847,669	5,499,200	85.1%	93.1%
024	Prescott Police Dept.	66,515,535	61,675,050	51,146,949	55,946,156	10,528,101	5,728,894	82.9%	90.7%
025	Scottsdale Police Dept.	466,500,135	418,072,646	230,247,748	251,852,293	187,824,898	166,220,353	55.1%	60.2%
026	Sierra Vista Fire Dept.	41,727,219	36,936,218	21,864,551	23,916,140	15,071,667	13,020,078	59.2%	64.7%
027	Tempe Fire Dept.	252,070,189	222,813,549	100,924,693	110,394,632	121,888,856	112,418,917	45.3%	49.5%
028	Tempe Police Dept.	436,317,916	388,443,880	172,703,441	188,908,504	215,740,439	199,535,376	44.5%	48.6%
029	Tucson Fire	720,023,525	647,977,547	229,399,420	250,924,365	418,578,127	397,053,182	35.4%	38.7%
030	Tucson Police	1,104,007,263	1,033,322,007	370,214,727	404,952,617	663,107,280	628,369,390	35.8%	39.2%
031	Winslow Fire Dept.	4,256,984	3,476,101	8,103,070	8,863,395	(4,626,969)	(5,387,294)	233.1%	255.0%
032	Yuma Fire Dept.	118,722,098	106,431,958	62,262,863	68,105,095	44,169,095	38,326,863	58.5%	64.0%
033	Yuma Police Dept.	142,953,626	132,258,851	79,464,928	86,921,260	52,793,923	45,337,591	60.1%	65.7%
034	Yuma County Sheriff's Dept.	52,962,197	47,216,996	50,019,736	54,713,175	(2,802,740)	(7,496,179)	105.9%	115.9%
035	Game and Fish Dept.	143,554,283	134,428,795	36,593,771	40,027,428	97,835,024	94,401,367	27.2%	29.8%
036	Sierra Vista Police Dept.	55,036,835	51,224,962	26,497,760	28,984,091	24,727,202	22,240,871	51.7%	56.6%
037	Benson Police Dept.	7,464,191	6,601,673	3,690,069	4,036,315	2,911,604	2,565,358	55.9%	61.1%
038	Bisbee Police Dept.	11,437,984	11,198,285	1,104,335	1,207,957	10,093,950	9,990,328	9.9%	10.8%

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
039	Pima County Sheriff's Dept.	486,154,050	450,461,750	216,398,284	236,703,310	234,063,466	213,758,440	48.0%	52.5%
040	Kingman Police Dept.	38,273,855	35,553,255	22,047,873	24,116,663	13,505,382	11,436,592	62.0%	67.8%
041	ASU Campus Police	59,035,617	50,917,257	26,891,642	29,414,931	24,025,615	21,502,326	52.8%	57.8%
042	Lake Havasu City Fire Dept.	79,039,931	70,568,747	34,379,220	37,605,082	36,189,527	32,963,665	48.7%	53.3%
043	Mohave County Sheriff's Dept.	58,892,707	53,934,280	27,462,612	30,039,477	26,471,668	23,894,803	50.9%	55.7%
044	Bullhead City Fire Dept.	73,056,150	65,659,368	38,238,485	41,826,468	27,420,883	23,832,900	58.2%	63.7%
045	U of A Campus Police	42,092,413	37,993,943	22,350,184	24,447,341	15,643,759	13,546,602	58.8%	64.3%
046	Cochise County Sheriff's Dept.	62,702,391	58,357,979	23,378,748	25,572,416	34,979,231	32,785,563	40.1%	43.8%
047	Safford Police Dept.	20,677,925	19,232,745	6,112,401	6,685,938	13,120,344	12,546,807	31.8%	34.8%
049	Drexel Heights Fire District	50,160,205	42,230,755	29,031,689	31,755,783	13,199,066	10,474,972	68.7%	75.2%
050	Winslow Police Dept.	13,193,305	12,006,216	7,309,460	7,995,319	4,696,756	4,010,897	60.9%	66.6%
051	Payson Fire Dept.	21,537,539	18,496,084	10,739,456	11,747,158	7,756,628	6,748,926	58.1%	63.5%
052	Payson Police Dept.	23,589,706	21,986,269	9,049,033	9,898,120	12,937,236	12,088,149	41.2%	45.0%
053	Northern AZ. Consolidated Fire District #1	10,867,867	10,011,217	6,728,020	7,359,322	3,283,197	2,651,895	67.2%	73.5%
054	Fry Fire District	37,851,250	32,029,930	14,605,971	15,976,475	17,423,959	16,053,455	45.6%	49.9%
055	Fredonia Marshals	958,095	928,736	810,084	886,096	118,652	42,640	87.2%	95.4%
056	NAU Campus Police	15,076,428	13,934,375	6,145,255	6,721,875	7,789,120	7,212,500	44.1%	48.2%
058	South Tucson Fire Dept.	4,658,421	4,600,459	3,094,414	3,384,768	1,506,045	1,215,691	67.3%	73.6%
059	Avondale Fire Dept.	58,584,442	45,789,304	33,641,375	36,798,004	12,147,929	8,991,300	73.5%	80.4%
060	Parker Police Dept.	5,692,011	4,993,278	3,547,400	3,880,259	1,445,878	1,113,019	71.0%	77.7%
061	Coconino County Sheriff's Dept.	56,564,102	52,242,701	57,553,844	62,954,221	(5,311,143)	(10,711,520)	110.2%	120.5%
064	Buckskin Fire District	10,843,234	9,434,531	3,821,016	4,179,549	5,613,515	5,254,982	40.5%	44.3%
065	Snowflake Police Dept.	6,949,785	6,273,004	3,195,359	3,495,185	3,077,645	2,777,819	50.9%	55.7%
066	Cottonwood Police Dept.	24,508,348	22,337,248	22,688,790	24,817,719	(351,542)	(2,480,471)	101.6%	111.1%
067	Lake Havasu City Police Dept.	74,079,235	68,521,290	30,961,961	33,867,176	37,559,329	34,654,114	45.2%	49.4%
069	South Tucson Police Dept.	11,501,339	11,046,712	690,915	755,745	10,355,797	10,290,967	6.3%	6.8%
070	Apache Junction Police Dept.	48,902,103	44,408,089	18,061,688	19,756,447	26,346,401	24,651,642	40.7%	44.5%
071	Navajo County Sheriff's Dept.	22,965,988	20,473,176	7,937,049	8,681,796	12,536,127	11,791,380	38.8%	42.4%
072	Mohave Valley Fire District	14,720,421	12,105,958	10,601,434	11,596,185	1,504,524	509,773	87.6%	95.8%
073	Peoria Fire Dept.	164,260,655	130,201,295	93,122,325	101,860,154	37,078,970	28,341,141	71.5%	78.2%
074	Peoria Police Dept.	187,483,286	160,753,257	94,055,372	102,880,751	66,697,885	57,872,506	58.5%	64.0%
076	Paradise Valley Police Dept.	47,151,862	41,776,197	38,272,772	41,863,972	3,503,425	(87,775)	91.6%	100.2%
077	Willcox Police Dept.	7,932,250	7,086,777	2,780,235	3,041,109	4,306,542	4,045,668	39.2%	42.9%
078	Show Low Police Dept.	24,100,131	22,118,001	19,668,195	21,513,696	2,449,806	604,305	88.9%	97.3%
079	Eloy Police Dept.	17,574,650	15,633,742	9,776,383	10,693,718	5,857,359	4,940,024	62.5%	68.4%
080	Nogales Police Dept.	38,870,320	36,474,665	20,089,117	21,974,114	16,385,548	14,500,551	55.1%	60.2%
081	Gilbert Police Dept.	207,989,587	174,358,791	159,943,701	174,951,496	14,415,090	(592,705)	91.7%	100.3%
083	Clifton Police Dept.	1,459,463	1,249,378	1,005,408	1,099,747	243,970	149,631	80.5%	88.0%
085	Coolidge Police Dept.	17,129,154	15,818,974	12,628,561	13,813,521	3,190,413	2,005,453	79.8%	87.3%
086	Holbrook Police Dept.	11,141,440	10,406,241	3,588,952	3,925,710	6,817,289	6,480,531	34.5%	37.7%
087	Santa Cruz County Sheriff's Dept.	22,499,598	20,846,373	9,805,477	10,725,542	11,040,896	10,120,831	47.0%	51.5%

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
088	Prescott Valley Police Dept.	45,035,246	39,699,142	29,707,440	32,494,941	9,991,702	7,204,201	74.8%	81.9%
089	Eagar Police Dept.	5,797,844	5,235,212	2,364,446	2,586,306	2,870,766	2,648,906	45.2%	49.4%
090	Tolleson Police Dept.	19,969,597	17,078,681	14,606,770	15,977,349	2,471,911	1,101,332	85.5%	93.6%
091	Florence Police Dept.	10,357,149	9,001,387	8,926,414	9,763,995	74,973	(762,608)	99.2%	108.5%
092	Springerville Police Dept.	3,466,362	3,093,969	1,979,778	2,165,544	1,114,191	928,425	64.0%	70.0%
093	El Mirage Police Dept.	32,745,752	27,755,339	17,600,595	19,252,089	10,154,744	8,503,250	63.4%	69.4%
094	Superior Police Dept.	2,537,898	1,949,874	1,562,149	1,708,728	387,725	241,146	80.1%	87.6%
095	San Luis Police Dept.	15,630,779	13,156,169	14,283,777	15,624,049	(1,127,608)	(2,467,880)	108.6%	118.8%
096	Page Police Dept.	9,636,897	8,427,046	8,630,025	9,439,795	(202,979)	(1,012,749)	102.4%	112.0%
097	Page Fire Dept.	4,578,803	3,295,152	3,598,776	3,936,455	(303,624)	(641,303)	109.2%	119.5%
098	Yavapai County Sheriff's Dept.	87,283,668	80,213,794	48,101,317	52,614,747	32,112,477	27,599,047	60.0%	65.6%
100	Pima Police Dept.	984,819	645,378	985,320	1,077,774	(339,942)	(432,396)	152.7%	167.0%
101	Apache County Sheriff's Dept.	19,078,149	18,084,976	18,483,626	20,217,977	(398,650)	(2,133,001)	102.2%	111.8%
102	Cottonwood Fire Dept.	15,537,772	12,959,566	13,071,827	14,298,379	(112,261)	(1,338,813)	100.9%	110.3%
103	La Paz County Sheriff's Dept.	22,286,324	20,806,134	7,615,903	8,330,516	13,190,231	12,475,618	36.6%	40.0%
104	Pinal County Sheriff's Dept.	160,055,911	141,065,805	143,420,067	156,877,421	(2,354,262)	(15,811,616)	101.7%	111.2%
105	Clarkdale Police Dept.	4,668,374	4,118,642	2,915,332	3,188,883	1,203,310	929,759	70.8%	77.4%
106	Buckeye Police Dept.	60,315,608	48,422,904	33,983,047	37,171,735	14,439,857	11,251,169	70.2%	76.8%
107	Marana Police Dept.	56,546,613	45,970,934	28,703,577	31,396,883	17,267,357	14,574,051	62.4%	68.3%
108	Tolleson Fire Dept.	24,603,044	20,610,928	17,285,947	18,907,917	3,324,981	1,703,011	83.9%	91.7%
109	Chino Valley Police Dept.	12,245,286	10,866,908	7,705,982	8,429,048	3,160,926	2,437,860	70.9%	77.6%
110	Surprise Police Dept.	108,134,702	89,295,141	58,521,288	64,012,442	30,773,853	25,282,699	65.5%	71.7%
111	Wellton Police Dept.	3,476,960	3,157,255	3,408,255	3,728,058	(251,000)	(570,803)	107.9%	118.1%
112	Gila County Sheriff's Dept.	24,579,513	22,256,118	23,390,038	25,584,766	(1,133,920)	(3,328,648)	105.1%	115.0%
113	Pinetop-Lakeside Police Dept.	9,467,335	8,846,182	2,688,911	2,941,216	6,157,271	5,904,966	30.4%	33.2%
114	Bullhead City Police Dept.	64,568,698	59,819,554	29,961,964	32,773,347	29,857,590	27,046,207	50.1%	54.8%
115	Williams Police Dept.	4,005,790	3,594,518	2,482,644	2,715,595	1,111,874	878,923	69.1%	75.5%
116	Miami Police Dept.	3,523,683	3,439,443	1,750,953	1,915,248	1,688,490	1,524,195	50.9%	55.7%
117	Thatcher Police Dept.	10,171,589	9,385,861	6,452,559	7,058,014	2,933,302	2,327,847	68.7%	75.2%
118	Youngtown Police Dept.	1,397,182	1,397,182	512,052	560,099	885,130	837,083	36.6%	40.1%
119	Dept. of Emer & Military Aff	25,226,998	21,155,456	12,028,011	13,156,620	9,127,445	7,998,836	56.9%	62.2%
120	Surprise Fire Dept.	104,889,057	81,047,596	65,815,546	71,991,133	15,232,050	9,056,463	81.2%	88.8%
121	Camp Verde Marshals	8,815,363	7,946,539	5,279,277	5,774,641	2,667,262	2,171,898	66.4%	72.7%
122	Oro Valley Police Dept.	81,256,408	70,792,554	46,773,089	51,161,889	24,019,465	19,630,665	66.1%	72.3%
123	Greenlee County Sheriff's Dept.	9,647,245	8,696,377	6,804,833	7,443,342	1,891,544	1,253,035	78.2%	85.6%
124	Tucson Airport Authority Fire Dept.	22,002,091	19,884,116	18,472,615	20,205,933	1,411,501	(321,817)	92.9%	101.6%
125	Tucson Airport Authority Police Dept.	25,677,421	22,684,942	21,777,335	23,820,740	907,607	(1,135,798)	96.0%	105.0%
126	Wickenburg Police Dept.	9,932,634	7,916,285	7,866,883	8,605,046	49,402	(688,761)	99.4%	108.7%
127	El Mirage Fire Dept.	15,725,859	10,946,023	9,732,009	10,645,180	1,214,014	300,843	88.9%	97.3%
128	Patagonia Marshals	1,710,853	1,575,044	926,554	1,013,494	648,490	561,550	58.8%	64.3%
129	Sedona Police Dept.	17,251,074	15,304,344	10,677,290	11,679,159	4,627,054	3,625,185	69.8%	76.3%

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
130	Mammoth Police Dept.	1,572,067	1,321,398	644,934	705,449	676,464	615,949	48.8%	53.4%
131	Globe Police Dept.	12,676,417	11,904,251	7,549,701	8,258,103	4,354,550	3,646,148	63.4%	69.4%
132	Tombstone Marshals	688,012	399,051	1,448,378	1,584,282	(1,049,327)	(1,185,231)	363.0%	397.0%
133	Golder Ranch Fire District	114,814,048	85,570,873	61,886,752	67,693,693	23,684,121	17,877,180	72.3%	79.1%
134	Fort Mojave Mesa Fire District	26,681,254	24,147,854	14,618,861	15,990,574	9,528,993	8,157,280	60.5%	66.2%
136	Goodyear Fire Dept.	86,483,532	69,695,734	61,953,397	67,766,592	7,742,337	1,929,142	88.9%	97.2%
137	Goodyear Police Dept.	86,000,074	67,183,987	57,565,410	62,966,872	9,618,577	4,217,115	85.7%	93.7%
139	Avondale Police Dept.	78,111,328	62,470,772	41,139,532	44,999,726	21,331,240	17,471,046	65.9%	72.0%
140	Graham County Sheriff's Dept.	11,166,489	10,160,630	8,243,312	9,016,796	1,917,318	1,143,834	81.1%	88.7%
142	Golden Valley Fire District	10,125,720	8,120,699	6,335,845	6,930,348	1,784,854	1,190,351	78.0%	85.3%
143	Daisy Mountain Fire District	69,508,206	56,327,211	43,436,802	47,512,552	12,890,409	8,814,659	77.1%	84.4%
144	Quartzsite Police Dept.	4,498,144	4,105,111	3,468,196	3,793,623	636,915	311,488	84.5%	92.4%
145	Picture Rocks Fire District	7,788,314	6,453,129	4,606,559	5,038,800	1,846,570	1,414,329	71.4%	78.1%
146	Pima County Comm. College Police	15,895,058	13,788,128	7,895,898	8,636,784	5,892,230	5,151,344	57.3%	62.6%
147	Northwest Fire District	163,642,005	138,053,567	91,780,326	100,392,233	46,273,241	37,661,334	66.5%	72.7%
148	Superstition Fire and Medical District	81,411,363	68,849,236	45,395,041	49,654,536	23,454,195	19,194,700	65.9%	72.1%
149	Gilbert Fire Dept.	157,006,164	125,871,085	113,306,525	123,938,273	12,564,560	1,932,812	90.0%	98.5%
150	Pine-Strawberry Fire District	14,332,596	12,270,392	6,663,574	7,288,829	5,606,818	4,981,563	54.3%	59.4%
151	Attorney General Invest.	23,403,968	19,800,218	10,657,739	11,657,773	9,142,479	8,142,445	53.8%	58.9%
153	St. Johns Police Dept.	3,142,308	2,734,675	1,737,625	1,900,669	997,050	834,006	63.5%	69.5%
154	Pima County Attorney Invest.	4,553,817	4,340,112	2,764,112	3,023,473	1,576,000	1,316,639	63.7%	69.7%
156	Kearny Police Dept.	2,975,361	2,687,185	1,687,510	1,845,852	999,675	841,333	62.8%	68.7%
158	Navajo County Attorney Invest.	595,326	595,326	121,333	132,718	473,993	462,608	20.4%	22.3%
162	Avra Valley Fire District	10,563,251	7,580,118	6,818,560	7,458,357	761,558	121,761	90.0%	98.4%
163	San Luis Fire Dept.	12,683,376	9,698,814	10,800,175	11,813,574	(1,101,361)	(2,114,760)	111.4%	121.8%
164	AZ Dept. Liq. Lic. & Control Invest.	13,849,867	12,926,622	5,443,823	5,954,626	7,482,799	6,971,996	42.1%	46.1%
165	Maricopa County Attorney Invest.	13,321,617	12,661,911	11,631,367	12,722,758	1,030,544	(60,847)	91.9%	100.5%
166	Sedona Fire District	73,057,800	62,607,021	36,430,995	39,849,378	26,176,026	22,757,643	58.2%	63.7%
167	Guadalupe Fire Dept.	4,026,375	3,431,230	1,975,440	2,160,799	1,455,790	1,270,431	57.6%	63.0%
168	Mayer Fire District	7,336,249	6,458,294	4,496,076	4,917,951	1,962,218	1,540,343	69.6%	76.1%
169	Somerton Police Dept.	8,975,282	8,172,349	5,115,652	5,595,662	3,056,697	2,576,687	62.6%	68.5%
171	Somerton Fire Dept.	7,562,934	6,563,857	5,019,000	5,489,942	1,544,857	1,073,915	76.5%	83.6%
172	Tubac Fire District	13,400,445	11,257,105	8,112,932	8,874,182	3,144,173	2,382,923	72.1%	78.8%
174	Sahuarita Police Dept.	23,589,448	17,901,839	18,963,650	20,743,042	(1,061,811)	(2,841,203)	105.9%	115.9%
176	Florence Fire Dept.	12,919,535	10,068,984	8,347,054	9,130,272	1,721,930	938,712	82.9%	90.7%
177	Sun City Fire District	73,498,935	65,606,073	27,671,106	30,267,534	37,934,967	35,338,539	42.2%	46.1%
178	Hayden Police Dept.	1,000,457	676,782	2,404,191	2,629,780	(1,727,409)	(1,952,998)	355.2%	388.6%
179	Gila River Fire Dept.	34,256,297	25,147,234	22,022,446	24,088,850	3,124,788	1,058,384	87.6%	95.8%
180	Gila River Police Dept.	52,695,792	37,211,891	33,218,365	36,335,302	3,993,526	876,589	89.3%	97.6%

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
181	Salt River Pima-Maricopa Fire	78,082,278	62,222,340	44,715,976	48,911,753	17,506,364	13,310,587	71.9%	78.6%
182	Salt River Pima-Maricopa Police	83,889,179	65,244,218	43,078,818	47,120,978	22,165,400	18,123,240	66.0%	72.2%
185	Pinetop Fire District	22,317,765	19,145,909	10,694,410	11,697,885	8,451,499	7,448,024	55.9%	61.1%
187	Yavapai County Attorney Invest.	1,123,869	1,123,869	90,230	98,696	1,033,639	1,025,173	8.0%	8.8%
188	Three Points Fire District	7,553,475	6,393,561	4,927,244	5,389,576	1,466,317	1,003,985	77.1%	84.3%
190	Buckeye Fire Dept.	60,169,472	44,195,550	40,999,120	44,846,138	3,196,430	(650,588)	92.8%	101.5%
192	Heber-Overgaard Fire District	6,668,177	5,269,428	4,363,170	4,772,574	906,258	496,854	82.8%	90.6%
193	Hellsgate Fire District	5,102,427	4,387,477	2,625,634	2,872,002	1,761,843	1,515,475	59.8%	65.5%
194	Green Valley Fire District	47,663,202	38,904,003	23,398,209	25,593,703	15,505,794	13,310,300	60.1%	65.8%
195	Summit Fire District	23,043,133	19,447,530	13,582,263	14,856,710	5,865,267	4,590,820	69.8%	76.4%
197	Fort McDowell Tribal Fire Dept.	5,235,889	4,115,168	3,969,910	4,342,413	145,258	(227,245)	96.5%	105.5%
198	Fort McDowell Tribal Police Dept.	10,300,485	8,891,788	7,912,313	8,654,739	979,475	237,049	89.0%	97.3%
199	Highlands Fire District	18,242,474	15,095,820	9,244,674	10,112,118	5,851,146	4,983,702	61.2%	67.0%
200	Rio Rico Fire District	11,199,563	8,180,129	7,580,711	8,292,022	599,418	(111,893)	92.7%	101.4%
201	Tri-City Fire District	10,121,795	7,961,177	6,176,119	6,755,635	1,785,058	1,205,542	77.6%	84.9%
202	Maricopa County Park Rangers	2,009,916	2,009,916	1,509,842	1,651,513	500,074	358,403	75.1%	82.2%
203	Verde Valley Fire District	23,595,899	19,366,433	13,751,946	15,042,315	5,614,487	4,324,118	71.0%	77.7%
204	AZ. State Park Rangers	19,003,277	18,340,995	9,231,071	10,097,238	9,109,924	8,243,757	50.3%	55.1%
206	Hualapai Indian Tribe Police Dept.	5,200,501	4,335,916	3,679,865	4,025,153	656,051	310,763	84.9%	92.8%
207	Pinewood Fire District	13,278,585	10,257,256	5,851,960	6,401,060	4,405,296	3,856,196	57.1%	62.4%
208	Rincon Valley Fire District	16,999,535	11,869,543	9,689,131	10,598,279	2,180,412	1,271,264	81.6%	89.3%
210	Jerome Police Dept.	1,232,186	1,071,133	1,027,076	1,123,448	44,057	(52,315)	95.9%	104.9%
211	Fort Mojave Tribal Police Dept.	6,677,304	5,212,159	5,534,771	6,054,108	(322,612)	(841,949)	106.2%	116.2%
212	Buckeye Valley Fire District	32,069,903	22,148,119	18,804,051	20,568,468	3,344,068	1,579,651	84.9%	92.9%
213	Eloy Fire District	15,208,876	11,270,341	9,251,403	10,119,478	2,018,938	1,150,863	82.1%	89.8%
214	Pascua Yaqui Tribe Fire Dept.	15,349,787	13,441,278	8,257,306	9,032,103	5,183,972	4,409,175	61.4%	67.2%
215	Pascua Yaqui Tribe Police Dept.	20,117,633	17,600,813	11,147,993	12,194,028	6,452,820	5,406,785	63.3%	69.3%
216	Town of Superior Fire Dept.	1,245,571	914,077	1,019,002	1,114,617	(104,925)	(200,540)	111.5%	121.9%
217	Wickenburg Fire Dept.	5,393,130	3,862,905	3,969,301	4,341,747	(106,396)	(478,842)	102.8%	112.4%
221	Quartzsite Fire District	4,440,554	3,273,407	2,469,439	2,701,151	803,968	572,256	75.4%	82.5%
222	Rio Verde Fire District	11,652,109	10,388,290	8,914,306	9,750,751	1,473,984	637,539	85.8%	93.9%
223	Scottsdale Fire Dept.	190,873,106	150,025,034	126,736,264	138,628,147	23,288,770	11,396,887	84.5%	92.4%
224	Ak Chin Indian Comm. Fire Dept.	16,570,131	13,094,857	10,141,179	11,092,743	2,953,678	2,002,114	77.4%	84.7%
225	Ak Chin Indian Comm. Police Dept.	6,492,990	5,320,029	5,495,636	6,011,301	(175,607)	(691,272)	103.3%	113.0%
226	Corona De Tucson Fire District	9,330,651	6,249,244	4,620,851	5,054,434	1,628,393	1,194,810	73.9%	80.9%
227	Golden Shores Fire District	2,923,741	2,185,904	2,012,215	2,201,025	173,689	(15,121)	92.1%	100.7%
228	City of Maricopa Fire Dept.	39,056,702	30,500,920	25,760,464	28,177,613	4,740,456	2,323,307	84.5%	92.4%
229	Cave Creek Marshals	837,944	732,262	590,652	646,074	141,610	86,188	80.7%	88.2%

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
231	San Carlos Tribal Police Dept.	11,272,254	7,898,014	6,907,239	7,555,357	990,775	342,657	87.5%	95.7%
232	Groom Creek Fire District	1,097,329	721,521	1,231,933	1,347,527	(510,412)	(626,006)	170.7%	186.8%
233	Mount Lemmon Fire District	1,946,749	1,500,449	1,501,058	1,641,905	(609)	(141,456)	100.0%	109.4%
234	Yavapai Prescott Tribal Police	2,377,561	1,895,096	1,795,717	1,964,212	99,379	(69,116)	94.8%	103.6%
235	Tohono O'odham Nation Fire Dept.	19,552,916	15,842,482	12,624,592	13,809,179	3,217,890	2,033,303	79.7%	87.2%
236	Tohono O'odham Nation Police Dept.	43,153,320	37,677,964	28,577,231	31,258,682	9,100,733	6,419,282	75.8%	83.0%
237	Williamson Valley Fire District	4,538,229	2,913,419	3,018,423	3,301,647	(105,004)	(388,228)	103.6%	113.3%
238	Harquahala Fire District	4,895,424	2,972,120	3,327,623	3,639,860	(355,503)	(667,740)	112.0%	122.5%
239	Coolidge Fire Dept.	1,368,690	879,376	1,328,496	1,453,151	(449,120)	(573,775)	151.1%	165.2%
242	Central AZ. College Police Dept.	2,177,433	1,721,130	1,494,383	1,634,604	226,747	86,526	86.8%	95.0%
243	City of Maricopa Police Dept.	26,720,863	20,368,207	19,081,998	20,872,495	1,286,209	(504,288)	93.7%	102.5%
244	Oracle Fire District	1,861,880	1,317,750	1,108,897	1,212,947	208,853	104,803	84.2%	92.0%
245	Benson Fire Dept.	880,588	855,724	808,642	884,518	47,082	(28,794)	94.5%	103.4%
246	Desert Hills Fire Dept.	6,924,146	4,831,391	4,126,648	4,513,859	704,743	317,532	85.4%	93.4%
247	Queen Creek Fire Dept.	31,344,286	17,512,283	19,042,862	20,829,687	(1,530,579)	(3,317,404)	108.7%	118.9%
248	Sonoita Elgin Fire Dept.	1,866,048	1,673,284	1,685,527	1,843,683	(12,243)	(170,399)	100.7%	110.2%
249	Christopher-Kohl's Fire District	1,436,967	1,139,311	1,125,021	1,230,584	14,290	(91,273)	98.7%	108.0%
250	Whetstone Fire District	1,254,156	477,853	921,095	1,007,523	(443,242)	(529,670)	192.8%	210.8%
251	Queen Valley Fire District	864,435	716,695	646,756	707,442	69,939	9,253	90.2%	98.7%
252	Lake Mohave Ranchos Fire District	2,534,556	2,135,792	1,601,527	1,751,801	534,265	383,991	75.0%	82.0%
253	Huachuca City Police Dept.	1,748,524	1,512,682	1,173,554	1,283,671	339,128	229,011	77.6%	84.9%
254	Palominas Fire District	1,570,597	1,181,226	1,569,097	1,716,328	(387,871)	(535,102)	132.8%	145.3%
255	Sun Sites Pearce Fire District	1,913,753	1,191,978	1,359,877	1,487,477	(167,899)	(295,499)	114.1%	124.8%
256	Ponderosa Fire District	773,268	248,577	634,180	693,686	(385,603)	(445,109)	255.1%	279.1%
257	Timber Mesa Fire and Medical Dist	37,616,357	28,744,624	22,462,733	24,570,450	6,281,891	4,174,174	78.1%	85.5%
258	Central AZ Fire and Medical	113,928,276	100,777,848	53,770,349	58,815,714	47,007,499	41,962,134	53.4%	58.4%
259	Copper Canyon Fire and Medical	21,179,008	16,344,686	11,404,092	12,474,158	4,940,594	3,870,528	69.8%	76.3%
261	Beaver Dam/Littlefield Fire Dist.	737,878	667,138	464,220	507,779	202,918	159,359	69.6%	76.1%
262	Blue Ridge Fire District	1,134,724	749,238	323,476	353,828	425,762	395,410	43.2%	47.2%
263	Arizona Fire & Medical Authority	109,738,710	90,477,145	58,081,765	63,531,678	32,395,380	26,945,467	64.2%	70.2%
265	Queen Creek Police Dept.	1,266,898	158,344	213,774	233,833	(55,430)	(75,489)	135.0%	147.7%
	Unallocated and Former Employers			269,373	294,646	(269,373)	(294,646)		
	TOTAL	21,686,739,933	19,306,428,824	10,462,717,622	11,444,452,554	8,843,711,202	7,861,976,270	54.2%	59.3%

APPENDIX D: SUMMARY OF PENSION FUNDED STATUS BY EMPLOYER – TIER 3

Employer						Unfunded	Unfunded	Funded	Funded
Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	(AAL - AVA)	(AAL - MV)	Percent (AVA/AAL)	Percent (MV/AAL)
004	Chandler Fire Dept.	7,364,681	941,736	1,063,427	1,205,535	(121,691)	(263,799)	112.9%	128.0%
005	Chandler Police Dept.	11,884,176	1,571,032	1,615,055	1,830,879	(44,023)	(259,847)	102.8%	116.5%
007	Dept. of Public Safety	29,846,633	3,490,844	3,820,244	4,330,752	(329,400)	(839,908)	109.4%	124.1%
012	Glendale Fire Dept.	8,038,775	458,369	441,516	500,517	16,853	(42,148)	96.3%	109.2%
013	Glendale Police Dept.	10,597,628	1,682,232	1,682,180	1,906,974	52	(224,742)	100.0%	113.4%
016	Maricopa County Sheriff's Office	25,478,741	3,357,113	3,430,522	3,888,951	(73,409)	(531,838)	102.2%	115.8%
017	Mesa Fire Dept.	17,043,639	1,198,499	1,277,164	1,447,834	(78,665)	(249,335)	106.6%	120.8%
018	Mesa Police Dept.	31,273,713	3,619,617	3,983,135	4,515,411	(363,518)	(895,794)	110.0%	124.7%
021	Phoenix Fire Dept.	56,049,341	6,069,796	6,324,616	7,169,790	(254,820)	(1,099,994)	104.2%	118.1%
022	Phoenix Police Dept.	105,742,302	16,804,859	16,429,295	18,624,782	375,564	(1,819,923)	97.8%	110.8%
025	Scottsdale Police Dept.	13,032,833	1,690,825	1,859,875	2,108,415	(169,050)	(417,590)	110.0%	124.7%
027	Tempe Fire Dept.	6,069,046	691,866	718,237	814,217	(26,371)	(122,351)	103.8%	117.7%
028	Tempe Police Dept.	8,007,426	972,869	1,013,940	1,149,435	(41,071)	(176,566)	104.2%	118.1%
029	Tucson Fire	10,149,901	1,230,747	1,242,679	1,408,741	(11,932)	(177,994)	101.0%	114.5%
030	Tucson Police	23,041,235	3,735,251	4,155,202	4,710,472	(419,951)	(975,221)	111.2%	126.1%
039	Pima County Sheriff's Dept.	14,382,181	1,981,025	1,968,698	2,231,780	12,327	(250,755)	99.4%	112.7%
179	Gila River Fire Dept.	3,797,846	297,099	276,376	313,309	20,723	(16,210)	93.0%	105.5%
180	Gila River Police Dept.	6,802,855	824,572	704,666	798,832	119,906	25,740	85.5%	96.9%
223	Scottsdale Fire Dept.	11,720,592	1,207,036	1,226,392	1,390,278	(19,356)	(183,242)	101.6%	115.2%
	Risk Sharing	290,903,058	42,733,537	45,863,401	51,992,240	(3,129,864)	(9,258,703)	107.3%	121.7%
	TOTAL	691,226,602	94,558,924	99,096,620	112,339,144	(4,537,696)	(17,780,220)	104.8%	118.8%

APPENDIX E: SUMMARY OF PENSION CONTRIBUTION BY EMPLOYER - TIERS 1 & 2

Employer		UAAL		Amortization	Calculated	Required ER
Number	Employer Name	ER NC%	Pmt %	Period	ER Cont.	Cont.
001	Bisbee Fire Dept.	12.75%	67.32%	25	80.07%	80.07%
002	Casa Grande Fire Dept.	12.46%	34.04%	15	46.50%	46.50%
003	Casa Grande Police Dept.	9.48%	57.80%	15	67.28%	67.28%
004	Chandler Fire Dept.	14.96%	24.41%	15	39.37%	39.37%
005	Chandler Police Dept.	13.29%	33.81%	15	47.10%	47.10%
006	Clifton Fire Dept.	0.00%	0.00%	15	0.00%	5.00%
007	Dept. of Public Safety	13.54%	48.19%	15	61.73%	61.73%
008	Douglas Fire Dept.	13.96%	1.77%	15	15.73%	15.73%
009	Douglas Police Dept.	9.75%	(0.60%)	15	9.15%	9.15%
010	Flagstaff Fire Dept.	12.78%	(4.43%)	15	8.35%	8.35%
011	Flagstaff Police Dept.	10.43%	(4.32%)	26	6.11%	8.00%
012	Glendale Fire Dept.	14.79%	40.98%	15	55.77%	55.77%
013	Glendale Police Dept.	13.80%	49.63%	15	63.43%	63.43%
014	Globe Fire Dept.	11.41%	33.01%	15	44.42%	44.42%
015	Kingman Fire Dept.	13.02%	35.01%	15	48.03%	48.03%
016	Maricopa County Sheriff's Office	13.38%	63.39%	15	76.77%	76.77%
017	Mesa Fire Dept.	14.73%	42.75%	25	57.48%	57.48%
018	Mesa Police Dept.	13.61%	45.15%	25	58.76%	58.76%
020	Nogales Fire Dept.	14.15%	61.97%	15	76.12%	76.12%
021	Phoenix Fire Dept.	14.81%	48.57%	25	63.38%	63.38%
022	Phoenix Police Dept.	13.79%	59.55%	25	73.34%	73.34%
023	Prescott Fire Dept.	12.36%	22.41%	15	34.77%	34.77%
024	Prescott Police Dept.	11.14%	17.64%	15	28.78%	28.78%
025	Scottsdale Police Dept.	13.81%	49.46%	15	63.27%	63.27%
026	Sierra Vista Fire Dept.	13.99%	43.95%	15	57.94%	57.94%
027	Tempe Fire Dept.	15.11%	68.76%	15	83.87%	83.87%
028	Tempe Police Dept.	13.99%	68.34%	15	82.33%	82.33%
029	Tucson Fire	13.08%	58.69%	25	71.77%	71.77%
030	Tucson Police	12.22%	79.10%	25	91.32%	91.32%
031	Winslow Fire Dept.	12.69%	0.00%	15	12.69%	12.69%
032	Yuma Fire Dept.	13.03%	45.88%	15	58.91%	58.91%
033	Yuma Police Dept.	10.00%	47.73%	15	57.73%	57.73%
034	Yuma County Sheriff's Dept.	9.98%	(2.41%)	15	7.57%	8.00%
035	Game and Fish Dept.	13.23%	123.50%	15	136.73%	136.73%
036	Sierra Vista Police Dept.	9.93%	53.35%	15	63.28%	63.28%
037	Benson Police Dept.	9.78%	32.89%	15	42.67%	42.67%
038	Bisbee Police Dept.	10.54%	93.83%	25	104.37%	104.37%
039	Pima County Sheriff's Dept.	12.15%	72.30%	15	84.45%	84.45%
040	Kingman Police Dept.	9.55%	40.51%	15	50.06%	50.06%
041	ASU Campus Police	13.63%	37.08%	15	50.71%	50.71%
042	Lake Havasu City Fire Dept.	12.42%	56.39%	15	68.81%	68.81%
043	Mohave County Sheriff's Dept.	10.59%	44.58%	15	55.17%	55.17%
044	Bullhead City Fire Dept.	12.99%	49.20%	15	62.19%	62.19%
045	U of A Campus Police	12.91%	36.78%	15	49.69%	49.69%
046	Cochise County Sheriff's Dept.	10.57%	45.19%	25	55.76%	55.76%
047	Safford Police Dept.	10.75%	75.43%	25	86.18%	86.18%
049	Drexel Heights Fire District	13.38%	23.44%	15	36.82%	36.82%
050	Winslow Police Dept.	14.28%	36.74%	15	51.02%	51.02%

Employer		UAAL Amortization		Calculated	Required ER	
Number	Employer Name	ER NC%	Pmt %	Period	ER Cont.	Cont.
051	Payson Fire Dept.	13.01%	27.77%	15	40.78%	40.78%
052	Payson Police Dept.	10.58%	57.85%	15	68.43%	68.43%
053	Northern AZ. Consolidated Fire District #1	17.65%	29.53%	15	47.18%	47.18%
054	Fry Fire District	15.23%	35.97%	26	51.20%	51.20%
055	Fredonia Marshals	7.92%	8.43%	15	16.35%	16.35%
056	NAU Campus Police	10.05%	47.32%	15	57.37%	57.37%
058	South Tucson Fire Dept.	8.04%	81.05%	25	89.09%	89.09%
059	Avondale Fire Dept.	15.16%	15.23%	15	30.39%	30.39%
060	Parker Police Dept.	12.46%	20.21%	15	32.67%	32.67%
061	Coconino County Sheriff's Dept.	10.52%	(5.72%)	15	4.80%	8.00%
064	Buckskin Fire District	14.44%	65.29%	15	79.73%	79.73%
065	Snowflake Police Dept.	10.40%	35.90%	15	46.30%	46.30%
066	Cottonwood Police Dept.	10.61%	(0.77%)	15	9.84%	9.84%
067	Lake Havasu City Police Dept.	9.98%	57.65%	15	67.63%	67.63%
069	South Tucson Police Dept.	11.86%	131.89%	25	143.75%	143.75%
070	Apache Junction Police Dept.	11.32%	59.09%	15	70.41%	70.41%
071	Navajo County Sheriff's Dept.	10.96%	38.42%	15	49.38%	49.38%
072	Mohave Valley Fire District	16.80%	9.51%	15	26.31%	26.31%
073	Peoria Fire Dept.	15.28%	19.05%	15	34.33%	34.33%
074	Peoria Police Dept.	13.99%	34.24%	15	48.23%	48.23%
076	Paradise Valley Police Dept.	15.18%	9.15%	15	24.33%	24.33%
077	Willcox Police Dept.	13.95%	67.35%	15	81.30%	81.30%
078	Show Low Police Dept.	9.79%	12.23%	15	22.02%	22.02%
079	Eloy Police Dept.	10.30%	29.39%	15	39.69%	39.69%
080	Nogales Police Dept.	11.06%	62.90%	15	73.96%	73.96%
081	Gilbert Police Dept.	14.48%	4.92%	15	19.40%	19.40%
083	Clifton Police Dept.	9.94%	17.27%	15	27.21%	27.21%
085	Coolidge Police Dept.	10.72%	18.67%	15	29.39%	29.39%
086	Holbrook Police Dept.	21.74%	87.18%	15	108.92%	108.92%
087	Santa Cruz County Sheriff's Dept.	11.99%	52.82%	15	64.81%	64.81%
088	Prescott Valley Police Dept.	10.25%	17.86%	15	28.11%	28.11%
089	Eagar Police Dept.	15.83%	82.69%	15	98.52%	98.52%
090	Tolleson Police Dept.	13.03%	11.65%	15	24.68%	24.68%
091	Florence Police Dept.	10.77%	2.45%	15	13.22%	13.22%
092	Springerville Police Dept.	19.64%	33.67%	15	53.31%	53.31%
093	El Mirage Police Dept.	14.85%	25.36%	15	40.21%	40.21%
094	Superior Police Dept.	21.07%	9.03%	15	30.10%	30.10%
095	San Luis Police Dept.	9.97%	(1.90%)	15	8.07%	8.07%
096	Page Police Dept.	11.08%	(0.80%)	15	10.28%	10.28%
097	Page Fire Dept.	12.57%	(1.31%)	15	11.26%	11.26%
098	Yavapai County Sheriff's Dept.	9.72%	35.94%	15	45.66%	45.66%
100	Pima Police Dept.	11.12%	0.00%	15	11.12%	11.12%
101	Apache County Sheriff's Dept.	9.35%	(1.46%)	15	7.89%	8.00%
102	Cottonwood Fire Dept.	12.97%	(0.28%)	15	12.69%	12.69%
103	La Paz County Sheriff's Dept.	11.30%	67.51%	15	78.81%	78.81%
104	Pinal County Sheriff's Dept.	11.35%	(0.64%)	15	10.71%	10.71%
105	Clarkdale Police Dept.	13.43%	15.25%	25	28.68%	28.68%
106	Buckeye Police Dept.	14.36%	16.81%	15	31.17%	31.17%
107	Marana Police Dept.	13.43%	23.27%	15	36.70%	36.70%
108	Tolleson Fire Dept.	14.50%	13.12%	15	27.62%	27.62%
109	Chino Valley Police Dept.	11.02%	21.33%	15	32.35%	32.35%
110	Surprise Police Dept.	13.49%	22.12%	15	35.61%	35.61%
111	Wellton Police Dept.	10.49%	(3.66%)	15	6.83%	8.00%

Employer		UAAL		Amortization	Calculated	Required
Number	Employer Name	ER NC%	Pmt %	Period	ER Cont.	Cont.
112	Gila County Sheriff's Dept.	10.68%	(2.03%)	15	8.65%	8.65%
113	Pinetop-Lakeside Police Dept.	11.43%	58.55%	25	69.98%	69.98%
114	Bullhead City Police Dept.	9.66%	53.99%	15	63.65%	63.65%
115	Williams Police Dept.	11.08%	22.69%	15	33.77%	33.77%
116	Miami Police Dept.	16.74%	77.07%	15	93.81%	93.81%
117	Thatcher Police Dept.	9.87%	35.44%	15	45.31%	45.31%
118	Youngtown Police Dept.	0.00%	0.00%	15	0.00%	8.00%
119	Dept. of Emer & Military Aff	13.76%	31.80%	15	45.56%	45.56%
120	Surprise Fire Dept.	14.72%	11.08%	15	25.80%	25.80%
121	Camp Verde Marshals	10.38%	20.88%	15	31.26%	31.26%
122	Oro Valley Police Dept.	13.09%	30.38%	15	43.47%	43.47%
123	Greenlee County Sheriff's Dept.	11.52%	18.48%	15	30.00%	30.00%
124	Tucson Airport Authority Fire Dept.	14.10%	12.15%	15	26.25%	26.25%
125	Tucson Airport Authority Police Dept.	17.03%	7.14%	15	24.17%	24.17%
126	Wickenburg Police Dept.	13.14%	2.60%	15	15.74%	15.74%
127	El Mirage Fire Dept.	14.37%	5.00%	15	19.37%	19.37%
128	Patagonia Marshals	17.31%	63.11%	25	80.42%	80.42%
129	Sedona Police Dept.	12.27%	21.94%	15	34.21%	34.21%
130	Mammoth Police Dept.	16.94%	38.23%	15	55.17%	55.17%
131	Globe Police Dept.	14.86%	40.37%	15	55.23%	55.23%
132	Tombstone Marshals	19.17%	(1.02%)	15	18.15%	18.15%
133	Golder Ranch Fire District	13.01%	12.94%	15	25.95%	25.95%
134	Fort Mojave Mesa Fire District	13.15%	40.51%	15	53.66%	53.66%
136	Goodyear Fire Dept.	15.14%	8.04%	15	23.18%	23.18%
137	Goodyear Police Dept.	15.55%	9.52%	15	25.07%	25.07%
139	Avondale Police Dept.	13.65%	18.46%	15	32.11%	32.11%
140	Graham County Sheriff's Dept.	9.89%	11.56%	25	21.45%	21.45%
142	Golden Valley Fire District	12.90%	12.83%	15	25.73%	25.73%
143	Daisy Mountain Fire District	15.17%	9.93%	25	25.10%	25.10%
144	Quartzsite Police Dept.	10.80%	15.14%	15	25.94%	25.94%
145	Picture Rocks Fire District	12.92%	17.87%	15	30.79%	30.79%
146	Pima County Comm. College Police	13.41%	29.42%	15	42.83%	42.83%
147	Northwest Fire District	13.83%	25.12%	15	38.95%	38.95%
148	Superstition Fire and Medical District	14.36%	21.06%	25	35.42%	35.42%
149	Gilbert Fire Dept.	14.69%	6.78%	15	21.47%	21.47%
150	Pine-Strawberry Fire District	12.95%	25.77%	26	38.72%	38.72%
151	Attorney General Invest.	16.98%	32.89%	15	49.87%	49.87%
153	St. Johns Police Dept.	18.38%	23.54%	15	41.92%	41.92%
154	Pima County Attorney Invest.	9.18%	56.75%	15	65.93%	65.93%
156	Kearny Police Dept.	21.62%	36.70%	15	58.32%	58.32%
158	Navajo County Attorney Invest.	0.00%	0.00%	15	0.00%	5.00%
162	Avra Valley Fire District	13.14%	5.13%	15	18.27%	18.27%
163	San Luis Fire Dept.	13.62%	(1.80%)	15	11.82%	11.82%
164	AZ Dept. Liq. Lic. & Control Invest.	14.73%	98.52%	15	113.25%	113.25%
165	Maricopa County Attorney Invest.	11.86%	9.92%	15	21.78%	21.78%
166	Sedona Fire District	12.08%	30.95%	15	43.03%	43.03%
167	Guadalupe Fire Dept.	14.07%	30.41%	15	44.48%	44.48%
168	Mayer Fire District	11.97%	26.20%	15	38.17%	38.17%
169	Somerton Police Dept.	9.60%	25.03%	15	34.63%	34.63%
171	Somerton Fire Dept.	12.48%	13.40%	15	25.88%	25.88%
172	Tubac Fire District	13.52%	12.83%	26	26.35%	26.35%
174	Sahuarita Police Dept.	14.84%	(1.20%)	15	13.64%	13.64%
176	Florence Fire Dept.	12.41%	8.83%	15	21.24%	21.24%

Employer		UAAL Amortization			Calculated	Required ER
Number	Employer Name	ER NC%	Pmt %	Period	ER Cont.	Cont.
177	Sun City Fire District	14.33%	51.98%	25	66.31%	66.31%
178	Hayden Police Dept.	15.48%	(0.83%)	15	14.65%	14.65%
179	Gila River Fire Dept.	14.73%	6.66%	15	21.39%	21.39%
180	Gila River Police Dept.	13.53%	5.25%	15	18.78%	18.78%
181	Salt River Pima-Maricopa Fire	14.56%	18.29%	15	32.85%	32.85%
182	Salt River Pima-Maricopa Police	14.27%	18.48%	15	32.75%	32.75%
185	Pinetop Fire District	11.67%	20.37%	26	32.04%	32.04%
187	Yavapai County Attorney Invest.	0.00%	0.00%	15	0.00%	5.00%
188	Three Points Fire District	11.99%	18.39%	15	30.38%	30.38%
190	Buckeye Fire Dept.	15.33%	4.24%	15	19.57%	19.57%
192	Heber-Overgaard Fire District	12.20%	9.69%	15	21.89%	21.89%
193	Hellsgate Fire District	12.76%	26.00%	30	38.76%	38.76%
194	Green Valley Fire District	13.28%	18.82%	26	32.10%	32.10%
195	Summit Fire District	12.92%	22.07%	15	34.99%	34.99%
197	Fort McDowell Tribal Fire Dept.	14.42%	3.73%	15	18.15%	18.15%
198	Fort McDowell Tribal Police Dept.	14.08%	9.88%	15	23.96%	23.96%
199	Highlands Fire District	14.15%	17.67%	25	31.82%	31.82%
200	Rio Rico Fire District	13.48%	4.09%	15	17.57%	17.57%
201	Tri-City Fire District	12.81%	12.42%	15	25.23%	25.23%
202	Maricopa County Park Rangers	0.00%	0.00%	15	0.00%	8.00%
203	Verde Valley Fire District	13.62%	18.01%	15	31.63%	31.63%
204	AZ. State Park Rangers	15.54%	106.65%	15	122.19%	122.19%
206	Hualapai Indian Tribe Police Dept.	11.11%	7.27%	15	18.38%	18.38%
207	Pinewood Fire District	13.60%	26.90%	15	40.50%	40.50%
208	Rincon Valley Fire District	14.67%	7.51%	15	22.18%	22.18%
210	Jerome Police Dept.	10.34%	4.63%	15	14.97%	14.97%
211	Fort Mojave Tribal Police Dept.	10.26%	(1.18%)	15	9.08%	9.08%
212	Buckeye Valley Fire District	14.33%	6.98%	15	21.31%	21.31%
213	Eloy Fire District	13.71%	8.46%	15	22.17%	22.17%
214	Pascua Yaqui Tribe Fire Dept.	14.00%	33.14%	15	47.14%	47.14%
215	Pascua Yaqui Tribe Police Dept.	11.70%	35.10%	15	46.80%	46.80%
216	Town of Superior Fire Dept.	12.76%	0.00%	15	12.76%	12.76%
217	Wickenburg Fire Dept.	13.50%	(0.41%)	15	13.09%	13.09%
221	Quartzsite Fire District	11.93%	8.94%	15	20.87%	20.87%
222	Rio Verde Fire District	14.30%	10.42%	15	24.72%	24.72%
223	Scottsdale Fire Dept.	13.57%	9.60%	15	23.17%	23.17%
224	Ak Chin Indian Comm. Fire Dept.	11.80%	14.47%	15	26.27%	26.27%
225	Ak Chin Indian Comm. Police Dept.	9.15%	(0.79%)	15	8.36%	8.36%
226	Corona De Tucson Fire District	13.77%	11.42%	15	25.19%	25.19%
227	Golden Shores Fire District	14.82%	5.62%	15	20.44%	20.44%
228	City of Maricopa Fire Dept.	12.61%	7.86%	15	20.47%	20.47%
229	Cave Creek Marshals	13.83%	11.64%	15	25.47%	25.47%
231	San Carlos Tribal Police Dept.	12.30%	5.05%	15	17.35%	17.35%
232	Groom Creek Fire District	11.35%	(0.73%)	15	10.62%	10.62%
233	Mount Lemmon Fire District	13.28%	(0.01%)	15	13.27%	13.27%
234	Yavapai Prescott Tribal Police	12.66%	2.27%	15	14.93%	14.93%
235	Tohono O'odham Nation Fire Dept.	12.61%	13.41%	15	26.02%	26.02%
236	Tohono O'odham Nation Police Dept.	12.36%	17.00%	15	29.36%	29.36%
237	Williamson Valley Fire District	13.14%	0.00%	15	13.14%	13.14%
238	Harquahala Fire District	13.66%	(0.37%)	15	13.29%	13.29%
239	Coolidge Fire Dept.	13.18%	(1.50%)	15	11.68%	11.68%
242	Central AZ. College Police Dept.	14.60%	4.59%	15	19.19%	19.19%
243	City of Maricopa Police Dept.	11.11%	3.06%	15	14.17%	14.17%

Employer			UAAL	Amortization	Calculated	Required ER
Number	Employer Name	ER NC%	Pmt %	Period	ER Cont.	Cont.
244	Oracle Fire District	13.53%	5.54%	15	19.07%	19.07%
245	Benson Fire Dept.	15.49%	4.96%	15	20.45%	20.45%
246	Desert Hills Fire Dept.	12.65%	7.14%	15	19.79%	19.79%
247	Queen Creek Fire Dept.	13.86%	(0.93%)	15	12.93%	12.93%
248	Sonoita Elgin Fire Dept.	14.25%	(0.12%)	15	14.13%	14.13%
249	Christopher-Kohl's Fire District	10.76%	1.63%	15	12.39%	12.39%
250	Whetstone Fire District	16.10%	(0.30%)	15	15.80%	15.80%
251	Queen Valley Fire District	10.67%	5.21%	15	15.88%	15.88%
252	Lake Mohave Ranchos Fire District	24.26%	11.38%	26	35.64%	35.64%
253	Huachuca City Police Dept.	11.40%	13.96%	15	25.36%	25.36%
254	Palominas Fire District	25.84%	0.00%	15	25.84%	25.84%
255	Sun Sites Pearce Fire District	12.79%	0.00%	15	12.79%	12.79%
256	Ponderosa Fire District	15.57%	(1.97%)	15	13.60%	13.60%
257	Timber Mesa Fire and Medical Dist	13.66%	6.50%	26	20.16%	20.16%
258	Central AZ Fire and Medical	12.68%	46.34%	15	59.02%	59.02%
259	Copper Canyon Fire and Medical	12.74%	12.69%	15	25.43%	25.43%
261	Beaver Dam/Littlefield Fire Dist.	4.59%	7.77%	15	12.36%	12.36%
262	Blue Ridge Fire District	11.05%	25.21%	15	36.26%	36.26%
263	Arizona Fire & Medical Authority	14.57%	18.97%	25	33.54%	33.54%
265	Queen Creek Police Dept.	30.73%	(0.52%)	15	30.21%	30.21%
	TOTAL	13.57%	40.57%		54.14%	54.14%

APPENDIX F: SUMMARY OF CALCULATED PENSION CONTRIBUTION BY EMPLOYER – TIER 3

Employer Number	Employer Name	Total NC%	UAAL Pmt %	Total Cont. %	EE Cont. %	ER Cont. %
004	Chandler Fire Dept.	18.58%	0.00%	18.58%	9.29%	9.29%
005	Chandler Police Dept.	17.88%	0.00%	17.88%	8.94%	8.94%
007	Dept. of Public Safety	18.85%	0.00%	18.85%	9.43%	9.43%
012	Glendale Fire Dept.	19.98%	0.11%	20.09%	10.05%	10.05%
013	Glendale Police Dept.	17.98%	0.00%	17.98%	8.99%	8.99%
016	Maricopa County Sheriff's Office	18.68%	0.00%	18.68%	9.34%	9.34%
017	Mesa Fire Dept.	19.82%	0.00%	19.82%	9.91%	9.91%
018	Mesa Police Dept.	17.93%	0.00%	17.93%	8.97%	8.97%
021	Phoenix Fire Dept.	18.84%	0.00%	18.84%	9.42%	9.42%
022	Phoenix Police Dept.	18.46%	0.13%	18.59%	9.30%	9.30%
025	Scottsdale Police Dept.	17.62%	0.00%	17.62%	8.81%	8.81%
027	Tempe Fire Dept.	18.19%	0.00%	18.19%	9.10%	9.10%
028	Tempe Police Dept.	17.93%	0.00%	17.93%	8.97%	8.97%
029	Tucson Fire	19.12%	0.00%	19.12%	9.56%	9.56%
030	Tucson Police	18.58%	0.00%	18.58%	9.29%	9.29%
039	Pima County Sheriff's Dept.	18.79%	0.03%	18.82%	9.41%	9.41%
179	Gila River Fire Dept.	19.43%	0.27%	19.70%	9.85%	9.85%
180	Gila River Police Dept.	18.87%	0.66%	19.53%	9.77%	9.77%
223	Scottsdale Fire Dept.	20.02%	0.00%	20.02%	10.01%	10.01%
	Risk Sharing	17.99%	0.00%	17.99%	9.00%	9.00%
	TOTAL	18.31%	0.03%	18.34%	9.17%	9.17%

APPENDIX G: SUMMARY OF EMPLOYERS WITH EXTENDED AMORTIZATION PERIODS – TIERS 1 & 2

Under the Arizona Revised Statutes Title 38, Chapter 5, Article 4, Section 38-891.M, employers can request a one-time election to extend the amortization period used for recognizing Tier 1 and 2 liabilities to a closed period of no more than 30 years. The employers listed below have made this election and have the period shown remaining as of the June 30, 2021 valuation. All other employers are using the standard 15-year amortization period.

25-Year Amortization		26-Year Amortization	
001	BISBEE FIRE DEPT.	011	FLAGSTAFF POLICE DEPT.
017	MESA FIRE DEPT.	054	FRY FIRE DISTRICT
018	MESA POLICE DEPT.	150	PINE-STRAWBERRY FIRE DISTRICT
021	PHOENIX FIRE DEPT.	172	TUBAC FIRE DISTRICT
022	PHOENIX POLICE DEPT.	185	PINETOP FIRE DISTRICT
029	TUCSON FIRE	194	GREEN VALLEY FIRE DISTRICT
030	TUCSON POLICE	252	LAKE MOHAVE RANCHOS FIRE DISTRICT
038	BISBEE POLICE DEPT.	257	TIMBER MESA FIRE AND MEDICAL DIST
046	COCHISE COUNTY SHERIFF'S DEPT.		
047	SAFFORD POLICE DEPT.		
058	SOUTH TUCSON FIRE DEPT.		
069	SOUTH TUCSON POLICE DEPT.		
105	CLARKDALE POLICE DEPT.		
113	PINETOP-LAKESIDE POLICE DEPT.		
128	PATAGONIA MARSHALS		
140	GRAHAM COUNTY SHERIFF'S DEPT.		
143	DAISY MOUNTAIN FIRE DISTRICT		
148	SUPERSTITION FIRE AND MEDICAL DISTRICT		
177	SUN CITY FIRE DISTRICT		
199	HIGHLANDS FIRE DISTRICT		
263	ARIZONA FIRE & MEDICAL AUTHORITY		
		30-Year Amortization	
		193	HELLSGATE FIRE DISTRICT

APPENDIX H: SUMMARY OF HEALTH FUNDED STATUS BY EMPLOYER – TIERS 1 & 2

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
001	Bisbee Fire Dept.	170,466	141,738	255,452	280,233	(113,714)	(138,495)	180.2%	197.7%
002	Casa Grande Fire Dept.	771,857	652,579	587,752	644,769	64,827	7,810	90.1%	98.8%
003	Casa Grande Police Dept.	1,138,026	1,027,003	1,020,605	1,119,612	6,398	(92,609)	99.4%	109.0%
004	Chandler Fire Dept.	3,419,805	2,962,849	3,098,307	3,398,867	(135,458)	(436,018)	104.6%	114.7%
005	Chandler Police Dept.	5,906,074	5,298,620	4,919,297	5,396,508	379,323	(97,888)	92.8%	101.8%
006	Clifton Fire Dept.	8,935	8,935	9,757	10,704	(822)	(1,769)	109.2%	119.8%
007	Dept. of Public Safety	24,952,721	22,455,619	33,073,026	36,281,369	(10,617,407)	(13,825,750)	147.3%	161.6%
008	Douglas Fire Dept.	280,491	228,588	525,748	576,750	(297,160)	(348,162)	230.0%	252.3%
009	Douglas Police Dept.	422,766	375,518	648,948	711,901	(273,430)	(336,383)	172.8%	189.6%
010	Flagstaff Fire Dept.	1,641,571	1,465,891	3,109,449	3,411,090	(1,643,558)	(1,945,199)	212.1%	232.7%
011	Flagstaff Police Dept.	1,511,224	1,383,544	1,617,527	1,774,440	(233,983)	(390,896)	116.9%	128.3%
012	Glendale Fire Dept.	3,507,305	2,979,762	5,201,202	5,705,760	(2,221,440)	(2,725,998)	174.6%	191.5%
013	Glendale Police Dept.	6,388,947	5,554,807	6,155,053	6,752,142	(600,246)	(1,197,335)	110.8%	121.6%
014	Globe Fire Dept.	238,071	210,568	216,930	237,974	(6,362)	(27,406)	103.0%	113.0%
015	Kingman Fire Dept.	721,297	614,036	836,277	917,402	(222,241)	(303,366)	136.2%	149.4%
016	Maricopa County Sheriff's Office	9,489,047	8,289,484	15,864,196	17,403,148	(7,574,712)	(9,113,664)	191.4%	209.9%
017	Mesa Fire Dept.	9,921,086	8,985,994	7,936,099	8,705,963	1,049,895	280,031	88.3%	96.9%
018	Mesa Police Dept.	23,049,294	21,521,220	10,578,716	11,604,935	10,942,504	9,916,285	49.2%	53.9%
020	Nogales Fire Dept.	791,913	716,321	661,547	725,722	54,774	(9,401)	92.4%	101.3%
021	Phoenix Fire Dept.	29,515,504	25,795,625	40,439,107	44,362,018	(14,643,482)	(18,566,393)	156.8%	172.0%
022	Phoenix Police Dept.	53,174,438	47,742,282	71,305,101	78,222,256	(23,562,819)	(30,479,974)	149.4%	163.8%
023	Prescott Fire Dept.	1,123,148	1,001,193	1,308,129	1,435,028	(306,936)	(433,835)	130.7%	143.3%
024	Prescott Police Dept.	1,234,541	1,127,138	848,930	931,283	278,208	195,855	75.3%	82.6%
025	Scottsdale Police Dept.	6,065,205	5,287,379	7,683,788	8,429,176	(2,396,409)	(3,141,797)	145.3%	159.4%
026	Sierra Vista Fire Dept.	976,962	883,462	608,532	667,564	274,930	215,898	68.9%	75.6%
027	Tempe Fire Dept.	3,669,978	3,294,863	3,925,339	4,306,128	(630,476)	(1,011,265)	119.1%	130.7%
028	Tempe Police Dept.	7,512,716	6,763,264	4,570,192	5,013,537	2,193,072	1,749,727	67.6%	74.1%
029	Tucson Fire	12,770,413	11,419,873	11,401,436	12,507,465	18,437	(1,087,592)	99.8%	109.5%
030	Tucson Police	20,638,371	19,190,813	16,470,739	18,068,530	2,720,074	1,122,283	85.8%	94.2%
031	Winslow Fire Dept.	64,271	47,602	385,534	422,934	(337,932)	(375,332)	809.9%	888.5%
032	Yuma Fire Dept.	1,881,287	1,645,601	2,089,649	2,292,361	(444,048)	(646,760)	127.0%	139.3%
033	Yuma Police Dept.	1,951,356	1,726,739	3,375,776	3,703,253	(1,649,037)	(1,976,514)	195.5%	214.5%
034	Yuma County Sheriff's Dept.	776,206	660,033	1,363,622	1,495,904	(703,589)	(835,871)	206.6%	226.6%
035	Game and Fish Dept.	2,705,342	2,464,269	3,056,312	3,352,798	(592,043)	(888,529)	124.0%	136.1%
036	Sierra Vista Police Dept.	1,198,934	1,109,508	805,482	883,620	304,026	225,888	72.6%	79.6%
037	Benson Police Dept.	162,640	141,494	176,272	193,372	(34,778)	(51,878)	124.6%	136.7%
038	Bisbee Police Dept.	231,807	223,255	150,983	165,629	72,272	57,626	67.6%	74.2%

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
039	Pima County Sheriff's Dept.	7,106,448	6,229,573	9,737,252	10,681,842	(3,507,679)	(4,452,269)	156.3%	171.5%
040	Kingman Police Dept.	632,009	565,773	732,214	803,244	(166,441)	(237,471)	129.4%	142.0%
041	ASU Campus Police	866,604	716,473	1,177,094	1,291,281	(460,621)	(574,808)	164.3%	180.2%
042	Lake Havasu City Fire Dept.	1,322,140	1,145,167	1,660,923	1,822,046	(515,756)	(676,879)	145.0%	159.1%
043	Mohave County Sheriff's Dept.	864,149	748,381	1,705,157	1,870,571	(956,776)	(1,122,190)	227.8%	249.9%
044	Bullhead City Fire Dept.	953,446	821,031	1,606,626	1,762,481	(785,595)	(941,450)	195.7%	214.7%
045	U of A Campus Police	837,321	738,745	736,609	808,066	2,136	(69,321)	99.7%	109.4%
046	Cochise County Sheriff's Dept.	1,107,648	984,955	1,424,120	1,562,271	(439,165)	(577,316)	144.6%	158.6%
047	Safford Police Dept.	355,313	324,587	364,934	400,336	(40,347)	(75,749)	112.4%	123.3%
049	Drexel Heights Fire District	950,677	767,993	1,083,984	1,189,139	(315,991)	(421,146)	141.1%	154.8%
050	Winslow Police Dept.	196,974	167,688	407,293	446,804	(239,605)	(279,116)	242.9%	266.4%
051	Payson Fire Dept.	481,845	427,534	237,194	260,204	190,340	167,330	55.5%	60.9%
052	Payson Police Dept.	514,969	481,490	285,926	313,663	195,564	167,827	59.4%	65.1%
053	Northern AZ. Consolidated Fire District #1	139,520	115,711	245,844	269,693	(130,133)	(153,982)	212.5%	233.1%
054	Fry Fire District	570,516	478,966	433,888	475,979	45,078	2,987	90.6%	99.4%
055	Fredonia Marshals	19,148	17,701	71,860	78,831	(54,159)	(61,130)	406.0%	445.3%
056	NAU Campus Police	271,439	248,988	312,522	342,839	(63,534)	(93,851)	125.5%	137.7%
058	South Tucson Fire Dept.	33,608	32,185	105,631	115,878	(73,446)	(83,693)	328.2%	360.0%
059	Avondale Fire Dept.	754,260	567,602	739,765	811,528	(172,163)	(243,926)	130.3%	143.0%
060	Parker Police Dept.	65,145	47,535	190,046	208,482	(142,511)	(160,947)	399.8%	438.6%
061	Coconino County Sheriff's Dept.	973,169	883,408	630,715	691,899	252,693	191,509	71.4%	78.3%
064	Buckskin Fire District	94,765	72,225	104,313	114,432	(32,088)	(42,207)	144.4%	158.4%
065	Snowflake Police Dept.	91,600	71,006	167,967	184,261	(96,961)	(113,255)	236.6%	259.5%
066	Cottonwood Police Dept.	304,136	253,141	410,170	449,960	(157,029)	(196,819)	162.0%	177.8%
067	Lake Havasu City Police Dept.	1,292,513	1,180,650	1,258,342	1,380,411	(77,692)	(199,761)	106.6%	116.9%
069	South Tucson Police Dept.	149,991	135,582	125,177	137,320	10,405	(1,738)	92.3%	101.3%
070	Apache Junction Police Dept.	691,285	582,722	869,692	954,059	(286,970)	(371,337)	149.2%	163.7%
071	Navajo County Sheriff's Dept.	313,121	255,365	776,186	851,482	(520,821)	(596,117)	304.0%	333.4%
072	Mohave Valley Fire District	248,592	193,799	507,657	556,904	(313,858)	(363,105)	262.0%	287.4%
073	Peoria Fire Dept.	2,223,619	1,749,499	2,120,578	2,326,291	(371,079)	(576,792)	121.2%	133.0%
074	Peoria Police Dept.	2,520,551	2,094,294	2,452,506	2,690,418	(358,212)	(596,124)	117.1%	128.5%
076	Paradise Valley Police Dept.	618,716	522,520	518,147	568,411	4,373	(45,891)	99.2%	108.8%
077	Willcox Police Dept.	83,143	61,564	161,841	177,541	(100,277)	(115,977)	262.9%	288.4%
078	Show Low Police Dept.	374,671	333,603	476,822	523,078	(143,219)	(189,475)	142.9%	156.8%
079	Eloy Police Dept.	220,729	175,917	454,463	498,550	(278,546)	(322,633)	258.3%	283.4%
080	Nogales Police Dept.	962,182	894,531	1,064,734	1,168,022	(170,203)	(273,491)	119.0%	130.6%
081	Gilbert Police Dept.	2,856,599	2,282,809	2,977,804	3,266,674	(694,995)	(983,865)	130.4%	143.1%
083	Clifton Police Dept.	27,255	22,234	71,263	78,176	(49,029)	(55,942)	320.5%	351.6%
085	Coolidge Police Dept.	291,791	259,019	401,204	440,124	(142,185)	(181,105)	154.9%	169.9%
086	Holbrook Police Dept.	83,094	68,387	252,023	276,471	(183,636)	(208,084)	368.5%	404.3%
087	Santa Cruz County Sheriff's Dept.	354,009	310,002	540,317	592,732	(230,315)	(282,730)	174.3%	191.2%

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
088	Prescott Valley Police Dept.	804,483	682,890	799,932	877,532	(117,042)	(194,642)	117.1%	128.5%
089	Eagar Police Dept.	41,868	29,820	168,794	185,168	(138,974)	(155,348)	566.0%	621.0%
090	Tolleson Police Dept.	338,567	284,990	351,518	385,618	(66,528)	(100,628)	123.3%	135.3%
091	Florence Police Dept.	197,808	162,306	301,314	330,544	(139,008)	(168,238)	185.6%	203.7%
092	Springerville Police Dept.	17,397	7,332	148,690	163,114	(141,358)	(155,782)	2028.0%	2224.7%
093	El Mirage Police Dept.	452,728	351,921	453,940	497,976	(102,019)	(146,055)	129.0%	141.5%
094	Superior Police Dept.	41,797	21,592	127,505	139,874	(105,913)	(118,282)	590.5%	647.8%
095	San Luis Police Dept.	260,517	206,354	378,928	415,687	(172,574)	(209,333)	183.6%	201.4%
096	Page Police Dept.	120,273	93,223	551,390	604,879	(458,167)	(511,656)	591.5%	648.9%
097	Page Fire Dept.	79,831	59,125	87,452	95,936	(28,327)	(36,811)	147.9%	162.3%
098	Yavapai County Sheriff's Dept.	1,341,103	1,179,202	1,568,164	1,720,288	(388,962)	(541,086)	133.0%	145.9%
100	Pima Police Dept.	14,747	8,506	36,070	39,569	(27,564)	(31,063)	424.1%	465.2%
101	Apache County Sheriff's Dept.	263,397	239,829	390,512	428,395	(150,683)	(188,566)	162.8%	178.6%
102	Cottonwood Fire Dept.	315,755	257,609	224,424	246,195	33,185	11,414	87.1%	95.6%
103	La Paz County Sheriff's Dept.	197,590	162,138	582,534	639,044	(420,396)	(476,906)	359.3%	394.1%
104	Pinal County Sheriff's Dept.	2,495,337	2,087,768	3,072,603	3,370,670	(984,835)	(1,282,902)	147.2%	161.4%
105	Clarkdale Police Dept.	62,372	50,595	173,486	190,316	(122,891)	(139,721)	342.9%	376.2%
106	Buckeye Police Dept.	849,749	641,032	825,289	905,349	(184,257)	(264,317)	128.7%	141.2%
107	Marana Police Dept.	952,540	740,591	1,016,706	1,115,335	(276,115)	(374,744)	137.3%	150.6%
108	Tolleson Fire Dept.	346,572	275,373	398,932	437,632	(123,559)	(162,259)	144.9%	158.9%
109	Chino Valley Police Dept.	220,922	181,188	301,897	331,183	(120,709)	(149,995)	166.6%	182.8%
110	Surprise Police Dept.	1,353,139	1,052,911	1,457,575	1,598,971	(404,664)	(546,060)	138.4%	151.9%
111	Wellton Police Dept.	20,953	14,551	73,494	80,624	(58,943)	(66,073)	505.1%	554.1%
112	Gila County Sheriff's Dept.	392,183	335,428	746,407	818,814	(410,979)	(483,386)	222.5%	244.1%
113	Pinetop-Lakeside Police Dept.	196,205	180,236	93,817	102,918	86,419	77,318	52.1%	57.1%
114	Bullhead City Police Dept.	950,418	846,421	1,241,182	1,361,586	(394,761)	(515,165)	146.6%	160.9%
115	Williams Police Dept.	88,181	74,774	119,465	131,054	(44,691)	(56,280)	159.8%	175.3%
116	Miami Police Dept.	32,082	27,092	82,805	90,838	(55,713)	(63,746)	305.6%	335.3%
117	Thatcher Police Dept.	138,797	120,714	267,427	293,369	(146,713)	(172,655)	221.5%	243.0%
118	Youngtown Police Dept.	35,104	35,104	54,498	59,785	(19,394)	(24,681)	155.2%	170.3%
119	Dept. of Emer & Military Aff	368,123	273,666	858,322	941,586	(584,656)	(667,920)	313.6%	344.1%
120	Surprise Fire Dept.	1,439,034	1,105,117	1,220,577	1,338,983	(115,460)	(233,866)	110.4%	121.2%
121	Camp Verde Marshals	171,684	149,308	214,269	235,055	(64,961)	(85,747)	143.5%	157.4%
122	Oro Valley Police Dept.	1,239,567	1,033,806	1,534,689	1,683,566	(500,883)	(649,760)	148.5%	162.9%
123	Greenlee County Sheriff's Dept.	155,589	132,690	334,128	366,541	(201,438)	(233,851)	251.8%	276.2%
124	Tucson Airport Authority Fire Dept.	341,557	298,624	357,417	392,089	(58,793)	(93,465)	119.7%	131.3%
125	Tucson Airport Authority Police Dept.	278,194	222,614	328,859	360,761	(106,245)	(138,147)	147.7%	162.1%
126	Wickenburg Police Dept.	123,227	86,738	211,955	232,516	(125,217)	(145,778)	244.4%	268.1%
127	El Mirage Fire Dept.	200,636	125,653	206,063	226,053	(80,410)	(100,400)	164.0%	179.9%
128	Patagonia Marshals	41,915	36,136	18,009	19,756	18,127	16,380	49.8%	54.7%
129	Sedona Police Dept.	317,521	271,749	316,333	347,020	(44,584)	(75,271)	116.4%	127.7%

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
130	Mammoth Police Dept.	13,349	4,748	50,435	55,328	(45,687)	(50,580)	1062.2%	1165.3%
131	Globe Police Dept.	243,882	219,709	290,538	318,723	(70,829)	(99,014)	132.2%	145.1%
132	Tombstone Marshals	8,103	866	77,032	84,505	(76,166)	(83,639)	8895.2%	9758.1%
133	Golder Ranch Fire District	1,860,845	1,317,499	1,567,426	1,719,479	(249,927)	(401,980)	119.0%	130.5%
134	Fort Mojave Mesa Fire District	337,289	292,133	398,947	437,648	(106,814)	(145,515)	136.6%	149.8%
136	Goodyear Fire Dept.	1,077,453	853,664	928,623	1,018,707	(74,959)	(165,043)	108.8%	119.3%
137	Goodyear Police Dept.	1,069,193	782,087	1,176,055	1,290,142	(393,968)	(508,055)	150.4%	165.0%
139	Avondale Police Dept.	1,067,920	797,405	1,082,676	1,187,704	(285,271)	(390,299)	135.8%	148.9%
140	Graham County Sheriff's Dept.	200,471	174,381	307,209	337,011	(132,828)	(162,630)	176.2%	193.3%
142	Golden Valley Fire District	176,257	132,774	237,831	260,902	(105,057)	(128,128)	179.1%	196.5%
143	Daisy Mountain Fire District	971,801	751,210	1,017,548	1,116,258	(266,338)	(365,048)	135.5%	148.6%
144	Quartzsite Police Dept.	55,659	44,437	141,023	154,703	(96,586)	(110,266)	317.4%	348.1%
145	Picture Rocks Fire District	51,362	28,115	245,384	269,188	(217,269)	(241,073)	872.8%	957.5%
146	Pima County Comm. College Police	234,011	181,484	468,338	513,771	(286,854)	(332,287)	258.1%	283.1%
147	Northwest Fire District	2,662,191	2,209,591	2,457,594	2,696,000	(248,003)	(486,409)	111.2%	122.0%
148	Superstition Fire and Medical District	1,181,021	989,337	1,188,465	1,303,755	(199,128)	(314,418)	120.1%	131.8%
149	Gilbert Fire Dept.	2,266,734	1,815,286	2,068,769	2,269,456	(253,483)	(454,170)	114.0%	125.0%
150	Pine-Strawberry Fire District	164,544	128,627	262,870	288,371	(134,243)	(159,744)	204.4%	224.2%
151	Attorney General Invest.	406,881	331,720	356,558	391,147	(24,838)	(59,427)	107.5%	117.9%
153	St. Johns Police Dept.	67,499	56,067	80,991	88,848	(24,924)	(32,781)	144.5%	158.5%
154	Pima County Attorney Invest.	69,046	62,641	124,413	136,482	(61,772)	(73,841)	198.6%	217.9%
156	Kearny Police Dept.	44,745	33,208	42,181	46,273	(8,973)	(13,065)	127.0%	139.3%
158	Navajo County Attorney Invest.	19,011	19,011	(2,953)	(3,239)	21,964	22,250	-15.5%	-17.0%
162	Avra Valley Fire District	185,303	109,351	236,454	259,392	(127,103)	(150,041)	216.2%	237.2%
163	San Luis Fire Dept.	299,083	223,560	305,678	335,331	(82,118)	(111,771)	136.7%	150.0%
164	AZ Dept. Liq. Lic. & Control Invest.	300,060	271,121	125,111	137,248	146,010	133,873	46.1%	50.6%
165	Maricopa County Attorney Invest.	191,007	172,049	298,967	327,969	(126,918)	(155,920)	173.8%	190.6%
166	Sedona Fire District	1,043,447	867,614	735,752	807,126	131,862	60,488	84.8%	93.0%
167	Guadalupe Fire Dept.	64,245	55,676	58,052	63,683	(2,376)	(8,007)	104.3%	114.4%
168	Mayer Fire District	161,371	135,852	135,376	148,509	476	(12,657)	99.6%	109.3%
169	Somerton Police Dept.	124,644	104,269	281,446	308,749	(177,177)	(204,480)	269.9%	296.1%
171	Somerton Fire Dept.	151,153	122,313	209,068	229,349	(86,755)	(107,036)	170.9%	187.5%
172	Tubac Fire District	189,487	137,015	304,111	333,612	(167,096)	(196,597)	222.0%	243.5%
174	Sahuarita Police Dept.	343,027	247,751	458,961	503,484	(211,210)	(255,733)	185.3%	203.2%
176	Florence Fire Dept.	257,405	193,247	198,310	217,548	(5,063)	(24,301)	102.6%	112.6%
177	Sun City Fire District	1,078,145	952,443	1,005,341	1,102,867	(52,898)	(150,424)	105.6%	115.8%
178	Hayden Police Dept.	28,379	20,086	69,782	76,551	(49,696)	(56,465)	347.4%	381.1%
179	Gila River Fire Dept.	556,626	373,052	666,498	731,154	(293,446)	(358,102)	178.7%	196.0%
180	Gila River Police Dept.	788,227	505,916	1,029,149	1,128,985	(523,233)	(623,069)	203.4%	223.2%

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
181	Salt River Pima-Maricopa Fire	835,020	643,292	987,661	1,083,472	(344,369)	(440,180)	153.5%	168.4%
182	Salt River Pima-Maricopa Police	980,843	706,453	1,033,896	1,134,192	(327,443)	(427,739)	146.4%	160.5%
185	Pinetop Fire District	313,689	256,874	260,168	285,406	(3,294)	(28,532)	101.3%	111.1%
187	Yavapai County Attorney Invest.	1,346	1,346	16,098	17,660	(14,752)	(16,314)	1196.0%	1312.0%
188	Three Points Fire District	152,173	120,673	159,277	174,728	(38,604)	(54,055)	132.0%	144.8%
190	Buckeye Fire Dept.	899,089	652,978	751,531	824,435	(98,553)	(171,457)	115.1%	126.3%
192	Heber-Overgaard Fire District	103,501	78,700	135,221	148,338	(56,521)	(69,638)	171.8%	188.5%
193	Hellsgate Fire District	36,593	22,949	84,081	92,237	(61,132)	(69,288)	366.4%	401.9%
194	Green Valley Fire District	946,602	792,905	654,291	717,762	138,614	75,143	82.5%	90.5%
195	Summit Fire District	349,616	271,110	447,221	490,605	(176,111)	(219,495)	165.0%	181.0%
197	Fort McDowell Tribal Fire Dept.	82,349	56,643	138,163	151,566	(81,520)	(94,923)	243.9%	267.6%
198	Fort McDowell Tribal Police Dept.	177,542	142,539	284,727	312,348	(142,188)	(169,809)	199.8%	219.1%
199	Highlands Fire District	233,558	177,970	241,137	264,529	(63,167)	(86,559)	135.5%	148.6%
200	Rio Rico Fire District	224,347	164,631	236,532	259,477	(71,901)	(94,846)	143.7%	157.6%
201	Tri-City Fire District	195,305	145,407	184,409	202,298	(39,002)	(56,891)	126.8%	139.1%
202	Maricopa County Park Rangers	4,282	4,282	51,394	56,380	(47,112)	(52,098)	1200.2%	1316.7%
203	Verde Valley Fire District	430,160	343,205	421,439	462,322	(78,234)	(119,117)	122.8%	134.7%
204	AZ. State Park Rangers	452,639	427,765	717,111	786,676	(289,346)	(358,911)	167.6%	183.9%
206	Hualapai Indian Tribe Police Dept.	80,113	51,658	111,537	122,357	(59,879)	(70,699)	215.9%	236.9%
207	Pinewood Fire District	205,217	160,033	104,605	114,752	55,428	45,281	65.4%	71.7%
208	Rincon Valley Fire District	343,882	231,367	287,389	315,268	(56,022)	(83,901)	124.2%	136.3%
210	Jerome Police Dept.	40,883	33,906	37,943	41,624	(4,037)	(7,718)	111.9%	122.8%
211	Fort Mojave Tribal Police Dept.	121,107	92,268	154,031	168,973	(61,763)	(76,705)	166.9%	183.1%
212	Buckeye Valley Fire District	580,833	402,316	491,101	538,742	(88,785)	(136,426)	122.1%	133.9%
213	Eloy Fire District	197,961	132,395	227,401	249,461	(95,006)	(117,066)	171.8%	188.4%
214	Pascua Yaqui Tribe Fire Dept.	208,154	170,559	293,847	322,353	(123,288)	(151,794)	172.3%	189.0%
215	Pascua Yaqui Tribe Police Dept.	290,528	242,574	310,506	340,628	(67,932)	(98,054)	128.0%	140.4%
216	Town of Superior Fire Dept.	46,619	30,262	42,808	46,961	(12,546)	(16,699)	141.5%	155.2%
217	Wickenburg Fire Dept.	120,243	84,848	98,591	108,155	(13,743)	(23,307)	116.2%	127.5%
221	Quartzsite Fire District	45,171	25,642	70,669	77,524	(45,027)	(51,882)	275.6%	302.3%
222	Rio Verde Fire District	251,095	227,335	175,684	192,727	51,651	34,608	77.3%	84.8%
223	Scottsdale Fire Dept.	2,573,220	1,985,969	2,285,202	2,506,885	(299,233)	(520,916)	115.1%	126.2%
224	Ak Chin Indian Comm. Fire Dept.	295,060	214,703	261,795	287,191	(47,092)	(72,488)	121.9%	133.8%
225	Ak Chin Indian Comm. Police Dept.	87,325	63,163	152,244	167,013	(89,081)	(103,850)	241.0%	264.4%
226	Corona De Tucson Fire District	166,471	107,382	159,144	174,582	(51,762)	(67,200)	148.2%	162.6%
227	Golden Shores Fire District	50,004	32,281	52,819	57,943	(20,538)	(25,662)	163.6%	179.5%
228	City of Maricopa Fire Dept.	655,178	507,146	534,838	586,722	(27,692)	(79,576)	105.5%	115.7%
229	Cave Creek Marshals	15,674	13,660	14,190	15,566	(530)	(1,906)	103.9%	114.0%

Employer Number	Employer Name	Liability (PVB)	Liability (AAL)	Assets (AVA)	Assets (MV)	Unfunded (AAL - AVA)	Unfunded (AAL - MV)	Funded Percent (AVA/AAL)	Funded Percent (MV/AAL)
231	San Carlos Tribal Police Dept.	169,540	118,025	208,401	228,617	(90,376)	(110,592)	176.6%	193.7%
232	Groom Creek Fire District	22,582	13,309	39,857	43,723	(26,548)	(30,414)	299.5%	328.5%
233	Mount Lemmon Fire District	63,501	49,211	51,032	55,982	(1,821)	(6,771)	103.7%	113.8%
234	Yavapai Prescott Tribal Police	44,176	29,088	54,429	59,709	(25,341)	(30,621)	187.1%	205.3%
235	Tohono O'odham Nation Fire Dept.	335,633	249,180	366,627	402,193	(117,447)	(153,013)	147.1%	161.4%
236	Tohono O'odham Nation Police Dept.	610,822	485,646	817,214	896,490	(331,568)	(410,844)	168.3%	184.6%
237	Williamson Valley Fire District	85,975	54,963	71,368	78,291	(16,405)	(23,328)	129.8%	142.4%
238	Harquahala Fire District	97,009	61,749	84,756	92,978	(23,007)	(31,229)	137.3%	150.6%
239	Coolidge Fire Dept.	28,181	15,907	30,434	33,386	(14,527)	(17,479)	191.3%	209.9%
242	Central AZ. College Police Dept.	44,907	30,389	48,991	53,743	(18,602)	(23,354)	161.2%	176.9%
243	City of Maricopa Police Dept.	450,798	328,181	412,067	452,041	(83,886)	(123,860)	125.6%	137.7%
244	Oracle Fire District	33,446	21,204	38,135	41,834	(16,931)	(20,630)	179.8%	197.3%
245	Benson Fire Dept.	20,630	19,534	18,909	20,743	625	(1,209)	96.8%	106.2%
246	Desert Hills Fire Dept.	138,531	83,779	135,161	148,273	(51,382)	(64,494)	161.3%	177.0%
247	Queen Creek Fire Dept.	364,489	197,927	239,590	262,832	(41,663)	(64,905)	121.0%	132.8%
248	Sonoita Elgin Fire Dept.	18,001	10,638	57,019	62,550	(46,381)	(51,912)	536.0%	588.0%
249	Christopher-Kohl's Fire District	35,128	27,001	32,742	35,918	(5,741)	(8,917)	121.3%	133.0%
250	Whetstone Fire District	17,044	5,178	26,597	29,177	(21,419)	(23,999)	513.7%	563.5%
251	Queen Valley Fire District	38,891	32,241	28,217	30,954	4,024	1,287	87.5%	96.0%
252	Lake Mohave Ranchos Fire District	13,926	1,243	80,337	88,130	(79,094)	(86,887)	6463.2%	7090.1%
253	Huachuca City Police Dept.	39,459	31,073	43,899	48,158	(12,826)	(17,085)	141.3%	155.0%
254	Palominas Fire District	14,588	2,055	44,133	48,414	(42,078)	(46,359)	2147.6%	2355.9%
255	Sun Sites Pearce Fire District	30,763	12,821	33,185	36,404	(20,364)	(23,583)	258.8%	283.9%
256	Ponderosa Fire District	13,192	3,105	16,454	18,050	(13,349)	(14,945)	529.9%	581.3%
257	Timber Mesa Fire and Medical Dist	646,346	470,215	579,353	635,555	(109,138)	(165,340)	123.2%	135.2%
258	Central AZ Fire and Medical	1,695,740	1,454,025	1,596,370	1,751,230	(142,345)	(297,205)	109.8%	120.4%
259	Copper Canyon Fire and Medical	395,095	301,968	361,935	397,046	(59,967)	(95,078)	119.9%	131.5%
261	Beaver Dam/Littlefield Fire Dist.	31,922	29,112	9,767	10,714	19,345	18,398	33.5%	36.8%
262	Blue Ridge Fire District	18,794	10,143	5,029	5,517	5,114	4,626	49.6%	54.4%
263	Arizona Fire & Medical Authority	1,539,875	1,236,346	1,304,630	1,431,189	(68,284)	(194,843)	105.5%	115.8%
265	Queen Creek Police Dept.	19,346	1,475	0	0	1,475	1,475	0.0%	0.0%
	Unallocated	0	0	16,967	18,607	(16,967)	(18,607)		
	TOTAL	329,984,785	288,497,775	367,789,300	403,467,753	(79,291,525)	(114,969,978)	127.5%	139.9%

APPENDIX I: SUMMARY OF HEALTH FUNDED STATUS BY EMPLOYER – TIER 3

Employer		Liability	Liability	Assets	Assets	Unfunded	Unfunded	Funded	Funded
Number	Employer Name	(PVB)	(AAL)	(AVA)	(MV)	(AAL - AVA)	(AAL - MV)	Percent (AVA/AAL)	Percent (MV/AAL)
004	Chandler Fire Dept.	84,603	11,134	25,900	29,909	(14,766)	(18,775)	232.6%	268.6%
005	Chandler Police Dept.	135,463	19,592	57,401	66,285	(37,809)	(46,693)	293.0%	338.3%
007	Dept. of Public Safety	375,139	57,540	101,292	116,969	(43,752)	(59,429)	176.0%	203.3%
012	Glendale Fire Dept.	100,321	6,117	7,669	8,856	(1,552)	(2,739)	125.4%	144.8%
013	Glendale Police Dept.	114,879	21,426	53,814	62,143	(32,388)	(40,717)	251.2%	290.0%
016	Maricopa County Sheriff's Office	319,046	39,057	89,388	103,223	(50,331)	(64,166)	228.9%	264.3%
017	Mesa Fire Dept.	219,703	17,717	39,856	46,024	(22,139)	(28,307)	225.0%	259.8%
018	Mesa Police Dept.	346,754	44,550	332,670	384,157	(288,120)	(339,607)	746.7%	862.3%
021	Phoenix Fire Dept.	681,676	78,359	112,038	129,378	(33,679)	(51,019)	143.0%	165.1%
022	Phoenix Police Dept.	1,178,754	186,631	392,026	452,700	(205,395)	(266,069)	210.1%	242.6%
025	Scottsdale Police Dept.	153,501	24,334	36,260	41,872	(11,926)	(17,538)	149.0%	172.1%
027	Tempe Fire Dept.	61,515	7,450	13,077	15,101	(5,627)	(7,651)	175.5%	202.7%
028	Tempe Police Dept.	91,907	12,924	61,700	71,249	(48,776)	(58,325)	477.4%	551.3%
029	Tucson Fire	129,535	19,192	55,678	64,295	(36,486)	(45,103)	290.1%	335.0%
030	Tucson Police	293,363	52,207	231,646	267,498	(179,439)	(215,291)	443.7%	512.4%
039	Pima County Sheriff's Dept.	189,292	29,705	52,653	60,802	(22,948)	(31,097)	177.3%	204.7%
179	Gila River Fire Dept.	60,436	5,601	7,469	8,625	(1,868)	(3,024)	133.4%	154.0%
180	Gila River Police Dept.	100,412	13,347	19,047	21,995	(5,700)	(8,648)	142.7%	164.8%
223	Scottsdale Fire Dept.	156,793	20,771	27,435	31,681	(6,664)	(10,910)	132.1%	152.5%
	Risk Sharing	3,998,992	680,877	1,429,806	1,651,097	(748,929)	(970,220)	210.0%	242.5%
	TOTAL	8,792,084	1,348,531	3,146,825	3,633,859	(1,798,294)	(2,285,328)	233.4%	269.5%

APPENDIX J: SUMMARY OF HEALTH CONTRIBUTION BY EMPLOYER – TIERS 1 & 2

Employer		ER NC%	UAAL Pmt %	Calculated ER Cont.
Number	Employer Name			
001	Bisbee Fire Dept.	0.51%	(0.51%)	0.00%
002	Casa Grande Fire Dept.	0.37%	0.12%	0.49%
003	Casa Grande Police Dept.	0.40%	0.01%	0.41%
004	Chandler Fire Dept.	0.38%	(0.07%)	0.31%
005	Chandler Police Dept.	0.38%	0.13%	0.51%
006	Clifton Fire Dept.	0.00%	0.00%	0.00%
007	Dept. of Public Safety	0.48%	(0.48%)	0.00%
008	Douglas Fire Dept.	0.41%	(0.41%)	0.00%
009	Douglas Police Dept.	0.41%	(0.41%)	0.00%
010	Flagstaff Fire Dept.	0.41%	(0.41%)	0.00%
011	Flagstaff Police Dept.	0.38%	(0.28%)	0.10%
012	Glendale Fire Dept.	0.36%	(0.36%)	0.00%
013	Glendale Police Dept.	0.40%	(0.16%)	0.24%
014	Globe Fire Dept.	0.43%	(0.05%)	0.38%
015	Kingman Fire Dept.	0.49%	(0.49%)	0.00%
016	Maricopa County Sheriff's Office	0.45%	(0.45%)	0.00%
017	Mesa Fire Dept.	0.36%	0.21%	0.57%
018	Mesa Police Dept.	0.40%	1.08%	1.48%
020	Nogales Fire Dept.	0.58%	0.16%	0.74%
021	Phoenix Fire Dept.	0.34%	(0.34%)	0.00%
022	Phoenix Police Dept.	0.40%	(0.40%)	0.00%
023	Prescott Fire Dept.	0.42%	(0.42%)	0.00%
024	Prescott Police Dept.	0.44%	0.52%	0.96%
025	Scottsdale Police Dept.	0.38%	(0.38%)	0.00%
026	Sierra Vista Fire Dept.	0.45%	0.83%	1.28%
027	Tempe Fire Dept.	0.31%	(0.31%)	0.00%
028	Tempe Police Dept.	0.38%	0.67%	1.05%
029	Tucson Fire	0.42%	(0.06%)	0.36%
030	Tucson Police	0.44%	0.25%	0.69%
031	Winslow Fire Dept.	0.46%	(0.46%)	0.00%
032	Yuma Fire Dept.	0.44%	(0.44%)	0.00%
033	Yuma Police Dept.	0.40%	(0.40%)	0.00%
034	Yuma County Sheriff's Dept.	0.38%	(0.38%)	0.00%
035	Game and Fish Dept.	0.61%	(0.61%)	0.00%
036	Sierra Vista Police Dept.	0.44%	0.66%	1.10%
037	Benson Police Dept.	0.42%	(0.37%)	0.05%
038	Bisbee Police Dept.	0.68%	0.70%	1.38%
039	Pima County Sheriff's Dept.	0.53%	(0.53%)	0.00%
040	Kingman Police Dept.	0.46%	(0.46%)	0.00%
041	ASU Campus Police	0.44%	(0.44%)	0.00%
042	Lake Havasu City Fire Dept.	0.43%	(0.43%)	0.00%
043	Mohave County Sheriff's Dept.	0.44%	(0.44%)	0.00%
044	Bullhead City Fire Dept.	0.39%	(0.39%)	0.00%
045	U of A Campus Police	0.56%	(0.02%)	0.54%
046	Cochise County Sheriff's Dept.	0.54%	(0.54%)	0.00%

Employer		ER NC%	UAAL Pmt %	Calculated ER Cont.
Number	Employer Name			
047	Safford Police Dept.	0.43%	(0.33%)	0.10%
049	Drexel Heights Fire District	0.52%	(0.52%)	0.00%
050	Winslow Police Dept.	0.47%	(0.47%)	0.00%
051	Payson Fire Dept.	0.37%	0.66%	1.03%
052	Payson Police Dept.	0.40%	0.89%	1.29%
053	Northern AZ. Consolidated Fire District #1	0.53%	(0.53%)	0.00%
054	Fry Fire District	0.39%	0.07%	0.46%
055	Fredonia Marshals	0.77%	(0.77%)	0.00%
056	NAU Campus Police	0.38%	(0.38%)	0.00%
058	South Tucson Fire Dept.	0.40%	(0.40%)	0.00%
059	Avondale Fire Dept.	0.36%	(0.20%)	0.16%
060	Parker Police Dept.	0.50%	(0.50%)	0.00%
061	Coconino County Sheriff's Dept.	0.40%	0.50%	0.90%
064	Buckskin Fire District	0.39%	(0.36%)	0.03%
065	Snowflake Police Dept.	0.59%	(0.59%)	0.00%
066	Cottonwood Police Dept.	0.44%	(0.44%)	0.00%
067	Lake Havasu City Police Dept.	0.38%	(0.12%)	0.26%
069	South Tucson Police Dept.	0.64%	(0.02%)	0.62%
070	Apache Junction Police Dept.	0.48%	(0.48%)	0.00%
071	Navajo County Sheriff's Dept.	0.46%	(0.46%)	0.00%
072	Mohave Valley Fire District	0.50%	(0.50%)	0.00%
073	Peoria Fire Dept.	0.35%	(0.18%)	0.17%
074	Peoria Police Dept.	0.39%	(0.18%)	0.21%
076	Paradise Valley Police Dept.	0.42%	(0.01%)	0.41%
077	Willcox Police Dept.	0.53%	(0.53%)	0.00%
078	Show Low Police Dept.	0.38%	(0.38%)	0.00%
079	Eloy Police Dept.	0.44%	(0.44%)	0.00%
080	Nogales Police Dept.	0.57%	(0.57%)	0.00%
081	Gilbert Police Dept.	0.41%	(0.26%)	0.15%
083	Clifton Police Dept.	0.43%	(0.43%)	0.00%
085	Coolidge Police Dept.	0.48%	(0.48%)	0.00%
086	Holbrook Police Dept.	0.58%	(0.58%)	0.00%
087	Santa Cruz County Sheriff's Dept.	0.52%	(0.52%)	0.00%
088	Prescott Valley Police Dept.	0.43%	(0.20%)	0.23%
089	Eagar Police Dept.	0.52%	(0.52%)	0.00%
090	Tolleson Police Dept.	0.44%	(0.28%)	0.16%
091	Florence Police Dept.	0.52%	(0.52%)	0.00%
092	Springerville Police Dept.	0.71%	(0.71%)	0.00%
093	El Mirage Police Dept.	0.46%	(0.24%)	0.22%
094	Superior Police Dept.	0.79%	(0.79%)	0.00%
095	San Luis Police Dept.	0.41%	(0.41%)	0.00%
096	Page Police Dept.	0.43%	(0.43%)	0.00%
097	Page Fire Dept.	0.35%	(0.24%)	0.11%
098	Yavapai County Sheriff's Dept.	0.44%	(0.44%)	0.00%
100	Pima Police Dept.	0.35%	(0.35%)	0.00%
101	Apache County Sheriff's Dept.	0.46%	(0.46%)	0.00%
102	Cottonwood Fire Dept.	0.48%	0.17%	0.65%
103	La Paz County Sheriff's Dept.	0.46%	(0.46%)	0.00%
104	Pinal County Sheriff's Dept.	0.42%	(0.42%)	0.00%
105	Clarkdale Police Dept.	0.44%	(0.44%)	0.00%
106	Buckeye Police Dept.	0.42%	(0.20%)	0.22%

Employer		UAAL Pmt		Calculated
Number	Employer Name	ER NC%	%	ER Cont.
107	Marana Police Dept.	0.46%	(0.36%)	0.10%
108	Tolleson Fire Dept.	0.43%	(0.43%)	0.00%
109	Chino Valley Police Dept.	0.56%	(0.56%)	0.00%
110	Surprise Police Dept.	0.37%	(0.28%)	0.09%
111	Wellton Police Dept.	0.39%	(0.39%)	0.00%
112	Gila County Sheriff's Dept.	0.48%	(0.48%)	0.00%
113	Pinetop-Lakeside Police Dept.	0.51%	0.83%	1.34%
114	Bullhead City Police Dept.	0.40%	(0.40%)	0.00%
115	Williams Police Dept.	0.64%	(0.64%)	0.00%
116	Miami Police Dept.	0.69%	(0.69%)	0.00%
117	Thatcher Police Dept.	0.43%	(0.43%)	0.00%
118	Youngtown Police Dept.	0.00%	0.00%	0.00%
119	Dept. of Emer & Military Aff	0.55%	(0.55%)	0.00%
120	Surprise Fire Dept.	0.34%	(0.08%)	0.26%
121	Camp Verde Marshals	0.50%	(0.50%)	0.00%
122	Oro Valley Police Dept.	0.45%	(0.45%)	0.00%
123	Greenlee County Sheriff's Dept.	0.45%	(0.45%)	0.00%
124	Tucson Airport Authority Fire Dept.	0.45%	(0.43%)	0.02%
125	Tucson Airport Authority Police Dept.	0.43%	(0.43%)	0.00%
126	Wickenburg Police Dept.	0.44%	(0.44%)	0.00%
127	El Mirage Fire Dept.	0.37%	(0.25%)	0.12%
128	Patagonia Marshals	0.85%	0.95%	1.80%
129	Sedona Police Dept.	0.46%	(0.20%)	0.26%
130	Mammoth Police Dept.	0.80%	(0.80%)	0.00%
131	Globe Police Dept.	0.56%	(0.56%)	0.00%
132	Tombstone Marshals	0.61%	(0.61%)	0.00%
133	Golder Ranch Fire District	0.41%	(0.13%)	0.28%
134	Fort Mojave Mesa Fire District	0.42%	(0.42%)	0.00%
136	Goodyear Fire Dept.	0.32%	(0.06%)	0.26%
137	Goodyear Police Dept.	0.37%	(0.33%)	0.04%
139	Avondale Police Dept.	0.40%	(0.23%)	0.17%
140	Graham County Sheriff's Dept.	0.51%	(0.51%)	0.00%
142	Golden Valley Fire District	0.50%	(0.50%)	0.00%
143	Daisy Mountain Fire District	0.41%	(0.27%)	0.14%
144	Quartzsite Police Dept.	0.54%	(0.54%)	0.00%
145	Picture Rocks Fire District	0.39%	(0.39%)	0.00%
146	Pima County Comm. College Police	0.54%	(0.54%)	0.00%
147	Northwest Fire District	0.41%	(0.13%)	0.28%
148	Superstition Fire and Medical District	0.37%	(0.23%)	0.14%
149	Gilbert Fire Dept.	0.35%	(0.12%)	0.23%
150	Pine-Strawberry Fire District	0.38%	(0.38%)	0.00%
151	Attorney General Invest.	0.52%	(0.09%)	0.43%
153	St. Johns Police Dept.	0.58%	(0.58%)	0.00%
154	Pima County Attorney Invest.	0.60%	(0.60%)	0.00%
156	Kearny Police Dept.	1.02%	(0.33%)	0.69%
158	Navajo County Attorney Invest.	0.00%	0.00%	0.00%
162	Avra Valley Fire District	0.56%	(0.54%)	0.02%
163	San Luis Fire Dept.	0.55%	(0.27%)	0.28%
164	AZ Dept. Liq. Lic. & Control Invest.	0.79%	1.89%	2.68%
165	Maricopa County Attorney Invest.	0.58%	(0.58%)	0.00%

Employer		ER NC%	UAAL Pmt %	Calculated ER Cont.
Number	Employer Name			
166	Sedona Fire District	0.34%	0.15%	0.49%
167	Guadalupe Fire Dept.	0.37%	(0.05%)	0.32%
168	Mayer Fire District	0.52%	(0.02%)	0.50%
169	Somerton Police Dept.	0.49%	(0.49%)	0.00%
171	Somerton Fire Dept.	0.60%	(0.60%)	0.00%
172	Tubac Fire District	0.50%	(0.50%)	0.00%
174	Sahuarita Police Dept.	0.40%	(0.40%)	0.00%
176	Florence Fire Dept.	0.47%	(0.02%)	0.45%
177	Sun City Fire District	0.38%	(0.10%)	0.28%
178	Hayden Police Dept.	0.67%	(0.67%)	0.00%
179	Gila River Fire Dept.	0.48%	(0.48%)	0.00%
180	Gila River Police Dept.	0.42%	(0.42%)	0.00%
181	Salt River Pima-Maricopa Fire	0.31%	(0.31%)	0.00%
182	Salt River Pima-Maricopa Police	0.34%	(0.25%)	0.09%
185	Pinetop Fire District	0.36%	(0.01%)	0.35%
187	Yavapai County Attorney Invest.	0.00%	0.00%	0.00%
188	Three Points Fire District	0.55%	(0.40%)	0.15%
190	Buckeye Fire Dept.	0.37%	(0.10%)	0.27%
192	Heber-Overgaard Fire District	0.40%	(0.40%)	0.00%
193	Hellsgate Fire District	0.39%	(0.39%)	0.00%
194	Green Valley Fire District	0.39%	0.18%	0.57%
195	Summit Fire District	0.47%	(0.47%)	0.00%
197	Fort McDowell Tribal Fire Dept.	0.51%	(0.51%)	0.00%
198	Fort McDowell Tribal Police Dept.	0.52%	(0.52%)	0.00%
199	Highlands Fire District	0.36%	(0.26%)	0.10%
200	Rio Rico Fire District	0.45%	(0.30%)	0.15%
201	Tri-City Fire District	0.52%	(0.23%)	0.29%
202	Maricopa County Park Rangers	0.00%	0.00%	0.00%
203	Verde Valley Fire District	0.44%	(0.24%)	0.20%
204	AZ. State Park Rangers	0.73%	(0.73%)	0.00%
206	Hualapai Indian Tribe Police Dept.	0.59%	(0.49%)	0.10%
207	Pinewood Fire District	0.34%	0.31%	0.65%
208	Rincon Valley Fire District	0.51%	(0.17%)	0.34%
210	Jerome Police Dept.	0.84%	(0.21%)	0.63%
211	Fort Mojave Tribal Police Dept.	0.36%	(0.36%)	0.00%
212	Buckeye Valley Fire District	0.45%	(0.15%)	0.30%
213	Eloy Fire District	0.37%	(0.37%)	0.00%
214	Pascua Yaqui Tribe Fire Dept.	0.45%	(0.45%)	0.00%
215	Pascua Yaqui Tribe Police Dept.	0.38%	(0.34%)	0.04%
216	Town of Superior Fire Dept.	0.89%	(0.34%)	0.55%
217	Wickenburg Fire Dept.	0.52%	(0.11%)	0.41%
221	Quartzsite Fire District	0.37%	(0.37%)	0.00%
222	Rio Verde Fire District	0.43%	0.37%	0.80%
223	Scottsdale Fire Dept.	0.34%	(0.10%)	0.24%
224	Ak Chin Indian Comm. Fire Dept.	0.49%	(0.20%)	0.29%
225	Ak Chin Indian Comm. Police Dept.	0.36%	(0.36%)	0.00%
226	Corona De Tucson Fire District	0.44%	(0.32%)	0.12%
227	Golden Shores Fire District	0.53%	(0.39%)	0.14%
228	City of Maricopa Fire Dept.	0.37%	(0.04%)	0.33%

Employer		ER NC%	UAAL Pmt %	Calculated ER Cont.
Number	Employer Name			
229	Cave Creek Marshals	0.45%	(0.04%)	0.41%
231	San Carlos Tribal Police Dept.	0.32%	(0.29%)	0.03%
232	Groom Creek Fire District	0.47%	(0.47%)	0.00%
233	Mount Lemmon Fire District	0.69%	(0.06%)	0.63%
234	Yavapai Prescott Tribal Police	0.62%	(0.42%)	0.20%
235	Tohono O'odham Nation Fire Dept.	0.49%	(0.44%)	0.05%
236	Tohono O'odham Nation Police Dept.	0.49%	(0.49%)	0.00%
237	Williamson Valley Fire District	0.43%	(0.09%)	0.34%
238	Harquahala Fire District	0.45%	(0.23%)	0.22%
239	Coolidge Fire Dept.	0.60%	(0.36%)	0.24%
242	Central AZ. College Police Dept.	0.74%	(0.32%)	0.42%
243	City of Maricopa Police Dept.	0.37%	(0.13%)	0.24%
244	Oracle Fire District	0.50%	(0.33%)	0.17%
245	Benson Fire Dept.	1.02%	0.02%	1.04%
246	Desert Hills Fire Dept.	0.57%	(0.41%)	0.16%
247	Queen Creek Fire Dept.	0.28%	(0.05%)	0.23%
248	Sonoita Elgin Fire Dept.	0.88%	(0.88%)	0.00%
249	Christopher-Kohl's Fire District	0.52%	(0.16%)	0.36%
250	Whetstone Fire District	0.32%	(0.29%)	0.03%
251	Queen Valley Fire District	0.88%	0.23%	1.11%
252	Lake Mohave Ranchos Fire District	0.84%	(0.84%)	0.00%
253	Huachuca City Police Dept.	0.74%	(0.43%)	0.31%
254	Palominas Fire District	0.83%	(0.81%)	0.02%
255	Sun Sites Pearce Fire District	0.50%	(0.45%)	0.05%
256	Ponderosa Fire District	0.50%	(0.32%)	0.18%
257	Timber Mesa Fire and Medical Dist	0.43%	(0.14%)	0.29%
258	Central AZ Fire and Medical	0.40%	(0.14%)	0.26%
259	Copper Canyon Fire and Medical	0.42%	(0.15%)	0.27%
261	Beaver Dam/Littlefield Fire Dist.	0.48%	0.60%	1.08%
262	Blue Ridge Fire District	0.51%	0.22%	0.73%
263	Arizona Fire & Medical Authority	0.37%	(0.05%)	0.32%
265	Queen Creek Police Dept.	0.44%	0.03%	0.47%
	TOTAL	0.41%	(0.19%)	0.22%

APPENDIX K: SUMMARY OF HEALTH CONTRIBUTION BY EMPLOYER – TIER 3

Employer		UAAL		Total	EE	ER
Number	Employer Name	NC%	Pmt %	Cont. %	Cont. %	Cont. %
004	Chandler Fire Dept.	0.22%	0.00%	0.22%	0.11%	0.11%
005	Chandler Police Dept.	0.20%	0.00%	0.20%	0.10%	0.10%
007	Dept. of Public Safety	0.24%	0.00%	0.24%	0.12%	0.12%
012	Glendale Fire Dept.	0.26%	0.00%	0.26%	0.13%	0.13%
013	Glendale Police Dept.	0.19%	0.00%	0.19%	0.10%	0.10%
016	Maricopa County Sheriff's Office	0.24%	0.00%	0.24%	0.12%	0.12%
017	Mesa Fire Dept.	0.26%	0.00%	0.26%	0.13%	0.13%
018	Mesa Police Dept.	0.20%	0.00%	0.20%	0.10%	0.10%
021	Phoenix Fire Dept.	0.24%	0.00%	0.24%	0.12%	0.12%
022	Phoenix Police Dept.	0.21%	0.00%	0.21%	0.11%	0.11%
025	Scottsdale Police Dept.	0.20%	0.00%	0.20%	0.10%	0.10%
027	Tempe Fire Dept.	0.18%	0.00%	0.18%	0.09%	0.09%
028	Tempe Police Dept.	0.20%	0.00%	0.20%	0.10%	0.10%
029	Tucson Fire	0.24%	0.00%	0.24%	0.12%	0.12%
030	Tucson Police	0.23%	0.00%	0.23%	0.12%	0.12%
039	Pima County Sheriff's Dept.	0.24%	0.00%	0.24%	0.12%	0.12%
179	Gila River Fire Dept.	0.33%	0.00%	0.33%	0.17%	0.17%
180	Gila River Police Dept.	0.28%	0.00%	0.28%	0.14%	0.14%
223	Scottsdale Fire Dept.	0.27%	0.00%	0.27%	0.14%	0.14%
	Risk Sharing	0.24%	0.00%	0.24%	0.12%	0.12%
	TOTAL	0.23%	0.00%	0.23%	0.12%	0.12%



Staff Report

Item Number: 5.D.

Agenda Item:

INDEPENDENT LEGAL COUNSEL

Discussion and possible action regarding the State legislature amended A.R.S. § 38-847 effective January 1, 2022, to require that the local PSPRS board hire independent legal counsel.

Staff Contact:

Randi Stephens, HR Manager

Meeting Date:

August 3, 2022

Background:

38-847. Local boards

N. **The fees** of the medical board and **of the local board's independent legal counsel** and all other expenses of the local board necessary for the administration of the system **shall be paid by the employer** and not the board of trustees or system at such rates and in such amounts as the local board shall approve. **Each local board shall hire an independent legal counsel** who is not an employee of or contracted with the employer or any employee organization and owes its duty of loyalty only to the local board in connection with its representation of the local board. The independent legal counsel may not represent a member of the plan before any local board or any judicial appeal of a local board decision. The local board's independent legal counsel shall review the model uniform rules for local board procedure that are issued by the board of trustees.

Budget Impact:

To be determined.

Recommendation:

Staff recommends approval of hiring independent legal counsel to attend PSPRS meetings as required by the State of Arizona.