

NOTICE AND AGENDA

**PUBLIC SAFETY PERSONNEL RETIREMENT SYSTEM
MONDAY, JANUARY 8, 2024**

**VIRTUAL MEETING
MICROSOFT TEAMS MEETING
9:00 A.M.**

[Click here to participate in the online meeting](#)

To pose a question regarding new business, prior to the meeting, email Jessica at [To pose a question regarding new business, prior to the meeting, email Jessica atjessica.vigorito@flagstaffaz.gov](mailto:atjessica.vigorito@flagstaffaz.gov).

1. Call to Order

2. Roll Call

Mayor Becky Daggett
Ed Vesely
Todd George

Dave Van Boxtaele
Bob Oberly

3. Routine Items

a. Review PSPRS Actuarial Valuation

Review the Flagstaff Fire Department Actuarial Valuation as of June 30, 2023

The Actuarial Valuation reports contributions applicable to the plan/fiscal year ending June 30, 2025.

4. Action Items

a. Review and Approve Minutes

Review and approve minutes from October 18, 2023 meeting.

b. New Hires

- Toby Leon
 - Date of Hire: 11/13/2023
 - Position and PSPRS Eligibility: Wildland Firefighter, PSPRS eligible
 - ACR: Not alternate contribution eligible
- Cody Philpott
 - Date of Hire: 11/13/2023
 - Position and PSPRS Eligibility: Wildland Firefighter, PSPRS eligible
 - ACR: Not alternate contribution eligible

c. Return to Work

- Patrick Staskey
 - Date of Hire: 1/7/2024
 - Old and New Job Description: See attached.
 - Old Job Description: Deputy Fire Chief
 - New Job Description: Airport Snow Ops
 - PSPRS Eligibility: The new position is not PSPRS eligible
 - ACR: Not alternate contribution eligible

5. ADJOURNMENT

CERTIFICATE OF POSTING OF NOTICE

The undersigned hereby certifies that a copy of the foregoing notice was duly posted on the City of Flagstaff Website and at Flagstaff City Hall on _____, at _____ a.m./p.m. in accordance with the statement filed by the Fire Department with the City Clerk.

Dated this _____ day of _____, 2023.

Jessica Vigorito, Management Analyst, Fire

For special accommodations, please notify Flagstaff Fire Department Administration (928) 213-2500 at least three business days prior to the scheduled meeting time.

PSPRS - Fire

3. a.

Meeting Date: 01/08/2024

TITLE:

Review PSPRS Actuarial Valuation

STAFF RECOMMENDED ACTION

Review the Flagstaff Fire Department Actuarial Valuation as of June 30, 2023

Executive Summary:

The Actuarial Valuation reports contributions applicable to the plan/fiscal year ending June 30, 2025.

Attachments

Actuarial Valuation FFD as of 06/30/2023

**ARIZONA PUBLIC SAFETY PERSONNEL
RETIREMENT SYSTEM**

FLAGSTAFF FIRE DEPT. (010)

ACTUARIAL VALUATION
AS OF JUNE 30, 2023

CONTRIBUTIONS APPLICABLE TO THE
PLAN/FISCAL YEAR ENDING JUNE 30, 2025



FOSTER & FOSTER
ACTUARIES AND CONSULTANTS

December 2023

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

Re: Actuarial Valuation Report as of June 30, 2023 for Flagstaff Fire Dept. (010)

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, 2023 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.

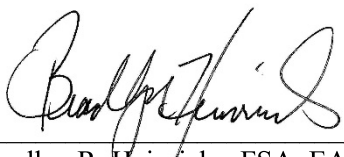
The undersigned are familiar with the immediate and long-term aspects of pension valuations and meet the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. All sections of this report are considered an integral part of the actuarial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

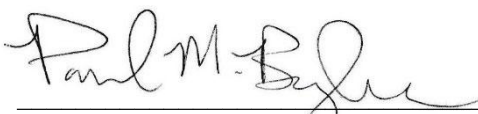
By: 
Paul M. Baugher, FSA, EA, MAAA

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I. SUMMARY OF REPORT

The regular annual actuarial valuation of the Arizona Public Safety Personnel Retirement System for the Flagstaff Fire Dept., performed as of June 30, 2023, 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, 2024. This information is contained in the section entitled “Contribution Results.”

1. Key Valuation Results

The funded status as of June 30, 2023 and the employer contribution amounts applicable to the plan/fiscal year ending June 30, 2025 are as follows:

	Tier 1 & Tier 2 Members			Tier 3 Members *		
	Pension	Health	Total	Pension	Health	Total
Employer Contribution Rate	12.42%	0.00%	12.42%	8.63%	0.12%	8.75%
Funded Status	102.6%	225.6%	104.2%	107.3%	212.5%	108.9%

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, 2022):

Contribution Rate

Valuation Date	Tier 1 & Tier 2 Members			Tier 3 Members *		
	Pension	Health	Total	Pension	Health	Total
June 30, 2022	12.86%	0.00%	12.86%	8.69%	0.12%	8.81%
June 30, 2023	12.42%	0.00%	12.42%	8.63%	0.12%	8.75%

Funded Status

Valuation Date	Tier 1 & Tier 2 Members			Tier 3 Members		
	Pension	Health	Total	Pension	Health	Total
June 30, 2022	106.6%	219.7%	108.1%	110.5%	212.1%	112.1%
June 30, 2023	102.6%	225.6%	104.2%	107.3%	212.5%	108.9%

* 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	12.86%	0.00%	8.69%	0.12%
Asset Experience	0.42%	0.00%	(0.02%)	0.00%
Payroll Base	0.00%	0.02%	0.00%	0.00%
Liability Experience	2.36%	0.00%	(0.16%)	0.00%
Additional Contribution	(0.09%)	0.00%	0.00%	0.00%
Assumption/Method Change	0.00%	0.00%	0.00%	0.00%
Actuarial Audit	1.34%	0.00%	0.33%	0.00%
Other	<u>(4.47%)</u>	<u>(0.02%)</u>	<u>(0.21%)</u>	<u>0.00%</u>
Contribution Rate This Valuation	12.42%	0.00%	8.63%	0.12%

	Funded Status			
	Tier 1 & Tier 2		Tier 3 Members	
	Pension	Health	Pension	Health
Funded Status Last Valuation	106.6%	219.7%	110.5%	212.1%
Asset Experience	(0.3%)	(0.1%)	0.3%	1.1%
Liability Experience	(1.9%)	8.5%	2.5%	7.2%
Additional Contribution	0.1%	0.0%	0.0%	0.0%
Assumption/Method Change	0.0%	0.0%	0.0%	0.0%
Actuarial Audit	(1.0%)	(0.6%)	(1.6%)	(0.7%)
Other	<u>(0.9%)</u>	<u>(1.9%)</u>	<u>(4.4%)</u>	<u>(7.2%)</u>
Funded Status This Valuation	102.6%	225.6%	107.3%	212.5%

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, 2023 was 7.7% for Tiers 1 and 2 and 9.2% for Tier 3. On a smoothed, actuarial value of assets basis, however, the average return was 6.9% for Tiers 1 and 2 and 7.3% for Tier 3. These returns nearly met the 2022 assumed earnings rate for Tiers 1 and 2 of 7.2% and exceeded the 2022 assumed earnings rate 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.

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 Board continued the decrease in the payroll growth assumption from 2.50% to 2.00%.

Audit Adjustment – An independent actuarial audit was performed during 2023, with recommendations made in a detailed report. Following discussions with staff, several changes (both numeric and written) were made as part of this valuation to improve the report going forward. The most notable change was prorating the COLA benefit in the first year of retirement.

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. This also includes the change due to HB2088, which removes the “maintenance of effort” adjustment to the unfunded liability amortization. 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 loss realized this year will, in the absence of other gains, put upward pressure on the contribution rate next year.

If the June 30, 2023 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 100.8% (instead of 102.6%) and the pension employer contribution requirement would be 12.42% of payroll (instead of 12.42%).

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, 2023		June 30, 2022	
Applicable to Fiscal Year Ending	2025		2024	
	Rate	Dollar	Rate	Dollar
Pension				
Normal Cost				
Total Normal Cost	20.07%	\$ 1,344,392	20.51%	\$ 1,344,621
Employee Cost	<u>(7.65%)</u>	<u>(512,436)</u>	<u>(7.65%)</u>	<u>(501,528)</u>
Employer (Net) Normal Cost	12.42%	831,956	12.86%	843,093
Amortization of Unfunded Liability	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>
Total Employer Cost (Pension)	12.42%	831,956	12.86%	843,093
Health				
Normal Cost	0.37%	24,785	0.40%	26,224
Amortization of Unfunded Liability	<u>(0.37%)</u>	<u>(24,785)</u>	<u>(0.40%)</u>	<u>(26,224)</u>
Total Employer Cost (Health)	0.00%	0	0.00%	0
Total Employer Cost (Pension + Health)	12.42%	831,956	12.86%	843,093
Alternate Contribution Rate (ACR) *	8.00%		8.00%	
Underlying Payroll (as of valuation date)		6,567,172		6,396,026

* 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 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, 2023	June 30, 2022
Applicable to Fiscal Year Ending	2025	2024

Defined Benefit (DB) Retirement Plan

	Rate	Dollar	Rate	Dollar
Pension				
Total Normal Cost	17.25%	\$ 368,367	17.37%	\$ 272,360
Amortization of Unfunded Liability	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>
Total Pension Cost	17.25%	368,367	17.37%	272,360
Employee (EE) Pension Cost	8.63%	184,184	8.69%	136,180
Employer (ER) Pension Cost	8.63%	184,184	8.69%	136,180
Health				
Total Normal Cost	0.23%	4,912	0.24%	3,763
Amortization of Unfunded Liability	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>
Total Health Cost	0.23%	4,912	0.24%	3,763
Employee (EE) Health Cost	0.12%	2,456	0.12%	1,882
Employer (ER) Health Cost	0.12%	2,456	0.12%	1,882
Total				
Total Calculated Tier 3 Required EE/ER Individual Cost	8.75%	186,640	8.81%	138,062
Funding Policy Tier 3 Required EE/ER Individual Cost ¹	8.89%	189,842	9.56%	149,900
ER Legacy Cost of Tiers 1 & 2 Amort of Unfunded Liabilities ²	0.00%	0	0.00%	0
Total Funding Policy Tier 3 Required				
ER Defined Benefit Cost	8.89%	189,842	9.56%	149,900
Underlying Payroll (as of valuation date)		2,093,587		1,529,748

¹ The “Funding Policy” cost was adopted in 2023 and first reflected in the June 30, 2023 valuation.

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, 2023	June 30, 2022
Applicable to Fiscal Year Ending	2025	2024

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%	\$ 12,498	9.00%	\$ 12,392
Employee Health Subsidy Program Cost	0.23%	319	0.17%	234
Employee Disability Program Cost	<u>1.50%</u>	<u>2,083</u>	<u>1.43%</u>	<u>1,969</u>
Total Employee Cost	10.73%	14,900	10.60%	14,595
Employer Cost	9.00%	12,498	9.00%	12,392
Employer Health Subsidy Program Cost	0.23%	319	0.17%	234
Employer Disability Program Cost	<u>1.50%</u>	<u>2,083</u>	<u>1.43%</u>	<u>1,969</u>
Total Employer Cost (before Legacy)	10.73%	14,900	10.60%	14,595
ER Legacy Cost of Tiers 1 & 2 Amort of Unfunded Liabilities ²	0.00%	0	0.00%	0
Total Employer Cost	10.73%	14,900	10.60%	14,595
Underlying Payroll (as of valuation date)		136,143		134,336

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.

Contribution Rate Summary

	Tier 1		Tier 2		Tier 3	
Membership Date On or After	7/1/1968		1/1/2012		7/1/2017	
Participates in Social Security	N/A		Yes	No	Yes	No
Available Retirement Plan ¹	DB Only	DB Only	Hybrid	DB Only	Hybrid	DC Only
Employee Contribution Rate						
PSPRS DB Rate	7.65%	7.65%	7.65%	8.89%	8.89%	
PSPRS DC Rate			3.00%		3.00%	9.00%
Employer Health Subsidy Program Cost						0.23%
PSPDCRP Disability Program Rate						1.50%
Total EE Contribution Rate	7.65%	7.65%	10.65%	8.89%	11.89%	10.73%
Employer Contribution Rate						
PSPRS DB Normal Cost	12.79%	12.79%	12.79%	8.89%	8.89%	
PSPRS DB Tier 1 & 2 Legacy Cost ²	(0.37%)	(0.37%)	(0.37%)	0.00%	0.00%	0.00%
PSPRS DC Rate ³			4.00%		3.00%	9.00%
Employer Health Subsidy Program Cost						0.23%
PSPDCRP Disability Program Rate						1.50%
Total ER Contribution Rate	12.42%	12.42%	16.42%	8.89%	11.89%	10.73%

¹ Employers that pay into Social Security on behalf of their members do not participate in the Hybrid Plan.

² Per statute (ARS § 38-843(B)), any positive unfunded liability for Tiers 1 and 2 is to be applied to all Tier 3 (DB and DC) payrolls.

³ The 4.00% employer match for Tier 2 Hybrid members is for a short period of time depending on the membership date of the employee at which point the rate will change to 3.00% (ARS § 38-868(C)).

Exhibit summarizes employee and employer contributions based on Statute and the results of June 30, 2023 actuarial valuation. Pension and health components are combined, where applicable.

Impact of Additional Contributions

Impact On	\$0	\$1,000	\$2,000	\$3,000	\$4,000	\$5,000	\$6,000	\$7,000	\$8,000	\$9,000	\$10,000
Funded Status - June 30, 2023	102.6%	103.5%	104.4%	105.3%	106.2%	107.1%	108.0%	108.9%	109.7%	110.6%	111.5%
FYE 2025 Contribution Rate	12.42%	11.26%	10.11%	8.95%	7.80%	6.64%	5.48%	4.33%	3.17%	2.02%	0.86%

Table shows the hypothetical change in the funded status and contribution rate from the June 30, 2023 actuarial valuation results for Tiers 1 & 2 if an additional contribution of the amount shown had been made to the Fund on June 30, 2023. This illustration can help estimate the impact of contributing additional monies to the fund in the future.

Historical Summary of Employer Rates

Valuation Date June 30	Fiscal Year Ending June 30	Pension			Health		Total
		Normal Cost	Unfunded Amortization	Total	Normal Cost	Unfunded Amortization	
TIERS 1 & 2	2019	14.03%	74.76%	88.79%	0.48%	(0.48%)	0.00%
	2020	13.17%	(2.40%)	10.77%	0.45%	(0.45%)	0.00%
	2021	12.78%	(4.43%)	8.35%	0.41%	(0.41%)	0.00%
	2022	12.86%	0.00%	12.86%	0.40%	(0.40%)	0.00%
	2023	12.42%	0.00%	12.42%	0.37%	(0.37%)	0.00%
TIER 3 ¹	2019	9.68%	0.00%	9.68%	0.26%	0.00%	0.26%
	2020	9.68%	0.00%	9.68%	0.26%	0.00%	0.26%
	2021 ²	9.00%	0.00%	9.00%	0.12%	0.00%	0.12%
	2021	9.68%	0.00%	9.68%	0.26%	0.00%	0.26%
	2022 ²	8.69%	0.00%	8.69%	0.12%	0.00%	0.12%
2022	9.30%	0.00%	9.30%	0.26%	0.00%	0.26%	
2023 ²	8.63%	0.00%	8.63%	0.12%	0.00%	0.12%	
2023	8.77%	0.00%	8.77%	0.12%	0.00%	0.12%	

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, 2023	June 30, 2022
Pension		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 69,989,977	\$ 64,015,264
DROP Members	9,220,764	10,131,210
Vested Members	685,109	1,215,330
Active Members	<u>42,254,095</u>	<u>41,271,390</u>
Total Actuarial Present Value of Benefits	122,149,945	116,633,194
Actuarial Accrued Liability (AAL)		
All Inactive Members	79,895,850	75,361,804
Active Members	<u>32,452,021</u>	<u>31,372,608</u>
Total Actuarial Accrued Liability	112,347,871	106,734,412
Actuarial Value of Assets (AVA)	115,290,775	113,744,796
Unfunded Actuarial Accrued Liability	(2,942,904)	(7,010,384)
PVB Funded Ratio (AVA / PVB)	94.4%	97.5%
AAL Funded Ratio (AVA / AAL)	102.6%	106.6%
Health		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 807,800	\$ 741,503
DROP Members	132,036	137,486
Active Members	<u>735,490</u>	<u>772,576</u>
Total Present Value of Benefits	1,675,326	1,651,565
Actuarial Accrued Liability (AAL)		
All Inactive Members	939,836	878,989
Active Members	<u>566,770</u>	<u>596,926</u>
Total Actuarial Accrued Liability	1,506,606	1,475,915
Actuarial Value of Assets (AVA)	3,398,203	3,243,319
Unfunded Actuarial Accrued Liability	(1,891,597)	(1,767,404)
PVB Funded Ratio (AVA / PVB)	202.8%	196.4%
AAL Funded Ratio (AVA / AAL)	225.6%	219.7%

Pension liabilities were increased by \$969,619 and health liabilities were increased by \$18,099 under the lateral transfer methodology.

Liabilities and Funded Ratios by Benefit - Tier 3

	June 30, 2023	June 30, 2022
Pension		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 2,783,769	\$ 944,111
Vested Members	6,565,608	3,654,003
Active Members	<u>558,509,014</u>	<u>403,144,180</u>
Total Actuarial Present Value of Benefits	567,858,391	407,742,294
Actuarial Accrued Liability (AAL)		
All Inactive Members	9,349,377	4,598,114
Active Members	<u>101,611,814</u>	<u>64,341,090</u>
Total Actuarial Accrued Liability	110,961,191	68,939,204
Actuarial Value of Assets (AVA)	119,101,476	76,171,857
Unfunded Actuarial Accrued Liability	(8,140,285)	(7,232,653)
PVB Funded Ratio (AVA / PVB)	21.0%	18.7%
AAL Funded Ratio (AVA / AAL)	107.3%	110.5%
Health		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	0	0
Active Members	<u>7,842,159</u>	<u>5,807,514</u>
Total Present Value of Benefits	7,842,159	5,807,514
Actuarial Accrued Liability (AAL)		
All Inactive Members	0	0
Active Members	<u>1,651,466</u>	<u>1,075,733</u>
Total Actuarial Accrued Liability	1,651,466	1,075,733
Actuarial Value of Assets (AVA)	3,508,666	2,281,928
Unfunded Actuarial Accrued Liability	(1,857,200)	(1,206,195)
PVB Funded Ratio (AVA / PVB)	44.7%	39.3%
AAL Funded Ratio (AVA / AAL)	212.5%	212.1%

The liabilities shown on this page are the liabilities for all Tier 3 members grouped together in the Risk Sharing group. These liabilities are NOT the liabilities solely for Flagstaff Fire Dept. Tier 3 members.

Derivation of Experience (Gain)/Loss

	Tiers 1 & 2		Tier 3	
	Pension	Health	Pension	Health
(1) Unfunded Actuarial Accrued Liability as of June 30, 2022	(7,010,384)	(1,767,404)	(7,232,653)	(1,206,195)
(2) Normal Cost Developed in Last Valuation	843,093	26,224	14,710,461	203,136
(3) Actual Contributions	705,623	0	18,581,041	1,010,859
(4) Expected Interest On (1), (2), and (3)	(469,006)	(125,365)	(118,890)	(107,979)
(5) Expected Unfunded Actuarial Accrued Liability as of June 30, 2023 (1)+(2)-(3)+(4)	(7,341,920)	(1,866,545)	(11,222,123)	(2,121,897)
(6) Changes to UAAL Due to Assumptions, Methods and Benefits	0	0	0	0
(7) Change to UAAL Due to Actuarial (Gain)/Loss	<u>4,399,016</u>	<u>(25,052)</u>	<u>3,081,838</u>	<u>264,697</u>
(8) Unfunded Actuarial Accrued Liability as of June 30, 2023	(2,942,904)	(1,891,597)	(8,140,285)	(1,857,200)

Amortization of Unfunded Liabilities - Tiers 1 & 2

	Date Established	Outstanding Balance	Years Remaining	Amortization Rate
Pension	6/30/2019	0	13	0.00%
	6/30/2021	(3,250,729)	18	(3.48%)
	6/30/2022	(3,528,268)	14	(4.33%)
	6/30/2023	<u>3,836,093</u>	15	<u>4.52%</u>
	Total	(2,942,904)		(3.29%)
Health	6/30/2019	0	10	0.00%
	6/30/2021	0	10	0.00%
	6/30/2022	0	10	0.00%
	6/30/2023	<u>(1,722,877)</u>	10	<u>(2.63%)</u>
	Total	(1,722,877)		(2.63%)

Amortization of Unfunded Liabilities - Tier 3

	Date Established	Outstanding Balance	Years Remaining	Amortization Rate *
Pension	6/30/2018	114,634	5	0.01%
	6/30/2019	(1,038,772)	6	(0.09%)
	6/30/2020	707,518	7	0.05%
	6/30/2021	(2,409,872)	8	(0.17%)
	6/30/2022	(4,031,414)	9	(0.26%)
	6/30/2023	<u>(1,482,379)</u>	10	<u>(0.09%)</u>
	Total	(8,140,285)		0.00%
Health	6/30/2018	(2,431)	5	0.00%
	6/30/2019	(94,973)	6	(0.01%)
	6/30/2020	(179,674)	7	(0.01%)
	6/30/2021	(348,185)	8	(0.02%)
	6/30/2022	(479,588)	9	(0.03%)
	6/30/2023	<u>(752,349)</u>	10	<u>(0.04%)</u>
	Total	(1,857,200)		0.00%

* By Statute, negative total amortization rates are not subtracted in Tier 3 rate calculations.

IV. ASSET SUPPORT

Statement of Changes in Fiduciary Net Position for Year Ended June 30, 2023 Market Value Basis

	Tiers 1 & 2		Tier 3	
	Pension	Health	Pension	Health
Additions				
Contributions				
Member Contributions	\$ 117,410,792	\$ 0	\$ 40,441,215	\$ 0
Employer Contributions	1,211,172,334	0	40,447,269	0
Health Insurance Contributions	<u>0</u>	<u>3,595,544</u>	<u>0</u>	<u>1,975,775</u>
Total Contributions	1,328,583,126	3,595,544	80,888,484	1,975,775
Investment Income				
Net Increase in Fair Value	723,642,201	19,640,174	13,157,112	371,761
Interest and Dividends	205,449,236	5,576,041	3,735,435	105,547
Other Income	126,441,141	3,435,000	2,298,928	65,020
Less Investment Expenses	<u>(29,675,754)</u>	<u>(668,527)</u>	<u>(539,558)</u>	<u>(12,654)</u>
Net Investment Income	1,025,856,824	27,982,688	18,651,917	529,674
Non-investment Income	32,684	0	594	0
Transfers In	66,736	0	40,465	0
Total Additions	2,354,539,370	31,578,232	99,581,460	2,505,449
Deductions				
Distributions to Members				
Benefit Payments	1,067,901,240	0	382,013	0
Health Insurance Subsidy	0	17,880,074	0	1,800
Refund of Contributions	<u>12,146,940</u>	<u>0</u>	<u>1,476,602</u>	<u>0</u>
Total Distributions	1,080,048,180	17,880,074	1,858,615	1,800
Administrative Expenses	6,611,492	206,872	120,063	3,916
Transfers Out	433,659	0	0	0
Other	0	0	0	0
Total Deductions	1,087,093,331	18,086,946	1,978,678	5,716
Net Increase / (Decrease)	1,267,446,039	13,491,286	97,602,782	2,499,733
Net Position Held in Trust				
Prior Valuation	13,042,796,696	374,026,053	162,622,481	4,835,416
Beginning of the Year Adjustment	0	0	0	0
End of the Year	14,310,242,735	387,517,339	260,225,263	7,335,149

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

A. Investment Income		Year Ended June 30						
		2023	2024	2025	2026	2027	2028	2029
A1.	Actual Investment Income			\$ 1,019,245,332				
A2.	Expected Amount for Immediate Recognition			947,861,295				
A3.	Amount Subject to Amortization			71,384,037				
B. Amortization Schedule								
2023 Experience (A3 / 7)	2023	2024	2025	2026	2027	2028	2029	
	10,197,720	10,197,720	10,197,720	10,197,720	10,197,720	10,197,720	10,197,717	
2022 Experience	(204,451,249)	(204,451,249)	(204,451,249)	(204,451,249)	(204,451,249)	(204,451,249)	(204,451,249)	
2021 Experience	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)	(68,882,160)				
2019 Experience	(22,859,275)	(22,859,275)	(22,859,275)	(22,859,275)				
2018 Experience	(6,266,349)	(6,266,351)						
2017 Experience	33,380,148							
Total Amortization	(19,902,419)	(53,282,569)	(47,016,218)	(24,156,945)	44,725,216	(194,253,529)	10,197,717	
C. Actuarial Value of Assets		Total		Employer				
C1.	Actuarial Value of Assets, June 30, 2022	13,397,869,480						
C2.	Non-investment Net Cash Flow	248,200,707						
C3.	Preliminary Actuarial Value of Assets, June 30, 2023 (A2 + B + C1 + C2)	14,574,029,063						
C4.	Market Value of Assets, June 30, 2023	14,310,242,735		113,204,040				
C5.	Final Actuarial Value of Assets, June 30, 2023 (C3 Within 20% Corridor of C4)	14,574,029,063		115,290,775				
D. Rates of Return								
D1.	Market Value Rate of Return	7.7%						
D2.	Actuarial Value Rate of Return	6.9%						

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

A. Investment Income	
A1. Actual Investment Income	\$ 27,775,816
A2. Expected Amount for Immediate Recognition	26,424,570
A3. Amount Subject to Amortization	1,351,246

B. Amortization Schedule	Year Ended June 30						
	2023	2024	2025	2026	2027	2028	2029
2023 Experience (A3 / 7)	193,035	193,035	193,035	193,035	193,035	193,035	193,036
2022 Experience	(6,416,469)	(6,416,469)	(6,416,469)	(6,416,469)	(6,416,469)	(6,416,471)	
2021 Experience	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)	(2,898,716)			
2019 Experience	(1,075,569)	(1,075,569)	(1,075,572)				
2018 Experience	(304,653)	(304,656)					
2017 Experience	1,532,136						
Total Amortization	287,245	(1,244,894)	(940,241)	135,328	3,034,047	(6,223,436)	193,036

C. Actuarial Value of Assets	Total	Employer
C1. Actuarial Value of Assets, June 30, 2022	380,136,214	
C2. Non-investment Net Cash Flow	(14,284,530)	
C3. Preliminary Actuarial Value of Assets, June 30, 2023 (A2 + B + C1 + C2)	392,563,499	
C4. Market Value of Assets, June 30, 2023	387,517,339	3,354,521
C5. Final Actuarial Value of Assets, June 30, 2023 (C3 Within 20% Corridor of C4)	392,563,499	3,398,203

D. Rates of Return	
D1. Market Value Rate of Return	7.6%
D2. Actuarial Value Rate of Return	7.2%

Development of Pension Actuarial Value of Assets - Tiers 3

A. Investment Income	
A1. Actual Investment Income	\$ 18,531,854
A2. Expected Amount for Immediate Recognition	14,104,250
A3. Amount Subject to Amortization	4,427,604

B. Amortization Schedule	Year Ended June 30				
	2023	2024	2025	2026	2027
2023 Experience (A3 / 5)	885,521	885,521	885,521	885,521	885,520
2022 Experience	(3,259,379)	(3,259,379)	(3,259,379)	(3,259,381)	
2021 Experience	3,551,936	3,551,936	3,551,938		
2020 Experience	(351,296)	(351,294)			
2019 Experience	44,437				
Total Amortization	871,219	826,784	1,178,080	(2,373,860)	885,520

C. Actuarial Value of Assets	Total	Employer
C1. Actuarial Value of Assets, June 30, 2022	165,662,342	
C2. Non-investment Net Cash Flow	79,070,928	
C3. Preliminary Actuarial Value of Assets, June 30, 2023 (A2 + B + C1 + C2)	259,708,739	
C4. Market Value of Assets, June 30, 2023	260,225,263	119,338,352
C5. Final Actuarial Value of Assets, June 30, 2023 (C3 Within 20% Corridor of C4)	259,708,739	119,101,476

D. Rates of Return	
D1. Market Value Rate of Return	9.2%
D2. Actuarial Value Rate of Return	7.3%

Development of Health Actuarial Value of Assets - Tiers 3

A. Investment Income	
A1. Actual Investment Income	\$ 525,758
A2. Expected Amount for Immediate Recognition	406,400
A3. Amount Subject to Amortization	119,358

B. Amortization Schedule	Year Ended June 30				
	2023	2024	2025	2026	2027
2023 Experience (A3 / 5)	23,872	23,872	23,872	23,872	23,872
2022 Experience	(101,792)	(101,792)	(101,792)	(101,790)	
2021 Experience	128,963	128,963	128,961		
2020 Experience	(10,555)	(10,557)			
2019 Experience	1,508				
Total Amortization	41,996	40,486	51,041	(77,918)	23,870

C. Actuarial Value of Assets	Total	Employer
C1. Actuarial Value of Assets, June 30, 2022	4,875,299	
C2. Non-investment Net Cash Flow	1,973,975	
C3. Preliminary Actuarial Value of Assets, June 30, 2023 (A2 + B + C1 + C2)	7,297,670	
C4. Market Value of Assets, June 30, 2023	7,335,149	3,526,686
C5. Final Actuarial Value of Assets, June 30, 2023 (C3 Within 20% Corridor of C4)	7,297,670	3,508,666

D. Rates of Return	
D1. Market Value Rate of Return	9.0%
D2. Actuarial Value Rate of Return	7.6%

V. MEMBER STATISTICS

Valuation Data Summary

	June 30, 2023		June 30, 2022	
	Tiers 1 & 2	Tier 3	Tiers 1 & 2	Tier 3
Actives				
Number	53	27	58	20
Average Current Age	42.7	32.9	42.4	32.5
Average Age at Employment	26.6	30.4	26.5	30.3
Average Past Service	16.1	2.5	15.9	2.2
Average Annual Salary	\$103,321	\$65,964	\$95,895	\$62,929
Actives (transferred)				
Number	11	3	8	3
Average Current Age	37.1	29.8	33.9	28.8
Average Age at Employment	26.8	26.2	25.7	26.2
Average Past Service	10.3	3.7	8.2	2.7
Average Annual Salary	\$72,878	\$61,587	\$68,422	\$58,851
Retirees				
Number	80	0	75	0
Average Current Age	68.1	N/A	68.0	N/A
Average Annual Benefit	\$58,117	N/A	\$56,328	N/A
Drop Retirees				
Number	9	N/A	8	N/A
Average Current Age	53.1	N/A	56.3	N/A
Average Annual Benefit	\$62,275	N/A	\$68,755	N/A
Beneficiaries				
Number	12	0	12	0
Average Current Age	72.4	N/A	71.4	N/A
Average Annual Benefit	\$46,984	N/A	\$46,063	N/A
Disability Retirees				
Number	9	0	9	0
Average Current Age	76.8	N/A	75.8	N/A
Average Annual Benefit	\$51,157	N/A	\$50,154	N/A
Inactive / Vested				
Number	9	4	9	3
Average Current Age	44.2	31.7	43.2	30.9
Average Accumulated Contributions	\$38,805	\$8,774	\$33,231	\$9,837
Total Number	183	34	179	26
Former Members (transferred)	5	4	5	3

Active Counts and Pay Summary - 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	0	0	0	0	0	0	0	0	0	0
25 - 29	0	1	0	0	0	0	0	1	75,594	75,594
30 - 34	1	10	2	0	0	0	0	13	1,002,276	77,098
35 - 39	0	1	2	5	0	0	0	8	767,814	95,977
40 - 44	0	3	7	10	2	0	0	22	2,189,602	99,527
45 - 49	0	0	0	8	6	0	0	14	1,639,316	117,094
50 - 54	0	0	1	1	2	0	1	5	504,152	100,830
55 - 59	0	0	0	1	0	0	0	1	98,916	98,916
60 - 64	0	0	0	0	0	0	0	0	0	0
65+	0	0	0	0	0	0	0	0	0	0
Total	1	15	12	25	10	0	1	64	6,277,670	98,089

Active Counts and Pay Summary - Tier 3

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	4	0	0	0	0	0	0	4	227,129	56,782
25 - 29	5	2	0	0	0	0	0	7	472,811	67,544
30 - 34	9	0	0	0	0	0	0	9	575,574	63,953
35 - 39	3	2	0	0	0	0	0	5	347,411	69,482
40 - 44	4	0	0	0	0	0	0	4	268,580	67,145
45 - 49	1	0	0	0	0	0	0	1	74,281	74,281
50 - 54	0	0	0	0	0	0	0	0	0	0
55 - 59	0	0	0	0	0	0	0	0	0	0
60 - 64	0	0	0	0	0	0	0	0	0	0
65+	0	0	0	0	0	0	0	0	0	0
Total	26	4	0	0	0	0	0	30	1,965,786	65,526

In-Payment Counts and Benefit Summary – All Tiers

Age	Count	Average Annual Benefit
< 40	0	0
40 - 44	1	47,220
45 - 49	1	37,807
50 - 54	7	51,017
55 - 59	7	63,005
60 - 64	19	56,742
65 - 69	19	58,969
70 - 74	19	57,153
75 - 79	13	55,476
80 - 84	9	56,459
85 - 89	3	47,045
90 - 94	2	43,017
95 - 99	1	49,456
100+	0	0
Total	101	56,174

“In-Payment” refers to retired, beneficiary, and disabled members.

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:

7.20% per year.

Tier 3:

7.00% per year.

Salary Increases

See table at the end of this section. This is an annual increase for individual member's salary. These rates are based on a 2022 experience study using actual plan experience.

Inflation

2.50%.

Tier 3 Compensation Limit

\$115,868 for calendar 2023. Assumed increases of 2.00% per year thereafter.

Cost-of-Living Adjustment

1.85%.

Mortality Rates

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

Active Lives:

PubS-2010 Employee mortality, adjusted by a factor of 1.03 for male members and 1.08 for female members, with generational improvements using 85% of the most recent projection scale (currently Scale MP-2021). 100% of active deaths are assumed to be in the line of duty.

Inactive Lives:

PubS-2010 Healthy Retiree mortality, adjusted by a factor of 1.03 for male retirees and 1.11 for female retirees, with generational improvements using 85% of the most recent projection scale (currently Scale MP-2021).

Beneficiaries:

PubS-2010 Survivor mortality, adjusted by a factor of 0.98 for male beneficiaries and adjusted by a factor of 1.06 for female beneficiaries, with generational improvements using 85% of the most recent projection scale (currently Scale MP-2021).

Disabled Lives:

PubS-2010 Disabled mortality, adjusted by a factor of 1.08 for male disabled members and 1.01 for female disabled members, with generational improvements using 85% of the most recent projection scale (currently Scale MP-2021).

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 2022 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:

Police - 40% assumed at age 62 and 63, 35% assumed at age 64, 25% assumed at ages 65 and 66, 50% assumed at ages 67 – 69, and 100% assumed at age 70.

Fire - 25% assumed at age 62 and 63, 35% assumed at age 64, 25% assumed at ages 65 and 66, 50% assumed at ages 67 – 69, and 100% assumed at age 70.

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

Service-related rates based on service at retirement. See complete tables at the end of this section.

65% are assumed to enter the DROP program while the remaining 35% are assumed to retire and commence benefits immediately. DROP periods are assumed to be 5 years in length for future DROP elections.

Tiers 2 & 3:

Age-related rates based on age at retirement. 50% assumed at age 53, 30% assumed at ages 54 – 59, 60% assumed at ages 60 – 63, and 100% assumed at age 64.

Termination Rate

These rates are used to project future decrements from the active population due to termination. Complete table of rates based on service at termination are provided at the end of this section. The rates apply to members prior to retirement eligibility and are based on a 2022 experience study using actual plan experience.

<u>Disability Rate</u>	These rates are used to project future decrements from the active population due to disability. Complete table of rates based on age at disability are provided at the end of this section. These rates are based on a 2022 experience study using actual plan experience. 90% of disablements are assumed to be duty-related.
<u>Marital Status</u>	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.
<u>Spouse's Age</u>	Male spouses are assumed to be four years older than female members and female spouses are assumed to be two years younger than males members.
<u>Benefit Commencement</u>	Deferred members are assumed to commence benefits as follows: <ul style="list-style-type: none">• Tier 1: immediate refund of contributions• Tiers 2 & 3 (less than 15 years service): immediate refund of contributions• Tier 2 (15+ years service): life annuity payable at age 52.5• Tier 3 (15+ years service): life annuity payable at age 55
<u>Health Care Utilization</u>	For active members, 70% of retirees are expected to utilize retiree health care. Actual utilization is used for inactive members.
<u>Funding Method</u>	Entry Age Normal Cost Method.
<u>Lateral Transfers</u>	When active members transfer between employers, the new employer's liability starts from their new date of hire with no past service liability (i.e., all liability is accrued through normal cost). Per PSPRS administrative decision, once the new employer's liability is fully funded, the liability will reflect all past service liability.
<u>Actuarial Asset Method</u>	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. <i>Tiers 1 & 2:</i> 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.

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

2.00% per year. This is annual increase for total employer payroll.

Changes to Actuarial Assumptions and Methods Since the Prior Valuation

The payroll growth assumption was lowered from 2.50% to 2.00%.

There were no method changes since the prior valuation.

Salary Increase Rates

Age	Maricopa Police	Pima Police	Other Police	Maricopa Fire	Pima Fire	Other Fire
20	15.00%	12.00%	14.00%	15.00%	12.00%	13.00%
21	14.00%	6.00%	12.00%	14.00%	11.00%	12.00%
22	13.00%	6.00%	10.00%	13.00%	10.00%	11.00%
23	12.00%	6.00%	9.00%	12.00%	9.50%	10.00%
24	11.00%	6.00%	8.00%	11.00%	9.00%	9.00%
25	10.00%	6.00%	7.00%	10.00%	8.50%	8.00%
26	9.00%	5.50%	6.50%	9.50%	7.50%	7.50%
27	8.00%	5.50%	6.25%	9.00%	6.50%	7.50%
28	7.50%	5.50%	6.00%	8.50%	5.75%	7.00%
29	7.00%	5.50%	5.80%	8.00%	5.75%	6.50%
30	6.50%	5.25%	5.60%	8.00%	5.50%	6.50%
31	6.00%	5.25%	5.40%	7.50%	5.50%	6.00%
32	5.50%	5.00%	5.20%	7.00%	5.00%	5.50%
33	5.10%	5.00%	5.00%	6.50%	5.00%	5.50%
34	4.90%	5.00%	4.90%	6.50%	5.00%	5.50%
35	4.70%	4.50%	4.80%	6.00%	5.00%	5.50%
36	4.50%	4.50%	4.70%	5.50%	5.00%	5.50%
37	4.30%	4.50%	4.60%	5.25%	4.50%	5.00%
38	4.10%	4.00%	4.50%	5.00%	4.50%	5.00%
39	4.00%	4.00%	4.40%	4.75%	4.50%	5.00%
40	3.90%	4.00%	4.30%	4.75%	4.50%	5.00%
41	3.80%	3.80%	4.20%	4.50%	4.50%	4.50%
42	3.70%	3.60%	4.10%	4.50%	4.00%	4.50%
43	3.60%	3.40%	4.00%	4.50%	4.00%	4.50%
44	3.50%	3.20%	3.90%	4.50%	4.00%	4.00%
45	3.50%	3.00%	3.80%	4.25%	4.00%	4.00%
46	3.50%	3.00%	3.70%	4.25%	3.75%	4.00%
47	3.50%	3.00%	3.60%	4.25%	3.75%	3.75%
48	3.50%	3.00%	3.50%	4.00%	3.75%	3.75%
49	3.50%	3.00%	3.50%	4.00%	3.50%	3.75%
50	3.25%	3.00%	3.50%	3.75%	3.50%	3.75%
51	3.25%	3.00%	3.50%	3.75%	3.50%	3.75%
52	3.25%	2.75%	3.50%	3.75%	3.50%	3.75%
53+	3.25%	2.75%	3.50%	3.75%	3.25%	3.75%

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

Service	Maricopa Police	Pima Police	Other Police	Maricopa Fire	Pima Fire	Other Fire
20	28%	28%	35%	14%	20%	20%
21	25%	25%	35%	17%	20%	25%
22	15%	16%	22%	7%	13%	15%
23	12%	12%	12%	7%	7%	10%
24	8%	9%	12%	7%	7%	10%
25	30%	22%	25%	17%	22%	30%
26	42%	42%	40%	30%	26%	30%
27	32%	30%	28%	23%	30%	30%
28	32%	30%	28%	30%	30%	30%
29	32%	20%	28%	30%	30%	30%
30	35%	25%	35%	30%	30%	35%
31	35%	33%	30%	40%	30%	35%
32	60%	50%	70%	55%	30%	35%
33	60%	50%	70%	55%	60%	60%
34+	100%	100%	100%	100%	100%	100%

Termination Rates

Service	Maricopa Police	Pima Police	Other Police	Maricopa Fire	Pima Fire	Other Fire
0	13.0%	14.0%	13.5%	4.5%	10.0%	10.5%
1	8.0%	9.0%	11.5%	3.5%	6.0%	8.5%
2	6.0%	7.5%	10.5%	2.5%	4.5%	8.0%
3	4.5%	7.0%	9.5%	2.0%	4.0%	8.0%
4	3.6%	6.5%	9.0%	1.5%	4.0%	7.0%
5	3.3%	5.0%	8.0%	1.5%	4.0%	5.0%
6	3.3%	5.0%	7.0%	1.5%	4.0%	5.0%
7	3.3%	4.0%	6.5%	1.5%	3.0%	4.0%
8	2.4%	4.0%	6.5%	1.5%	3.0%	4.0%
9	2.4%	4.0%	6.0%	1.5%	3.0%	3.5%
10	2.4%	4.0%	5.0%	1.0%	2.0%	3.0%
11	1.8%	3.0%	4.0%	1.0%	2.0%	2.5%
12	1.8%	3.0%	4.0%	1.0%	1.5%	2.0%
13	1.3%	2.0%	3.5%	1.0%	1.0%	1.5%
14	1.3%	2.0%	3.0%	0.5%	1.0%	1.4%
15	0.8%	1.5%	2.5%	0.5%	1.0%	1.4%
16	0.8%	1.5%	2.0%	0.5%	0.5%	1.4%
17	0.8%	1.0%	2.0%	0.5%	0.5%	1.4%
18	0.8%	1.0%	1.8%	0.5%	0.5%	1.4%
19	0.8%	1.0%	1.8%	0.5%	0.5%	0.5%
20+	0.5%	1.0%	1.8%	0.4%	0.5%	0.5%

Disability Rates

Age	Maricopa Police	Pima Police	Other Police	Maricopa Fire	Pima Fire	Other Fire
20	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
21	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
22	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
23	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
24	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
25	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
26	0.100%	0.100%	0.160%	0.035%	0.020%	0.020%
27	0.100%	0.100%	0.160%	0.035%	0.020%	0.020%
28	0.100%	0.100%	0.160%	0.035%	0.020%	0.020%
29	0.100%	0.100%	0.160%	0.035%	0.020%	0.020%
30	0.100%	0.100%	0.160%	0.035%	0.020%	0.020%
31	0.230%	0.180%	0.240%	0.090%	0.100%	0.060%
32	0.230%	0.180%	0.240%	0.090%	0.100%	0.060%
33	0.230%	0.180%	0.240%	0.090%	0.100%	0.060%
34	0.230%	0.180%	0.240%	0.090%	0.100%	0.060%
35	0.230%	0.180%	0.240%	0.090%	0.100%	0.060%
36	0.450%	0.350%	0.320%	0.150%	0.150%	0.140%
37	0.450%	0.350%	0.320%	0.150%	0.150%	0.140%
38	0.450%	0.350%	0.320%	0.150%	0.150%	0.140%
39	0.450%	0.350%	0.320%	0.150%	0.150%	0.140%
40	0.450%	0.350%	0.320%	0.150%	0.150%	0.140%
41	0.520%	0.650%	0.550%	0.170%	0.300%	0.250%
42	0.520%	0.650%	0.550%	0.170%	0.300%	0.250%
43	0.520%	0.650%	0.550%	0.170%	0.300%	0.250%
44	0.520%	0.650%	0.550%	0.170%	0.300%	0.250%
45	0.520%	0.650%	0.550%	0.170%	0.300%	0.250%
46	0.650%	0.750%	0.750%	0.300%	0.420%	0.420%
47	0.650%	0.750%	0.750%	0.300%	0.420%	0.420%
48	0.650%	0.750%	0.750%	0.300%	0.420%	0.420%
49	0.650%	0.750%	0.750%	0.300%	0.420%	0.420%
50	0.650%	0.750%	0.750%	0.300%	0.420%	0.420%
51	0.800%	0.800%	0.800%	0.700%	0.750%	0.750%
52	0.800%	0.800%	0.800%	0.700%	0.750%	0.750%
53	0.800%	0.800%	0.800%	0.700%	0.750%	0.750%
54	0.800%	0.800%	0.800%	0.700%	0.750%	0.750%
55	0.800%	0.800%	0.800%	0.700%	0.750%	0.750%
56+	1.000%	0.850%	0.900%	1.100%	0.800%	1.000%

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.” For a better understanding of the overall Plan and the impact of these risks, please refer to the consolidated PSPRS valuation report.

Low Default-Risk Obligation Measure

ASOP No. 4, Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, was revised as of December 2021 to include a “low-default-risk obligation measure” (LDROM). This liability measure is consistent with the determination of the actuarial accrued liability shown on pages 8 and 9 in terms of member data, plan provisions, and assumptions/methods, including the use of the Entry Age Normal Cost Method, except that the interest rate is tied to low-default-risk fixed income securities. The S&P Municipal Bond 20 Year High Grade Rate Index (daily rate closest to, but not later than, the measurement date) was selected to represent a current market rate of low risk but longer-term investments that could be included in a low-risk asset portfolio. The interest rate used in this valuation was 4.13%, resulting in an LDROM of \$166,848,339 for Tiers 1 and 2 and \$277,283,390 for Tier 3. The LDROM should not be considered the “correct” liability measurement; it simply shows a possible outcome if the Board elected to hold a very low risk asset portfolio. The Board actually invests the pension plan’s contributions in a diversified portfolio of stocks and bonds and other investments with the objective of maximizing investment returns at a reasonable level of risk. Consequently, the difference between the plan’s Actuarial Accrued Liability disclosed earlier in this section and the LDROM can be thought of as representing the expected taxpayer savings from investing in the plan’s diversified portfolio compared to investing only in high quality bonds.

The actuarial valuation reports the funded status and develops contributions based on the expected return of the plan's investment portfolio. If instead, the plan switched to investing exclusively in high quality bonds, the LDROM illustrates that reported funded status would be lower (which also implies that the Actuarially Determined Contributions would be higher), perhaps significantly. Unnecessarily high contribution requirements in the near term may not be affordable and could imperil plan sustainability and benefit security.

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

	6/30/2023	6/30/2022	6/30/2021	6/30/2020
Support Ratio				
Total Actives	64	66	65	68
Total Inactives	119	113	113	111
Actives / Inactives	53.8%	58.4%	57.5%	61.3%
Asset Volatility Ratio				
Market Value of Assets (MVA)	113,204,040	110,730,311	118,890,097	35,815,113
Total Annual Payroll	6,277,670	6,109,308	5,646,127	5,239,842
MVA / Total Annual Payroll	1,803.3%	1,812.5%	2,105.7%	683.5%
Accrued Liability (AL) Ratio				
Inactive Accrued Liability	79,895,850	75,361,804	74,295,518	71,345,522
Total Accrued Liability	112,347,871	106,734,412	101,853,546	96,788,614
Inactive AL / Total AL	71.1%	70.6%	72.9%	73.7%
Funded Ratio				
Actuarial Value of Assets (AVA)	115,290,775	113,744,796	108,691,395	38,561,674
Total Accrued Liability	112,347,871	106,734,412	101,853,546	96,788,614
AVA / Total Accrued Liability	102.6%	106.6%	106.7%	39.8%
Net Cash Flow Ratio				
Net Cash Flow ¹	(5,710,643)	(3,384,470)	58,512,612	2,259,895
Market Value of Assets (MVA)	113,204,040	110,730,311	118,890,097	35,815,113
Net Cash Flow / MVA	(5.0%)	(3.1%)	49.2%	6.3%

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 ¹

	6/30/2023	6/30/2022	6/30/2021	6/30/2020
Support Ratio				
Total Actives	3,052	2,417	2,560	1,408
Total Inactives	450	327	307	130
Actives / Inactives	678.2%	739.1%	833.9%	1,083.1%
Asset Volatility Ratio				
Market Value of Assets (MVA)	119,338,352	74,774,123	51,992,240	22,964,925
Total Annual Payroll	226,680,964	165,151,543	115,883,115	84,448,996
MVA / Total Annual Payroll	52.6%	45.3%	44.9%	27.2%
Accrued Liability (AL) Ratio				
Inactive Accrued Liability	9,349,377	4,598,114	2,290,610	1,173,104
Total Accrued Liability	110,961,191	68,939,204	42,733,537	23,239,599
Inactive AL / Total AL	8.4%	6.7%	5.4%	5.0%
Funded Ratio				
Actuarial Value of Assets (AVA)	119,101,476	76,171,857	45,863,401	23,570,444
Total Accrued Liability	110,961,191	68,939,204	42,733,537	23,239,599
AVA / Total Accrued Liability	107.3%	110.5%	107.3%	101.4%
Net Cash Flow Ratio				
Net Cash Flow ²	36,208,171	25,802,686	18,607,209	13,192,598
Market Value of Assets (MVA)	119,338,352	74,774,123	51,992,240	22,964,925
Net Cash Flow / MVA	30.3%	34.5%	35.8%	57.4%

¹ Tier 3 results are shown for the Risk Sharing group, where applicable.

² 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. Tier 3 Defined Contribution members are able to elect participation in post-retirement health insurance subsidy.

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.

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.

Benefit

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.
<u>Early Retirement</u>	<i>Only applicable to Tier 3 members:</i>
Date	Attainment of age 52.5 and 15 years of Credited Service.
Benefit	Actuarial equivalent of Normal Retirement benefit.
<u>Disability Benefit – Accidental (duty-related)</u>	
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.
<u>Disability Benefit – Ordinary (not duty-related)</u>	
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).
<u>Disability Benefit – Other</u>	
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.
<u>Pre-Retirement Death Benefit</u>	
Service Incurred	<i>Payable following death of active member</i> 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).

Accumulated Contributions Any contributions remaining upon the death of the last beneficiary shall be paid as a lump sum.

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. Adjustment does not apply while in DROP.

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 84 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, 2016	7.40%
	July 1, 2018	7.30%
	July 1, 2022	7.20%
Payment of DROP Participation Account	Payable as lump sum distribution to Public Safety Personnel Defined Contribution Retirement Plan at earlier of 1) end of DROP period, 2) at termination, or 3) five years.	
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

Tiers 1 & 2:
 7.65% (effective July 1, 2023).

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).

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

None.

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 Arizona Revised Statutes (ARS). Those benefits defined in ARS are to be equitably managed and administered by the Arizona Public Safety Personnel Retirement System (PSPRS agency).

This Actuarial Funding Policy identifies the funding objectives and elements of the actuarial funding policy set by the Board for the PSPRS agency. The Board adopted this Funding Policy to help ensure the systematic funding of future benefit payments for members of the retirement systems as established by the legislature.

This policy covers all retirements systems administered by the Board: The Public Safety Personnel Retirement System (PSPRS); the Correction Officers Retirement Plan (CORP); and the Elected Officials Retirement Plan (EORP).

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 August 2023.

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 Accrued 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.
 - c. As closed plans mature, the target funding should be 110% of AAL or 100% of PVB, whichever is greater.
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 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 five years (Tier 3) or seven years (Tiers 1 and 2) in calculating the Actuarial Value of Assets (AVA).
 - b. The AVA so determined shall be subject to a 20% corridor relative to the Market Value of Assets (MVA).
3. Amortization Method (Unfunded Amounts)
 - a. The AVA is 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 6/30/2019 actuarial valuation will become the initial layer for each employer beginning with the 6/30/2020 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 PSPRS 6/30/2019 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) 6/30/2019 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) 6/30/2019 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 6/30/2020 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 the 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. The AVA is subtracted from the target funding level (greater of 110% of AAL or 100% of PVB). Any overfunded amount is amortized as a level dollar amount over an open 10-year period.
5. Tier 3 Rate Calculation
- a. Tier 3 is distinct from Tiers 1 & 2 in PSPRS and CORP as the contributions are a shared percentage (50/50 split for PSPRS: for CORP, employer 1/3 and member 2/3 of the normal cost plus 50 percent each, member and employer, of the UAAL amortization) for employers and members based on the actuarially calculated rate. To reduce the impact of volatility to rates, the Tier 3 rates will be smoothed over a 3-year rolling period based on the actuarially calculated rates for each year's actuarial valuation.
 - i. Beginning with the 6/30/2023 valuation, the prospective Tier 3 rates set by the Board of Trustees are planned to be a rolling average of the actuarial calculated Tier 3 rates using the 6/30/2023, 6/30/2022 and 6/30/2021 rates in the initial process.
 - ii. As assumptions may be updated year-to-year, the prior calculated rates are not updated for those changes, the prior calculated rates are used to smooth in the new rates.
 - b. At the May 2023 Board Meeting, the Board changed the assumed rate of return for CORP Tier 3, which was at 7.2%, to match the 7.0% assumed rate of return for PSPRS Tier 3. The Board committed to continue to monitor market conditions and directions with the intent to ultimately adopt a single assumed rate of return for all investments for retirement systems/plans administered by PSPRS agency.

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 MVA, 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.

PSPRS - Fire

4. a.

Meeting Date: 01/08/2024

TITLE:

Review and Approve Minutes

STAFF RECOMMENDED ACTION

Review and approve minutes from October 18. 2023 meeting.

Executive Summary:

Attachments

10/18/2023 Minutes

AGENDA
Flagstaff Fire #010
PUBLIC SAFETY PERSONNEL RETIREMENT SYSTEM

October 18th at 9:00am
Teams Meeting

Public can attend meeting by clicking the TEAMS link (above). To pose a question regarding new business, prior to the meeting, email Jessica at jessica.vigorito@flagstaffaz.gov.

1. **Call to Order** Mayor Daggett called the meeting to order at 9:04 a.m. This meeting was held via TEAMS with a link provided for the public.
2. **Roll Call** Those in attendance were Mayor Becky Daggett, Ed Vesely, Bob Oberly, Dave VanBoxtaele, Todd George and Jessica Vigorito.

Mayor Becky Daggett
Ed Vesely
Todd George

Dave Van Boxtaele
Bob Oberly

3. **Routine Items** Staff were informed of following updates:
 - a. Matthew Turner entered the DROP on 10/31/2023.
 - b. Keith Cashatt - Normal retirement 11/21/2023 with 20 years of service.

4. **Action Items**

- a. Approve 5/22/2023 and 8/10/2023 meeting minutes
Review and approve the meeting minutes from the May 22nd and August 10th meetings. Ed motioned to approve the minutes for the 5/22/2023 and 8/10/2023 meetings. Todd Seconded the motion. The motion approved unanimously.

New Hires Dave motioned to approve both new hires. Bob Seconded the motion. The motion approved unanimously.

- b.
 - Hannah Duval and Andrew Berg
 - Hired 9/18/2023
 - Position: Firefighter

Return to Work Todd motioned to approve the return to work employee. Ed Seconded the motion. The motion approved unanimously.

- c.

- Arturo Brandon Othan
- Hired: 10/02/2023
- Airport Rescue Firefighter
- PSPRS Eligible position, ACR payable: yes

d. Appoint Physician Dave motioned to appoint East Flagstaff Family Medicine and their designated physicians working in the clinic as an approved medical board for Flagstaff Fire Department while maintaining Dr. Seb'y office as an approved medical board. Bob Seconded the motion. The motion approved unanimously.

Office:

- East Flagstaff Family Medicine
- 1515 E Cedar Ave Ste A-3, Flagstaff, AZ 86004 (928)774-2788

Physician:

- Dr. Croft
- The physician is a PSPRS-approved physician

Reason for the request/change:

- Dr. Seby has expressed interest in retiring in the next few years and this would help the department make a smooth transition to a new provider.
- Summit Fire currently uses this office for their medical exams.
- Dr. Seby will still be utilized for other exam types during the transition.

5. ADJOURNMENT

Mayor Daggett motioned to adjourn the meeting at 9:19 am.

CERTIFICATE OF POSTING OF NOTICE

The undersigned hereby certifies that a copy of the foregoing notice was duly posted on the City of Flagstaff Website and at Flagstaff City Hall on _____, at _____ a.m./p.m. in accordance with the statement filed by the Fire Department with the City Clerk.

Dated this _____ day of _____, 2023.

Jessica Vigorito, Management Analyst, Fire

For special accommodations, please notify Flagstaff Fire Department Administration (928) 213-2500 at least three business days prior to the scheduled meeting time.



PSPRS - Fire (new)

4. a.

From: Jessica Vigorito, Management Analyst - Fire
DATE: 10/18/2023
SUBJECT: Approve 5/22/2023 and 8/10/2023 meeting minutes

STAFF RECOMMENDED ACTION:

Review and approve the meeting minutes from the May 22nd and August 10th meetings.

Executive Summary:

Attachments

Meeting Minutes August 10, 2023
Meeting Minutes May 22, 2023



PUBLIC SAFETY PERSONNEL RETIREMENT SYTEM
Flagstaff Fire Department#010
Meeting Minutes
August 10, 2023at 9am
TEAMSMeeting

Call to Order: Dave VanBoxtaele called the meeting was called to order at 9:01 am. This meeting was held via TEAMS with a link provided for the public.

Roll Call: Those in attendance were ~~Mayor Becky Daggett~~, Ed Vesely, Bob Oberly, Dave VanBoxtaele, Todd George and Jessica Vigorito.

Routine Items:

- Σ Updated PSPRS Valuation Report for Flagstaff Fire Department
 - Σ Members reviewed and discussed the updated PSPRS Valuation Report for Flagstaff Fire Department.

Action Items:

- ~~Σ Review and Approve minutes of meeting held March 30, 2023.~~
 - ~~i. Dave VanBoxtaele motioned to approve the last meeting minutes 3/30/2023. Ed Vesely seconded the motion. Motion passed unanimously.~~

Σ New Hires - Review for approval:

Σ Mark Adams, Wildland Community Risk Reduction Specialist effective 6/26/2023

Σ Bryor Nittmann, Wildland Fire Operations Engineer effective 07/10/2023

1. Bob Oberly motioned to approve both new hires, Ed Vesely seconded the motion. Motion approved unanimously.

Adjournment: Dave VanBoxtaele motioned to adjourn the meeting at 9:05 am. Todd George seconded the motion. Motion passed unanimously.

Jessica Vigorito,

Signature of Board Secretary



PUBLIC SAFETY PERSONNEL RETIREMENT SYTEM

Flagstaff Fire Department#010

Meeting Minutes

May 22, 2023

TEAMSMeeting

Mayor Daggett called the meeting was called to order at **1:30 pm.** This meeting was held via TEAMS with a link provided for the public.

Those in attendance were Mayor Becky Daggett, Ed Vesely, Bob Oberly, Dave VanBoxtaele, Todd George and Jessica Vigorito.

1. New Business
 - a. Members were notified of upcoming or past Retirements
 - i. Tommy Bustamante 5/13/2023 Last Shift ceremony posted on Instagram:
2. Discussion & Action Items
 - a. Review and Approve minutes of meeting held May 18, 2023.
 - i. **Dave VanBoxtaele** motioned to approve the last meeting minutes 5/18/2023. **Ed Vesely** seconded the motion. Motion passed unanimously.
3. **Dave VanBoxtaele** motioned to adjourn the meeting at **1:49 pm.** **Todd George** seconded the motion. Motion passed unanimously.

Jessica Vigorito,

Signature of Board Secretary



PSPRS - Fire (new)

4. b.

From: Jessica Vigorito, Management Analyst - Fire

DATE: 10/18/2023

SUBJECT: New Hires

- Hannah Duval and Andrew Berg
- Hired 9/18/2023
- Position: Firefighter

STAFF RECOMMENDED ACTION:

Executive Summary:

PSPRS - Fire

4. c.

Meeting Date: 01/08/2024

TITLE:

Return to Work

STAFF RECOMMENDED ACTION

- Patrick Staskey
 - Date of Hire: 1/7/2024
 - Old and New Job Description: See attached.
 - Old Job Description: Deputy Fire Chief
 - New Job Description: Airport Snow Ops
 - PSPRS Eligibility: The new position is not PSPRS eligible
 - ACR: Not alternate contribution eligible

Executive Summary:

Attachments

Deputy Fire Chief JD

Airport Snow Ops JD



Deputy Fire Chief

Class Code:
21805

CITY OF FLAGSTAFF
Established Date: Sep 1, 2018
Revision Date: Mar 29, 2022

SALARY RANGE

\$53.08 - \$71.64 Hourly
\$110,406.40 - \$149,011.20 Annually

ADMINISTRATIVE DUTIES:

Actively supports and upholds the City's stated mission and values. Provides highly responsible and complex administrative support to the Fire Chief in the area of operations and administration.

Under direct supervision of the Fire Chief, employees of this class are expected to exercise considerable professional fire and administrative expertise, supervisory skills, and initiative in the administrative and management support. Primary focus is in emergency response, areas of budgeting, fire administration, operations, fire prevention, program coordination, training, fire investigation, hazardous materials, and public education and information. In addition, this position is accountable to the Fire Chief that personnel are fully coordinated, trained, up to date in all aspects of the fire service, and have the staffing, materials, and equipment necessary to perform their function within budget guidelines and restriction.

ADMINISTRATIVE DUTIES

- Supervisory: This job has full responsibility for supervision over the Community Risk Reduction, Support Services, or Operations functions of the Flagstaff Fire Department, including aiding staff in progressively improving capacity through providing feedback, coaching, teaching, mentoring, etc.
- Budgetary: This job has significant responsibility for budgeting at the division level (assists with formulating and monitoring).
- Strategic Planning: This job has significant responsibility for strategic planning at the division level (assists with developing, implementing, and managing long and short-term goals).
- Policies/Procedures: This job has significant responsibility for policies and procedures at the division level (assists with developing, implementing, and interpreting).
- Compliance: This job has full responsibility for following, ensuring compliance with, and enforcing Federal, State, and Local laws, rules, and regulations as well as City policies and procedures.
- Council Communications: This job has responsibility for Council communication at the division level (makes recommendations and presentations, writes staff summaries,

ensures Performance Measures are met, and balances needs with Council's adopted priorities and direction).

- Reporting: This job has full responsibility for reporting to Federal/State/Local agencies, including ensuring reporting requirements are met, training others on reporting requirements and methods, and addressing discrepancies in reporting.

EXAMPLES OF THE WORK PERFORMED:

- Provides excellent customer service to both internal and external customers.
- Responds to major incidents for the purpose of assuming command and supporting command staff in any incident including high level assignments within the Emergency Operations Center.
- Provides personnel administration oversight in area of assignment, including: performance appraisals, disciplinary action, promotions, hiring and recruitment, classification and overtime.
- Monitors required certifications of personnel and directs training activities to address these requirements.
- Coordinates project management on a wide variety of projects.
- Assists the Fire Chief in formulating long- and short-range goals for the department and evaluating and planning any expansion to meet the City's growth.
- Attends council meetings and workshops, and other meetings, representing matters relating to assigned duties, as directed by the Fire Chief.
- Researches, compiles, and presents technical advice to various City department heads, the City Manager, the City Council, and outside agencies, as directed by the Fire Chief.
- Keeps the Fire Chief advised of activities through written and oral reports.
- Investigates and resolves citizen and employee complaints that cannot be handled by other Fire personnel.
- Assigns and monitors inventory and commodities control.
- Reviews and assists the Fire Chief in updating department policies, procedures, guidelines, priorities, and resource management.
- Reviews or supervises the review of the department's activity records and general operations to identify problem areas and increase efficiency and effectiveness.
- Coordinates and monitors the department's mutual aid and Fire services contract agreements with the fire district's citizens as approved by the City Council.
- Directly or indirectly supervises the department's training, operations, light duty, fire investigation, hazardous materials, minimum company standards, and public education and information programs.
- On fire or emergency scenes, serves as senior command officer in the absence of the Fire Chief and provides back up and support to Battalion Chiefs during large or complex incidents.
- Attends conferences, conventions, and other educational and professional meetings to remain updated on fire service operations, administration, suppression, and prevention.
- Maintains and updates department policies and procedures.
- Chairs or Co-Chairs department and Labor/Management Teams and committees to create inclusion and improved communications.
- Conducts one on one meetings with direct reports to improve working relationships and communication.
- Serve as an engaged member of the Fire Chiefs Executive Staff.
- Participate in local, regional, State, and national committees or organizations.
- Provides input and presents information to groups regarding local, State, regional and national issues which affect the fire service.
- Serves as Acting Fire Chief, as required.
- Other duties as assigned.

Operations Assignment:

- Evaluates and maintains operational consistency and effectiveness standards and ensures division-wide conformance and compliance by operations personnel.
- Coordinates and monitors the coordination of fire station staffing, programs, apparatus, and materials.
- Serves as chair of the Operations Committee.
- Conducts operational planning for the division and administers operation plan in accordance with division goals and standards.
- Coordinates Uniform Committee reviews, communicates and enforces standards outlined by the committee.
- Serve as Incident Commander (IC) Sector Officer, and Senior Advisor or Emergency Management Staff at major emergencies.
- Take responsibility as Shift Commander on scenes including managing shift during incidents.
- Respond to and mitigate hazards as a result of fires, transportation and industrial related accidents, and hazardous materials incidents at the strategic level. Additionally, provide emergency medical services.
- Conduct in-depth reviews of greater alarm incidents, all fires, and any highly unusual incidents to generate discussion, provide training, and to identify areas of weakness and strength for the affected crews and the department.
- Conduct and evaluate the fire companies during single and multiple company training objectives.
- Ensure adequate personnel resources are available to fulfill daily staffing requirements, special events, and standby services.
- Lead department Standards of Cover efforts

Community Risk Reduction Assignment:

- Keep the City's Emergency Operations Center (EOC) operational at all times.
- Activate emergency call out to have keep personnel respond to the EOC.
- Provide communications to the County or State when determined by the incident.
- Partner with Coconino County Department Emergency Management to update EOP. Complete review every four years and present to City Council for approval.
- Maintain other planning documents as required, including Risk Assessment, Hazard Mitigation Plan, and Continuity of Operations/Continuity of Government (COOP/COG).
- Ensure Fire personnel meet expectations of ongoing physical requirements as outlined in the department-wide exercise program.
- Provide NIMS training for all City employees as required by United States Department of Homeland Security.
- Manage database of employee NIMS training records.
- Represent the City in regional, state, and national efforts for the enhancement of emergency management.
- Oversees Flagstaff's Fire Prevention personnel, ensuring compliance with Federal, State, and local laws governing inspection standards in the community.
- Work to identify grant funds such as Urban Area Security Initiative (UASI), State Homeland Security Grant (SHSG), and others.
- Ensures the Fire Marshall meets all goals and objectives including:
 - Fire house administration.
 - AV Conferences.
 - Webpage maintenance
 - Development Services
 - Fire Department Permits/Services Program
 - Code Development
 - Fire and Hazardous Materials investigations
 - Special events
 - Community information/injury prevention/fire and life safety program (first aide/CPR classes, car safety seat program, characterization program).
 - Appropriate and timely action taken as the FFD's Public Information Officer (PIO)

- Ensures Wildland Fire Manager meets all goals and objectives, including:
 - Fuels Management
 - Flagstaff Watershed Protection Project (FWPP)
 - Wildland response
 - Auxiliary program
 - Regional/State cooperative efforts in wildland fire management

Support Services Assignment:

- Manage the entire budgeting cycle, including generation of issue papers, request funds for line item accounts, coordinate requests for training and conferences, new personnel, and capital equipment.
- Oversee the Fire Budget Committee, communicate budget outcomes with staff, and review monthly expenditure reports.
- Participate in the City’s Capital Improvement Plan by providing information about future fire department facilities, apparatus/vehicles, communication hardware, and funding requirements.
- Coordinates and monitor the policies and processes for obtaining reimbursements from Federal, State and private agencies who received the department services whether through contract or direct request.
- Function as liaison between funding authority and end user for timely expenditure of funds and reporting.
- Manage procurement efforts on behalf of FFD, working closely with Management Services’ Purchasing Section to achieve intended outcomes.
- Serve as point of contact with Human Resources to carry out all processes associated with recruitment and retention of personnel.
- Ensure compliance with payroll reporting regulations in accordance with the Fair Labor Standards Act (FLSA) and City of Flagstaff reporting requirements.
- Coordinates with the Police Department concerning dispatch communications and computerized record keeping.
- Maintain department-specific software and files, including implementing new programs and training end-users.
- Serve as department liaison to Information Technology Section.
- Review and summarize data (specifically incident data) to determine trends and perform calculations to be used in decision-making by staff and Council.
- Communicate with internal and external customers on the activities of the fire department in a readable and understandable manner.

QUALIFICATIONS:

MINIMUM REQUIREMENTS

- Bachelor’s degree in Public Administration, Fire Science or related field at the time of hire or promotion.
- Seven (7) years of progressively responsible experience in the Fire service including three years supervisory experience at a Battalion Chief or Acting Battalion Chief level.

DESIRED EXPERIENCE AND TRAINING

- Budgeting, purchasing, and procurement experience.
- Experience with modern computer and communications systems as they apply to Public Safety.

- Course work at the National Fire Academy with preference given to graduates of the Executive Fire Officer Program (EFOP).
- Designation from the Center for Public Safety Excellence as a Chief Fire Officer Designee.
- Program management in various fire and EMS related fields (i.e. Hazardous Materials, EMS/Paramedics, investigation, training, technical rescue, etc.).

OTHER REQUIREMENTS

- Must possess, or obtain upon employment, a valid Arizona driver's license.
- Regular attendance is an essential function of this job to ensure continuity.
- Employees may be designated a take home City vehicle.
- Employees who are designated to take home a City vehicle per the Vehicle Take Home Administrative Policy must live within the prescribed area. The defined as a 12-mile radius from City Hall or 35 miles eastbound, westbound, and southbound from the I-17 and I-40 exchanges, or 10 miles from City Hall along Highway 180 North with a five-mile-wide corridor (2 ½ miles on each side).
- Subject to off-duty recall based on departmental need.

SUPPLEMENTAL INFORMATION:

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES (ILLUSTRATIVE ONLY)

- Extensive knowledge and understanding of the National Incident Management System (NIMS), Incident Command System (ICS) and the National Response Plan including the City's Emergency Management Plan.
- Extensive knowledge of fire hazards and prevention techniques and the principles, practices, methods, tactics, and equipment employed in modern fire suppression and prevention, hazardous materials, E.M.S., and technical rescue.
- Extensive knowledge of the rules and regulations of the Fire Department of the City and state laws and codes pertaining to fire prevention and enforcement.
- Ability to assume control of any significant incident and perform as part of the Incident Command structure in any assigned role.
- Assists in the preparation and monitoring of the fire department budget.
- Ability to research and prepare bid specifications relating to fire equipment, apparatus, stations, and materials.
- Ability to research, supervise, and implement programs and activities of the department.
- Ability to assist in the short and long-range planning and goals of the department.
- Ability to represent the Fire Department and to present highly complex technical information to department heads, the City Manager, the City Council, and outside agencies.
- Ability to remain current on all matters relating to assigned responsibilities.
- Demonstrated ability to analyze problems, identify alternative solutions, project consequences of proposed actions, and implement innovative new programs in support of goals.
- Ability to establish and maintain effective working relationships with other employees, City officials, other agencies, and the general public.

PHYSICAL REQUIREMENTS AND WORKING CONDITIONS

- While performing the duties of this job, the employee is frequently required to: sit/use hands or fingers to handle or feel/talk or hear/walk/stand, stoop, kneel, crouch, or crawl.
- The employee must regularly lift and/or move up to 200 pounds.
- Vision, health and hearing requirements for this position must meet FFD department policies for tiered health levels and NFPA 1582 standards.
- Working conditions include: a variation from office type work to daily station and equipment maintenance to high stress critical thinking inside IDLH (immediately dangerous to life and health) environments.



Snow Operations - Temporary Equipment Operator

Class Code:
Varies

CITY OF FLAGSTAFF
Established Date: Oct 7, 2020
Revision Date: Nov 9, 2021

SALARY RANGE

\$27.45 - \$30.27 Hourly

ADMINISTRATIVE DUTIES:

QUALIFICATIONS:

Streets Operations Tech Temp II: Position involves plowing with a 10-wheel dump truck, loader or 6-wheel cinder truck.

MINIMUM REQUIREMENTS

- One year of experience operating a 10-wheel dump truck and front-end loader or any combination of experience and training predicting the ability to successfully fulfill the required knowledge, skills, and abilities.
- Must be able to pass a performance test on a dump truck and/or loader.

DESIRED REQUIREMENTS

- A valid Arizona Commercial Driver's License (CDL), type 'A' or 'B'

Streets Operations Tech Temp III: Position involves operating a motor grader or CDL snow operations.

MINIMUM REQUIREMENTS

- Two years' experience operating a wide variety of construction and automotive equipment with complex operating requirements.
- One year of motor grader or plowtruck experience.
- Must possess, a valid Arizona Commercial Driver's License (CDL), type 'A' or 'B'
- Must be able to pass a performance test on a motor grader and/or plowtruck.

DESIRED REQUIREMENTS

- Tractor trailer experience

Airport Equipment Operator Temp II: Position involves plowing with a loader

MINIMUM REQUIREMENTS

- One year of experience operating a front-end loader or any combination of experience and training predicting the ability to successfully fulfill the required knowledge, skills,

and abilities.

- Must be able to pass a performance test on a loader.

DESIRED REQUIREMENTS

- A valid Arizona Commercial Driver's License (CDL), type 'A' or 'B'

Airport Equipment Operator Temp III: Position involves operating advance Snow Operations equipment with a CDL.

MINIMUM REQUIREMENTS

- Two years' experience operating a wide variety of construction and automotive equipment with complex operating requirements.
- One year of motor grader or plowtruck experience.
- Must possess, a valid Arizona Commercial Driver's License (CDL), type 'A' or 'B'
- Must be able to pass a performance test on a motor grader and/or plowtruck.

DESIRED REQUIREMENTS

- Tractor trailer experience

Airport Assignment:

- Plowing airport runway using a runway plow
- Plowing airport ramps using a front-end loader
- Maintain runway and taxiways using a snow dozer or snow blower

SUPPLEMENTAL INFORMATION:

OTHER REQUIREMENTS FOR ALL POSITIONS:

- Must have the ability to be contacted and to respond in a timely manner.
- Must be willing and able to work emergency shift work on a holiday, weekend, evening, or 12-hour shift basis as needed.
- Must possess, or obtain upon employment, a valid Arizona Driver's License
- Ability to perform work duties in adverse weather conditions.
- All Emergency Service Employees shall maintain their principal residence within the state boundaries of Arizona. All Emergency Service Employees, except those holding a position in Fire, will arrive at the assigned or emergency work location within one (1) hour from notification to report to duty.

OTHER REQUIREMENTS FOR AIRPORT ASSIGNMENT:

- Must pass TSA and FBI background checks.

OTHER REQUIREMENTS FOR CDL POSITIONS:

- Incumbents of this position are subject to pre-employment drug and alcohol screening, and post-employment random, post-accident, and reasonable suspicion drug and alcohol screening.

Streets Operations Tech Temp II and Airport Equipment Operator Temp II \$27.45 per hour

Streets Operations Tech Temp III and Airport Equipment Operator Temp III \$30.27 per hour