



## BOARD OF SUPERVISORS AGENDA ITEM REPORT

Requested Board Meeting Date: 5/17/2022

\*= Mandatory, information must be provided

Click or tap the boxes to enter text. If not applicable, indicate "N/A".

**\*Title:**

Public Safety Personnel Retirement System and Corrections Officer Retirement Plan Pension Funding Policy

**\*Introduction/Background:**

To comply with state law, the County shall annually adopt a pension funding policy that meets the criteria set forth in A.R.S. §38-863.01.

**\*Discussion:**

Beginning on or before July 1, 2019, the County shall comply with state law by annually adopting a pension funding policy for the Public Safety Personnel Retirement System that meets the criteria set forth in A.R.S. §38-863.01. Beginning February 16, 2021, the Corrections Officer Retirement Plan was included due to the issuance of debt to fund the unfunded liabilities of these two pension plans.

The policy shall include:

- The acceptance of the County's share of the assets and liabilities under the system based on the system's actuarial valuation report.
- The County's funded ratio target under the system and timeline for reaching the targeted funding ratio.
- How and when the County's funding requirements of the system will be met.
- How to maintain stability of the County's funding contributions to the system.
- The establishment and maintenance of a Pension Fund Reserve

**\*Conclusion:**

To comply with state law, the County shall annually adopt a pension funding policy that meets the criteria set forth in A.R.S. §38-863.01.

**\*Recommendation:**

Staff recommends the approval of the Policy to comply with A.R.S. §38-863.01.

**\*Fiscal Impact:**

The County will continue to contribute at rates established by the retirement system.

**\*Board of Supervisor District:**

1    2    3    4    5    All

Department: Finance and Risk Management

Telephone: 724-8410

Contact: Michelle Campagne

Telephone: 724-8410

Department Director Signature: Mickelle Camp Date: 5/4/22  
Deputy County Administrator Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
County Administrator Signature: Jew Date: 5/4/2022



# PIMA COUNTY, ARIZONA BOARD OF SUPERVISORS POLICY

<b><u>Subject:</u></b> <b>Public Safety Personnel Retirement System and Corrections Officer Retirement Plan Pension Funding</b>	<b>Policy Number</b>	<b>Page</b>
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## **Purpose**

To establish Pima County policy for the funding of the Public Safety Personnel Retirement System (PSPRS) pension plan in accordance with Arizona Revised Statutes §38-863.01 and the Corrections Officer Retirement Plan (CORP).

## **Background**

Beginning on or before July 1, 2019, the County shall comply with state law by annually adopting a pension funding policy for the Public Safety Personnel Retirement System that meets the criteria set forth in A.R.S. §38-863.01. Beginning February 16, 2021, the Corrections Officer Retirement Plan was included due to the issuance of debt to fund the unfunded liabilities of these two pension plans.

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- The establishment and maintenance of a Pension Fund Reserve.

The County contributes to the Public Safety Personnel Retirement System (PSPRS) and Corrections Officer Retirement Plan (CORP) for the Sheriff's Department and PSPRS for County Attorney Investigators. A comprehensive description, financial reports, and actuarial valuation reports can be located on the PSPRS website at [www.psprs.com](http://www.psprs.com) for these plans.

## **Definitions**

***Annual Required Contribution (ARC)*** – The annual amount required to pay into the pension funds, as determined through annual actuarial valuations. It is comprised of two primary components: *Normal Pension Costs* - which is the estimated cost of pension benefits earned by employees in the current year; and *Amortization of UAAL* - which is the cost needed to cover the unfunded portion of pensions earned by employees in previous years. The UAAL is collected over a period of time referred to as the amortization period. The ARC is a percentage of the current payroll.

***Funded Ratio*** – A ratio of fund assets to actuarial accrued liability.



## PIMA COUNTY, ARIZONA BOARD OF SUPERVISORS POLICY

<b>Subject:</b> <b>Public Safety Personnel Retirement System and Corrections Officer Retirement Plan Pension Funding</b>	<b>Policy Number</b>	<b>Page</b>
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**Unfunded Actuarial Accrued Liability (UAAL)** – The difference between trust assets and the estimated future costs of pensions earned by employees.

**Policy**

- The Board of Supervisors formally accepts the assets, liabilities, and current funding ratio of the County's PSPRS and CORP trust funds as reported by PSPRS, the plan administrator, from their updated June 30, ~~2020~~2021, actuarial valuation, which is detailed below.

Trust Fund	Assets	Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio
Public Safety Personnel	\$ <u>419,866,291</u>	\$ <u>450,461,750</u>	\$ <u>30,595,459</u>	<u>93%</u>
Corrections Officers	<u>151,908,819</u>	<u>157,803,352</u>	<u>5,894,433</u>	<u>96%</u>
County Attorney Investigators	<u>2,764,112</u>	<u>4,340,112</u>	<u>1,576,000</u>	<u>64%</u>
Total	\$ <u>574,539,222</u>	\$ <u>612,605,214</u>	\$ <u>38,065,892</u>	<u>94%</u>

- The Board's funding ratio goal is 100% (fully funded) over a period of ~~16-15~~ years\*.
- ~~The plan~~ to achieve this goal ~~includes the~~ the County issued issuance of \$300 million of Pledged Revenue Obligations in Fiscal Year 2021. This is in addition to paying full Annual Required Contribution (ARC) payments (Normal Cost and remaining UAAL amortization) from operating funds over the entire amortization period of ~~16-15~~ years\*. The County will continue to budget and contribute at the rates established by the retirement system.
- ~~Beginning in Fiscal Year 2022, a~~ Pension Fund Reserve (Reserve) ~~will be~~ has been created. The Reserve will continue to be funded from a portion of the ~~projected~~ savings achieved from the ~~proposed debt~~ financing, ~~along with any budgeted and~~ savings in personnel costs in the Sheriff's Department's General Fund. The Reserve ~~will provide~~ s a source of funds from which the County can make additional contributions that may be required in future years.
- To ensure that the UAAL does not increase due to grants that disproportionately and adversely affect our PSPRS and CORP retirement plans, the County will not accept any federal or state grants that provide for personnel service payments only in the form of overtime.

\*NOTE: The plan to amortize the UAAL over an extended period of time is conditional on the accuracy of the actuarial assumptions. These assumptions are updated on an annual basis. The ARC and/or the amortization period may be adjusted.

Adoption Date: June 4, 2019  
 Revised Date: June 23, 2020  
 February 16, 2021  
May 17, 2022



**PIMA COUNTY, ARIZONA**  
**BOARD OF SUPERVISORS POLICY**

<b><u>Subject:</u></b> <b>Public Safety Personnel Retirement System and Corrections Officer Retirement Plan Pension Funding</b>	<b>Policy Number</b>	<b>Page</b>
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Effective Date: ~~February 16, 2021~~ May 17, 2022



# PIMA COUNTY, ARIZONA BOARD OF SUPERVISORS POLICY

<b><u>Subject:</u></b>	<b>Policy Number</b>	<b>Page</b>
<b>Public Safety Personnel Retirement System and Corrections Officer Retirement Plan Pension Funding</b>	D 22.11	1 of 2

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**PIMA COUNTY, ARIZONA  
BOARD OF SUPERVISORS POLICY**

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- The Board’s funding ratio goal is 100% (fully funded) over a period of 15 years\*.
- To achieve this goal the County issued \$300 million of Pledged Revenue Obligations in Fiscal Year 2021. This is in addition to paying full Annual Required Contribution (ARC) payments (Normal Cost and remaining UAAL amortization) from operating funds over the entire amortization period of 15 years\*. The County will continue to budget and contribute at the rates established by the retirement system.
- A Pension Fund Reserve (Reserve) has been created. The Reserve will continue to be funded from a portion of the savings achieved from the debt financing and savings in personnel costs in the Sheriff Department’s General Fund. The Reserve provides a source of funds from which the County can make additional contributions that may be required in future years.
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