

# CITY COUNCIL REPORT



Meeting Date: 06/09/2026

Charter Provision: *Provide for the orderly government and administration of the affairs of the City*

Objective: *Adopt Public Safety Personnel Retirement System Pension Funding Policy*

## **ACTION**

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### **Public Safety Personnel Retirement System Pension Funding Policy.**

Adopt Resolution No. 13700, adopting the Fiscal Year 2026/27 Public Safety Personnel Retirement System (PSPRS) Pension Funding Policy and accepting the City's share of assets and liabilities under the PSPRS actuarial valuation report.

## **BACKGROUND**

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Arizona Revised Statutes § 38-863.01 requires the City Council to annually adopt a pension funding policy for the Public Safety Personnel Retirement System (PSPRS) to communicate how the City will maintain stability of required contributions, how and when the City's funding requirements will be met, and the City's funded ratio target and timeline. The City also is required to formally accept its share of the assets and liabilities based on the PSPRS actuarial report, post the pension funding policy on its website, and transmit the policy to the PSPRS Board.

PSPRS administers the City's agent multiple-employer pension plan and maintains separate trusts for police and fire employees. PSPRS provides annual actuarial reports for the City's estimated assets, liabilities, and unfunded actuarial liabilities for each plan.

## **ANALYSIS & ASSESSMENT**

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Annually, PSPRS provides the City with both a police and fire actuarial report that includes the City's assets, liabilities, unfunded actuarial liability, funding ratio, and projected contributions required for the upcoming fiscal year.

The PSPRS actuarial reports dated June 30, 2025, reflect a funded ratio of 74.5% for police and 81.5% for fire. The City's unfunded liabilities were \$132,769,013 for police and \$46,346,980 for fire. Both City and employee annual contribution rates vary depending on the employee's hire date. The City's police contribution rates for fiscal year 2025 were 56.73% or 51.23%, and

employee rates were 7.65% or 8.42%. The City's fire contribution rates for fiscal year 2025 were 27.74% or 22.27% and employee contribution rates were 7.65% or 9.67%. For fiscal year 2025, the City paid the required contributions to PSPRS for police and fire totaling \$26,715,103.

The fire pension plan also annually receives a fire premium insurance tax credit to the City's fire trust fund to further reduce the City's required contribution. The amount received in fiscal year 2025 was \$3,888,314. The unfunded actuarial accrued liability is shown as a City liability; however, it will be partially paid through employee contributions and the annual allocation of the fire insurance premium tax.

The City is currently paying down the legacy unfunded liability for the PSPRS plans and is expected to have that portion paid by June 30, 2036, as amortized in the June 30, 2025, actuarial reports.

To comply with the statutory requirement, staff recommends accepting the City's share of assets and liabilities under the PSPRS actuarial valuation.

**RESOURCE IMPACTS**

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Each year, the City will formally review the funding levels and unfunded liabilities and adopt the Pension Funding Policy.

**OPTIONS & STAFF RECOMMENDATION**

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**Recommended Approach**

Adopt Resolution No. 13700 adopting the Fiscal Year 2026/27 Public Safety Personnel Retirement System (PSPRS) Pension Funding Policy and accepting the City's share of assets and liabilities under the PSPRS actuarial valuation report.

**Proposed Next Steps**

If Resolution No. 13700 is adopted, staff will post the FY 2026/27 pension funding policy on the City's website and transmit the pension funding policy to the PSPRS Board.

**RESPONSIBLE DEPARTMENT(S)**

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City Treasurer's Department

**STAFF CONTACT(S)**

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Matthew Reams, Accounting Director, (480) 312-7188, [MReams@scottsdaleaz.gov](mailto:MReams@scottsdaleaz.gov)

**APPROVED BY**

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Sonia Andrews, City Treasurer/Chief Financial Officer  
(480) 312-2364, [SAndrews@ScottsdaleAZ.gov](mailto:SAndrews@ScottsdaleAZ.gov)

5/22/2026

Date

## ATTACHMENTS

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1. Resolution No. 13700
2. PSPRS Scottsdale Police Actuarial Report dated June 30, 2025
3. PSPRS Scottsdale Fire Actuarial Report dated June 30, 2025

RESOLUTION NO. 13700

A RESOLUTION OF THE COUNCIL OF THE CITY OF SCOTTSDALE, ARIZONA, ADOPTING THE FISCAL YEAR 2026/27 PUBLIC SAFETY PERSONNEL RETIREMENT SYSTEM PENSION FUNDING POLICY; ACCEPTING THE CITY'S SHARE OF ASSETS AND LIABILITIES UNDER THE PUBLIC SAFETY PERSONNEL RETIREMENT SYSTEM ACTUARIAL VALUATION REPORT; REPEALING THE PRIOR POLICY; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, Arizona Revised Statutes (A.R.S.) § 38-863.01 requires the governing bodies of all Public Safety Personnel Retirement System (PSPRS) employers to annually adopt a pension funding policy and formally accept their share of the assets and liabilities based on the PSPRS actuarial valuation report;

WHEREAS, on June 10, 2025, pursuant to Resolution No. 13369, the Council adopted its annual PSPRS pension funding policy for fiscal year 2025/26 to clearly communicate the Council's pension funding objectives, its commitment to City employees, and the sound financial management of the City, and to comply with A.R.S § 38-863.01;

WHEREAS, the Council desires to adopt a PSPRS pension funding policy for fiscal year 2026/27 and formally accept the City's share of assets and liabilities based on the June 30, 2025 PSPRS actuarial valuation report; and

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Scottsdale, Arizona, as follows:

Section 1. The Council hereby adopts the Fiscal Year 2026/27 PSPRS Pension Funding Policy (Policy) attached hereto as Exhibit "A" and incorporated herein by this reference.

Section 2. The Council hereby accepts, as set forth in the Policy, the City's share of assets and liabilities based on the June 30, 2025 PSPRS actuarial valuation report.

Section 3. The PSPRS Pension Funding Policy passed and adopted through Resolution No. 13369 on June 10, 2025 is hereby repealed in its entirety.

Section 4. Delayed Effective Date. The provisions of this Resolution shall be effective July 1, 2026.

PASSED AND ADOPTED by the Council of the City of Scottsdale, Arizona, this 9th day of June, 2026.

CITY OF SCOTTSDALE, an Arizona  
municipal corporation

ATTEST:

\_\_\_\_\_  
Ben Lane, City Clerk

\_\_\_\_\_  
Lisa Borowsky, Mayor

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Luis M. Santaella, City Attorney  
By: Jennifer Fernandez, Assistant City Attorney

## Exhibit "A"

### City of Scottsdale Fiscal Year 2026/27 Public Safety Personnel Retirement System Pension Funding Policy

The intent of this policy is to clearly communicate the Council's pension funding objectives and its commitment to City employees and the sound financial management of the City, and to comply with the statutory requirements of A.R.S. § 38-863.01, including reviewing and adopting this policy annually.

Several terms are used throughout this policy:

**Unfunded Actuarial Accrued Liability (UAAL)** – The difference between trust assets and the estimated future cost of pensions earned by employees. UAAL results from actual experience (interest earnings, mortality, disability rates, etc.) differing from the assumptions used in prior actuarial valuations.

**Annual Required Contribution (ARC)** – The annual amount required to be paid into the pension funds, as determined through annual actuarial valuations. It consists of two components: (1) normal pension cost, which is the estimated cost of pension benefits earned by employees in the current year; and (2) amortization of UAAL, which is the cost needed to cover the unfunded portion of pensions earned in prior years. The UAAL is amortized over a defined period. The ARC is expressed as a percentage of the current payroll.

**Funded Ratio** – The ratio of fund assets to actuarial accrued liability. A higher ratio indicates a better-funded pension plan, with 100% being fully funded.

**Intergenerational equity** – Ensures that no generation is burdened with substantially more or less pension cost than past or future generations.

**Legacy unfunded liability** – Applicable to Tier 1 and Tier 2 PSPRS members whose enrollment date is prior to July 2017.

The City's police and fire employees who are regularly assigned hazardous duty participate in the Public Safety Personnel Retirement System (PSPRS).

#### **Public Safety Personnel Retirement System (PSPRS)**

PSPRS is administered as an agent multiple-employer pension plan. An agent multiple-employer plan has two main functions: 1) to commingle assets of all plans under its administration, achieving economies of scale for more cost-efficient investments, and 2) to serve as the statewide uniform administrator for the distribution of benefits.

Under an agent multiple-employer pension plan, each participating agency has an individual trust fund reflecting that agency's assets and liabilities. All contributions are deposited to, and distributions are made from, that fund's assets. Each fund has its own funded ratio, contribution rate, and annual actuarial valuation. The City of Scottsdale has two trust funds, one for police employees and one for fire employees.

The Council formally accepts the assets, liabilities, and current funding ratio of the City's PSPRS trust funds from the June 30, 2025, actuarial valuation, as detailed below.

Trust Fund	Assets	Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio
Scottsdale Police	\$386,990,630	\$519,759,643	\$132,769,013	74.5%
Scottsdale Fire	\$204,560,877	\$250,907,857	\$46,346,980	81.5%
<b>Totals</b>	<b>\$591,551,507</b>	<b>\$770,667,500</b>	<b>\$179,115,993</b>	<b>76.8%</b>

#### PSPRS Funding Goal

Pensions that are less than fully funded place the cost of service provided in earlier periods (amortization of UAAL) on current taxpayers. Fully funded pension plans are the best way to achieve taxpayer and member intergenerational equity. Most PSPRS funds are significantly underfunded and fall short of this goal.

**The Council's funding ratio goal for the legacy unfunded liability is 100% (fully funded) by June 30, 2036.** Council established this goal for the following reasons:

- The PSPRS trust funds represent only the City's liability.
- A fully funded pension is the best way to achieve taxpayer and member intergenerational equity.

Council has taken the following actions to achieve this goal:

- Beginning in 2016, the City selected the 20-year amortization period instead of the 30-year one-time option for amortizing Tier 1 and Tier 2 unfunded liabilities, and did not use PSPRS's credit service model option related to the *Parker* case.
- Maintain ARC payment from operating revenues – Council is committed to maintaining the full ARC payment, or above (normal cost and UAAL amortization), from operating funds. The estimated combined ARC for fiscal year 2025/26 is \$28,926,657, and for fiscal year 2026/27 is \$30,877,962, and both can be paid from operating funds without diminishing City services.

Based on these actions, the Council plans to achieve its goal of 100% funding for the legacy unfunded liability by June 30, 2036, in accordance with the amortization timeline set forth in the PSPRS June 30, 2025, actuarial valuation.



# Arizona Public Safety Personnel Retirement System

**SCOTTSDALE POLICE DEPT. (025)**

Actuarial Valuation

*As of June 30, 2025  
Contributions Applicable to the Plan/  
Fiscal Year Ending June 30, 2027*

**FOSTER & FOSTER**  
ACTUARIES AND CONSULTANTS

November 2025

Board of Trustees  
Arizona Public Safety Personnel Retirement System

Re: Actuarial Valuation as of June 30, 2025 for Scottsdale Police Dept. (025)

Dear Members of the Board,

This report details the annual actuarial valuation of the Arizona Public Safety Personnel Retirement System (PSPRS) as of June 30, 2025. The valuation was performed to measure the plan's liability and funding levels and to determine the actuarially appropriate funding requirements for the applicable plan year. This report was prepared for use by the Board and those designated or approved by the Board. Use of the results for other purposes may not be applicable and could produce significantly different results.

#### **DATA AND ASSUMPTIONS**

In preparing this report, we have relied on personnel, plan design, and asset information supplied by PSPRS. In our opinion, the assumptions used in the valuation, as adopted by the Board, represent reasonable expectations of anticipated fund experience. Other sets of assumptions and methods could also be reasonable and could produce materially different results. 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.

#### **DISCLOSURES AND LIMITATIONS**

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and changes in plan provisions or applicable law. Due to the limited scope of this report, we did not provide an analysis of these potential differences.

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 its liabilities.

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.

#### **ACTUARIAL CERTIFICATION**

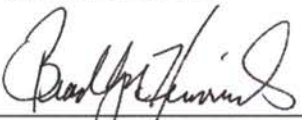
The valuation has been conducted in accordance with all applicable laws and regulations, as well as generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board; specifically No. 6 for Measuring Retiree Group Benefit Obligations/No. 4 for Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, No. 23 for Data Quality, No. 27 for Selection of Economic Assumptions for Measuring Pension Obligations, No. 35 for Selection of Demographic and Other Noneconomic Assumptions for Measuring Pension Obligations, No. 44, Selection and Use of Asset Valuation Methods for Pension Valuations, and No. 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations.

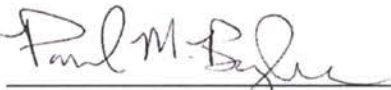
In our opinion, the Minimum Required Contribution set forth in this report constitutes a reasonable actuarially determined contribution under Actuarial Standard of Practice No. 4.

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

To our knowledge, no associate of Foster & Foster, Inc. working on this report 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 PSPRS Board of Trustees. Thus, there is no relationship existing that might affect our capacity to prepare and certify this actuarial report.

Respectfully submitted,  
Foster & Foster, Inc.

  
Bradley R. Heinrichs, FSA, EA, MAAA

  
Paul M. Baugher, FSA, EA, MAAA

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## SUMMARY

The regular annual actuarial valuation of the Arizona Public Safety Personnel Retirement System for the Scottsdale Police Dept., performed as of June 30, 2025, has been completed and the results are presented in this Report. The purpose of this valuation is to:

- Compute the employers’ recommended contribution rates for the fiscal year ending June 30, 2027. This information is contained in the section entitled “Contribution Results”.
- Compute the liabilities associated with benefits likely to be paid on behalf of current retired and active members and compare accumulated assets with the liabilities to assess the funded condition. This information is contained in the section entitled “Liability Support.”

Valuation Date Applicable to Fiscal Year Ending	June 30, 2025 2027	June 30, 2024 2026
<b>EMPLOYER CONTRIBUTION REQUIREMENTS (AS A PERCENTAGE OF PAYROLL)</b>		
<b>Tiers 1 &amp; 2 Members</b>		
Pension	52.38%	52.55%
Health	0.00%	0.00%
Total	52.38%	52.55%
<b>Tier 3 Members <sup>1</sup></b>		
Pension	8.22%	7.95%
Health	0.08%	0.09%
Total	8.30%	8.04%
<b>FUNDED STATUS</b>		
<b>Tiers 1 &amp; 2 Members</b>		
Pension	73.8%	70.9%
Health	169.9%	167.9%
Total	74.8%	71.9%
<b>Tier 3 Members</b>		
Pension	112.5%	117.2%
Health	201.5%	201.5%
Total	113.4%	118.2%

<sup>1</sup> 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.

## CHANGES FROM PRIOR YEAR

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

	Tiers 1 & 2		Tier 3 Members	
	Pension	Health	Pension	Health
Contribution Rate Last Valuation	52.55%	0.00%	7.95%	0.09%
Asset Experience	(0.61%)	(0.02%)	(0.17%)	0.00%
Payroll Base	(0.40%)	0.00%	0.00%	0.00%
Liability Experience	(0.33%)	0.00%	(0.21%)	0.00%
Additional Contribution	(0.05%)	0.00%	0.00%	0.00%
Assumption/Method Change	0.90%	0.00%	0.00%	0.00%
Compensation Limit Update	0.00%	0.00%	0.61%	0.00%
Other	<u>0.32%</u>	<u>0.02%</u>	<u>0.04%</u>	<u>(0.01%)</u>
Contribution Rate This Valuation	52.38%	0.00%	8.22%	0.08%

### FUNDED STATUS

	Tiers 1 & 2		Tier 3 Members	
	Pension	Health	Pension	Health
Funded Status Last Valuation	70.9%	167.9%	117.2%	201.5%
Asset Experience	0.5%	1.3%	2.1%	4.1%
Liability Experience	0.2%	5.9%	2.8%	(1.0%)
Additional Contribution	0.1%	0.0%	0.0%	0.0%
Assumption/Method Change	0.0%	0.0%	0.0%	0.0%
Compensation Limit Update	0.0%	0.0%	0.0%	0.0%
Other	<u>2.1%</u>	<u>(5.2%)</u>	<u>(9.6%)</u>	<u>(3.1%)</u>
Funded Status This Valuation	73.8%	169.9%	112.5%	201.5%

**Asset 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, 2025 was 11.0% for Tiers 1 and 2 and 12.5% for Tier 3. On a smoothed, actuarial value of assets basis, the average return was 7.9% for Tiers 1 and 2 and 9.2% for Tier 3. The returns exceeded the 2024 assumed earnings rate for Tiers 1 and 2 of 7.2% and the 2024 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 the 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, with key sources of loss coming from inactive mortality, actual COLAs, and other data changes.

**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 1.50% to 0.75%.

**Compensation Limit Update** – The Tier 3 compensation limit was updated, as scheduled, with a sizable increase over expectation.

**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 inactives. Tier 3 members were also impacted by the increase in the compensation limit.

## CONTRIBUTION RESULTS

### DEVELOPMENT OF EMPLOYER CONTRIBUTIONS – TIERS 1 & 2 MEMBERS

Valuation Date Applicable to Fiscal Year Ending	June 30, 2025		June 30, 2024	
	Rate	Dollar	Rate	Dollar
<b>PENSION</b>				
Normal Cost				
Total Normal Cost	21.51%	\$ 5,736,601	21.39%	\$ 6,192,143
Employee Cost	<u>(7.65%)</u>	<u>(2,040,214)</u>	<u>(7.65%)</u>	<u>(2,214,581)</u>
Employer (Net) Normal Cost	13.86%	3,696,387	13.74%	3,977,562
Amortization of Unfunded Liability	<u>38.52%</u>	<u>10,273,076</u>	<u>38.81%</u>	<u>11,235,020</u>
Total Employer Cost (Pension)	52.38%	13,969,463	52.55%	15,212,582
<b>HEALTH</b>				
Normal Cost	0.32%	85,342	0.32%	92,636
Amortization of Unfunded Liability	<u>(0.32%)</u>	<u>(85,342)</u>	<u>(0.32%)</u>	<u>(92,636)</u>
Total Employer Cost (Health)	0.00%	0	0.00%	0
<b>Total Employer Cost (Pension + Health)</b>	<b>52.38%</b>	<b>13,969,463</b>	<b>52.55%</b>	<b>15,212,582</b>
Alternate Contribution Rate (ACR) <sup>1</sup>	38.52%		38.81%	
Underlying Payroll (as of valuation date)		26,470,929		28,520,962

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").

<sup>1</sup> 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.

### DEVELOPMENT OF EMPLOYER CONTRIBUTIONS – TIER 3 DEFINED BENEFIT (DB) MEMBERS

Valuation Date Applicable to Fiscal Year Ending	June 30, 2025		June 30, 2024	
	2027		2026	
	Rate	Dollar	Rate	Dollar
<b>PENSION</b>				
Total Normal Cost	16.44%	\$ 2,540,126	15.90%	\$ 2,022,248
Amortization of Unfunded Liability	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>
Total Pension Cost	16.44%	2,540,126	15.90%	2,022,248
<b>HEALTH</b>				
Total Normal Cost	0.15%	23,176	0.17%	21,622
Amortization of Unfunded Liability	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>
Total Health Cost	0.15%	23,176	0.17%	21,622
<b>TOTAL</b>				
Calculated Tier 3 Required EE/ER Individual Cost	8.30%	1,281,651	8.04%	1,021,935
Funding Policy Tier 3 Required EE/ER Individual Cost <sup>1</sup>	8.19%	1,265,428	8.22%	1,045,464
ER Legacy Cost of Tiers 1 & 2 Amort of Unfunded Liabilities <sup>2</sup>	38.52%	5,951,683	38.81%	4,936,066
<b>Funding Policy Tier 3 ER Defined Benefit Cost</b>	<b>46.71%</b>	<b>7,217,111</b>	<b>47.03%</b>	<b>5,981,530</b>
Underlying Payroll (as of valuation date)		15,335,871		12,530,583

<sup>1</sup> The "Funding Policy" cost was adopted in 2023 and first reflected in the June 30, 2023 valuation. This cost is a 3-year rolling average of the actual calculated costs. The total cost is split equally between employer and employee, in compliance with state statutes. Note that pension and health monies are split differently for the two parties based on IRS requirements. More information on this breakout is included in the "Historical Summary of Rates".

<sup>2</sup> 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 CONTRIBUTIONS – TIER 3 DEFINED CONTRIBUTION (DC) MEMBERS

Valuation Date Applicable to Fiscal Year Ending	June 30, 2025		June 30, 2024	
	2027		2026	
	Rate	Dollar	Rate	Dollar
<b>TIER 2 &amp; 3 DB / NON-SOCIAL SECURITY</b>				
Employee Cost	3.00%		3.00%	
Employer Cost <sup>1</sup>	3.00%		3.00%	
<b>TIER 3 DC ONLY</b>				
Employee Cost	9.00%	\$ 72,222	9.00%	\$ 45,504
Employee Health Subsidy Program Cost	0.18%	1,444	0.20%	1,011
Employee Disability Program Cost	<u>1.60%</u>	<u>12,840</u>	<u>1.54%</u>	<u>7,786</u>
<b>Total Employee Cost</b>	<b>10.78%</b>	<b>86,506</b>	<b>10.74%</b>	<b>54,301</b>
Employer Cost	9.00%	72,222	9.00%	45,504
Employer Health Subsidy Program Cost	0.18%	1,444	0.20%	1,011
Employer Disability Program Cost	<u>1.60%</u>	<u>12,840</u>	<u>1.54%</u>	<u>7,786</u>
<b>Total Employer Cost (before Legacy)</b>	<b>10.78%</b>	<b>86,506</b>	<b>10.74%</b>	<b>54,301</b>
ER Legacy Cost of Tiers 1 & 2 Amort of Unfunded Liabilities <sup>2</sup>	38.52%	309,111	38.81%	196,225
<b>Total Employer Cost (with Legacy)</b>	<b>49.30%</b>	<b>395,617</b>	<b>49.55%</b>	<b>250,526</b>
Underlying Payroll (as of valuation date)		796,496		498,132

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

<sup>2</sup> 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	N/A
Available Retirement Plan <sup>1</sup>	DB Only	DB Only	Hybrid	DB Only	Hybrid	DC Only
<b>EMPLOYEE CONTRIBUTION RATE</b>						
PSPRS DB Rate	7.65%	7.65%	7.65%	8.19%	8.19%	
PSPRS DC Rate			3.00%		3.00%	9.00%
Employer Health Subsidy Program Cost						0.18%
PSPDCRP Disability Program Rate						1.60%
<b>Total EE Contribution Rate</b>	<b>7.65%</b>	<b>7.65%</b>	<b>10.65%</b>	<b>8.19%</b>	<b>11.19%</b>	<b>10.78%</b>
<b>EMPLOYER CONTRIBUTION RATE</b>						
PSPRS DB Normal Cost	14.18%	14.18%	14.18%	8.19%	8.19%	
PSPRS DB Tier 1 & 2 Legacy Cost <sup>2</sup>	38.20%	38.20%	38.20%	38.52%	38.52%	38.52%
PSPRS DC Rate			3.00%		3.00%	9.00%
Employer Health Subsidy Program Cost						0.18%
PSPDCRP Disability Program Rate						1.60%
<b>Total ER Contribution Rate</b>	<b>52.38%</b>	<b>52.38%</b>	<b>55.38%</b>	<b>46.71%</b>	<b>49.71%</b>	<b>49.30%</b>
<b>Employer Alternate Contribution Rate <sup>3</sup></b>	<b>38.52%</b>	<b>38.52%</b>	<b>38.52%</b>	<b>38.52%</b>	<b>38.52%</b>	<b>38.52%</b>

Exhibit summarizes employee and employer contributions based on Statute and the results of June 30, 2025 actuarial valuation. Pension and health components are combined, where applicable.

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

<sup>2</sup> 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

<sup>3</sup> 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.

**IMPACT OF ADDITIONAL CONTRIBUTIONS**

Impact On	Additional Contribution (000s)										
	\$0	\$10,000	\$20,000	\$30,000	\$40,000	\$50,000	\$60,000	\$70,000	\$80,000	\$90,000	\$100,000
Funded Status - June 30, 2025	73.8%	75.7%	77.7%	79.6%	81.6%	83.6%	85.5%	87.5%	89.4%	91.4%	93.4%
FYE 2027 Contribution Rate	52.38%	49.96%	47.55%	45.13%	42.71%	40.30%	37.88%	35.47%	33.05%	30.63%	28.22%

Table shows the hypothetical change in the funded status and contribution rate from the June 30, 2025 actuarial valuation results for Tiers 1 & 2 if an additional contribution of the amount shown had been made to the Fund on June 30, 2025. This illustration can help estimate the impact of contributing additional monies to the fund in the future.

## HISTORICAL SUMMARY OF RATES

	Valuation Date June 30	Fiscal Year Ending June 30	Pension			Health		
			Normal Cost	Unfunded Amortization	Total	Normal Cost	Unfunded Amortization	Total
<b>TIERS 1 &amp; 2</b> (Employer)	2021	2023	13.81%	49.46%	63.27%	0.38%	(0.38%)	0.00%
	2022	2024	13.78%	43.78%	57.56%	0.37%	(0.37%)	0.00%
	2023	2025	13.92%	42.81%	56.73%	0.35%	(0.35%)	0.00%
	2024	2026	13.74%	38.81%	52.55%	0.32%	(0.32%)	0.00%
	2025	2027	13.86%	38.52%	52.38%	0.32%	(0.32%)	0.00%
<b>TIER 3 <sup>1</sup></b> (Employer)	2021	2023	9.73%	0.00%	9.73%	0.19%	0.00%	0.19%
	2022	2024	8.96%	0.00%	8.96%	0.19%	0.00%	0.19%
	2023	2025	8.42%	0.00%	8.42%	0.09%	0.00%	0.09%
	2024	2026	8.04%	0.00%	8.04%	0.18%	0.00%	0.18%
	2025	2027	8.02%	0.00%	8.02%	0.17%	0.00%	0.17%
<b>TIER 3</b> (Employee)	2021	2023	9.73%	0.00%	9.73%	0.19%	0.00%	0.19%
	2022	2024	8.96%	0.00%	8.96%	0.19%	0.00%	0.19%
	2023	2025	8.42%	0.00%	8.42%	0.09%	0.00%	0.09%
	2024	2026	8.22%	0.00%	8.22%	0.00%	0.00%	0.00%
	2025	2027	8.19%	0.00%	8.19%	0.00%	0.00%	0.00%

<sup>1</sup> All Tier 3 rates shown (employer and employee) are Board approved Funding Policy rates. Starting in 2023, these rates are a 3-year rolling average of calculated EE/ER rates. Does not reflect Legacy costs that the employer must also contribute.

## LIABILITY SUPPORT

### LIABILITIES AND FUNDED RATIOS BY BENEFIT - TIERS 1 & 2

	June 30, 2025	June 30, 2024
<b>PENSION</b>		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 294,180,369	\$ 285,549,506
DROP Members	75,488,758	62,402,063
Vested Members	2,455,147	2,474,152
Active Members	<u>175,981,985</u>	<u>185,638,112</u>
Total Actuarial Present Value of Benefits	548,106,259	536,063,833
Actuarial Accrued Liability (AAL)		
All Inactive Members	372,124,274	350,425,721
Active Members	<u>138,309,703</u>	<u>143,920,966</u>
Total Actuarial Accrued Liability	510,433,977	494,346,687
Actuarial Value of Assets (AVA)	376,495,535	350,527,124
Unfunded Actuarial Accrued Liability	133,938,442	143,819,563
PVB Funded Ratio (AVA / PVB)	68.7%	65.4%
AAL Funded Ratio (AVA / AAL)	73.8%	70.9%
<b>HEALTH</b>		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 2,450,953	\$ 2,269,908
DROP Members	1,035,850	893,238
Active Members	<u>2,365,299</u>	<u>2,552,277</u>
Total Present Value of Benefits	5,852,102	5,715,423
Actuarial Accrued Liability (AAL)		
All Inactive Members	3,486,803	3,163,146
Active Members	<u>1,866,172</u>	<u>1,988,685</u>
Total Actuarial Accrued Liability	5,352,975	5,151,831
Actuarial Value of Assets (AVA)	9,092,994	8,650,216
Unfunded Actuarial Accrued Liability	(3,740,019)	(3,498,385)
PVB Funded Ratio (AVA / PVB)	155.4%	151.3%
AAL Funded Ratio (AVA / AAL)	169.9%	167.9%

Health liabilities were increased by \$2,788 under the lateral transfer methodology. Pension liabilities were not impacted.

### LIABILITIES AND FUNDED RATIOS BY BENEFIT - TIER 3

	June 30, 2025	June 30, 2024
<b>PENSION</b>		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 0	\$ 0
Vested Members	414,044	329,426
Active Members	<u>41,144,734</u>	<u>28,629,575</u>
Total Actuarial Present Value of Benefits	41,558,778	28,959,001
Actuarial Accrued Liability (AAL)		
All Inactive Members	414,044	329,426
Active Members	<u>8,911,622</u>	<u>6,063,422</u>
Total Actuarial Accrued Liability	9,325,666	6,392,848
Actuarial Value of Assets (AVA)	10,495,095	7,493,261
Unfunded Actuarial Accrued Liability	(1,169,429)	(1,100,413)
PVB Funded Ratio (AVA / PVB)	25.3%	25.9%
AAL Funded Ratio (AVA / AAL)	112.5%	117.2%
<b>HEALTH</b>		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 0	\$ 0
Active Members	<u>385,244</u>	<u>316,333</u>
Total Present Value of Benefits	385,244	316,333
Actuarial Accrued Liability (AAL)		
All Inactive Members	0	0
Active Members	<u>96,137</u>	<u>76,052</u>
Total Actuarial Accrued Liability	96,137	76,052
Actuarial Value of Assets (AVA)	193,701	153,267
Unfunded Actuarial Accrued Liability	(97,564)	(77,215)
PVB Funded Ratio (AVA / PVB)	50.3%	48.5%
AAL Funded Ratio (AVA / AAL)	201.5%	201.5%

The liabilities shown on this page are the liabilities for Scottsdale Police 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, 2024	143,819,563	(3,498,385)	(1,100,413)	(77,215)
(2) Normal Cost Developed in Last Valuation	3,977,562	92,636	1,011,124	11,447
(3) Actual Contributions	21,316,591	0	1,147,720	24,859
(4) Expected Interest On (1), (2), and (3)	9,887,333	(245,214)	(47,029)	(5,615)
(5) Expected Unfunded Actuarial Accrued Liability as of June 30, 2025: (1)+(2)-(3)+(4)	136,367,867	(3,650,963)	(1,284,038)	(96,242)
(6) Changes to UAAL Due to Assumptions, Methods and Benefits	0	0	0	0
(7) Change to UAAL Due to Actuarial (Gain)/Loss	<u>(2,429,425)</u>	<u>(89,056)</u>	<u>114,609</u>	<u>(1,322)</u>
(8) Unfunded Actuarial Accrued Liability as of June 30, 2025	133,938,442	(3,740,019)	(1,169,429)	(97,564)

**AMORTIZATION OF UNFUNDED LIABILITIES - TIERS 1 & 2**

	Date Established	Outstanding Balance	Years Remaining	Amortization Rate
<b>PENSION</b>	6/30/2019	95,298,505	11	27.96%
	6/30/2021	11,761,913	11	3.47%
	6/30/2022	4,327,722	12	1.21%
	6/30/2023	12,835,873	13	3.40%
	6/30/2024	11,315,133	14	2.87%
	6/30/2025	<u>(1,600,704)</u>	15	<u>(0.39%)</u>
	Total		133,938,442	
<b>HEALTH</b>	6/30/2019	0	10	0.00%
	6/30/2021	0	10	0.00%
	6/30/2022	0	10	0.00%
	6/30/2023	0	10	0.00%
	6/30/2024	0	10	0.00%
	6/30/2025	<u>(3,204,722)</u>	10	<u>(1.01%)</u>
	Total		(3,204,722)	

**AMORTIZATION OF UNFUNDED LIABILITIES - TIER 3**

	Date Established	Outstanding Balance	Years Remaining	Amortization Rate <sup>1</sup>
<b>PENSION</b>	6/30/2018	(116)	3	0.00%
	6/30/2019	(36,558)	4	(0.07%)
	6/30/2020	51,125	5	0.08%
	6/30/2021	(125,958)	6	(0.16%)
	6/30/2022	(373,455)	7	(0.42%)
	6/30/2023	(209,081)	8	(0.21%)
	6/30/2024	(307,152)	9	(0.29%)
	6/30/2025	<u>(168,234)</u>	10	<u>(0.15%)</u>
Total		(1,169,429)		0.00%
<b>HEALTH</b>	6/30/2018	(53)	3	0.00%
	6/30/2019	(838)	4	0.00%
	6/30/2020	(1,770)	5	0.00%
	6/30/2021	(5,109)	6	(0.01%)
	6/30/2022	(17,060)	7	(0.02%)
	6/30/2023	(17,426)	8	(0.02%)
	6/30/2024	(28,184)	9	(0.03%)
	6/30/2025	<u>(27,124)</u>	10	<u>(0.02%)</u>
Total		(97,564)		0.00%

<sup>1</sup> By Statute, negative total amortization rates are not subtracted in Tier 3 rate calculations.

## ASSET SUPPORT

### STATEMENT OF CHANGES IN FIDUCIARY NET POSITION FOR YEAR ENDED JUNE 30, 2025

	Tiers 1 & 2		Tier 3	
	Pension	Health	Pension	Health
<b>ADDITIONS</b>				
Contributions				
Member Contributions	\$ 108,640,873	\$ 0	\$ 61,005,633	\$ 0
Employer Contributions	1,069,823,308	0	59,252,766	0
Health Insurance Contributions	<u>0</u>	<u>4,098,668</u>	<u>0</u>	<u>1,553,978</u>
Total Contributions	1,178,464,181	4,098,668	120,258,399	1,553,978
Investment Income				
Net Increase in Fair Value	1,390,120,909	34,877,805	45,105,036	1,105,501
Interest and Dividends	259,062,270	6,499,811	8,405,753	206,021
Other Income	150,210,467	3,767,860	4,873,856	119,427
Less Investment Expenses	<u>(35,364,426)</u>	<u>(728,394)</u>	<u>(1,147,464)</u>	<u>(23,087)</u>
Net Investment Income	1,764,029,220	44,417,082	57,237,181	1,407,862
Non-investment Income	0	0	0	0
Transfers In	288,360	0	206,733	0
Total Additions	2,942,781,761	48,515,750	177,702,313	2,961,840
<b>DEDUCTIONS</b>				
Distributions to Members				
Benefit Payments	1,218,594,305	0	852,434	0
Health Insurance Subsidy	0	18,660,709	0	6,480
Refund of Contributions	<u>12,178,168</u>	<u>0</u>	<u>2,803,612</u>	<u>0</u>
Total Distributions	1,230,772,473	18,660,709	3,656,046	6,480
Administrative Expenses	7,838,369	201,658	254,475	6,392
Transfers Out	67,338	0	0	0
Other	0	0	0	0
Total Deductions	1,238,678,180	18,862,367	3,910,521	12,872
<b>NET INCREASE / (DECREASE)</b>	<b>1,704,103,581</b>	<b>29,653,383</b>	<b>173,791,792</b>	<b>2,948,968</b>
<b>NET POSITION HELD IN TRUST</b>				
Prior Valuation	15,933,751,686	411,840,936	398,698,171	11,044,818
Beginning of the Year Adjustment	0	0	0	0
End of the Year	17,637,855,267	441,494,319	572,489,963	13,993,786

## DEVELOPMENT OF PENSION ACTUARIAL VALUE OF ASSETS - TIERS 1 & 2

### A. Investment Income

A1. Actual Investment Income	\$ 1,756,190,851
A2. Expected Amount for Immediate Recognition	1,145,387,569
A3. Amount Subject to Amortization	610,803,282

B. Amortization Schedule	Year Ended June 30						
	2025	2026	2027	2028	2029	2030	2031
2025 Experience (A3 / 7)	87,257,612	87,257,612	87,257,612	87,257,612	87,257,612	87,257,612	87,257,610
2024 Experience	62,439,795	62,439,795	62,439,795	62,439,795	62,439,795	62,439,792	
2023 Experience	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)			
2021 Experience	238,978,744	238,978,744	238,978,745				
2020 Experience	(68,882,158)	(68,882,160)					
2019 Experience	(22,859,275)						
<b>Total Amortization</b>	<b>102,681,189</b>	<b>125,540,462</b>	<b>194,422,623</b>	<b>(44,556,122)</b>	<b>159,895,124</b>	<b>149,697,404</b>	<b>87,257,610</b>

### C. Actuarial Value of Assets

	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	15,769,616,678	
C2. Non-investment Net Cash Flow	(52,087,270)	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	16,965,598,166	
C4. Market Value of Assets, June 30, 2025	17,637,855,267	391,414,066
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	16,965,598,166	376,495,535

### D. Rates of Return

D1. Market Value Rate of Return	11.0%
D2. Actuarial Value Rate of Return	7.9%

## DEVELOPMENT OF HEALTH ACTUARIAL VALUE OF ASSETS - TIERS 1 & 2

### A. Investment Income

A1. Actual Investment Income	\$ 44,215,424
A2. Expected Amount for Immediate Recognition	29,137,425
A3. Amount Subject to Amortization	15,077,999

B. Amortization Schedule	Year Ended June 30						
	2025	2026	2027	2028	2029	2030	2031
2025 Experience (A3 / 7)	2,154,000	2,154,000	2,154,000	2,154,000	2,154,000	2,154,000	2,153,999
2024 Experience	1,556,610	1,556,610	1,556,610	1,556,610	1,556,610	1,556,608	
2023 Experience	193,035	193,035	193,035	193,035	193,036		
2022 Experience	(6,416,469)	(6,416,469)	(6,416,469)	(6,416,471)			
2021 Experience	9,257,478	9,257,478	9,257,481				
2020 Experience	(2,898,713)	(2,898,716)					
2019 Experience	(1,075,572)						
<b>Total Amortization</b>	<b>2,770,369</b>	<b>3,845,938</b>	<b>6,744,657</b>	<b>(2,512,826)</b>	<b>3,903,646</b>	<b>3,710,608</b>	<b>2,153,999</b>

### C. Actuarial Value of Assets

	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	406,302,544	
C2. Non-investment Net Cash Flow	(14,562,041)	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	423,648,297	
C4. Market Value of Assets, June 30, 2025	441,494,319	9,476,033
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	423,648,297	9,092,994

### D. Rates of Return

D1. Market Value Rate of Return	10.9%
D2. Actuarial Value Rate of Return	8.0%

### DEVELOPMENT OF PENSION ACTUARIAL VALUE OF ASSETS - TIERS 3

#### A. Investment Income

A1. Actual Investment Income	\$ 56,982,706
A2. Expected Amount for Immediate Recognition	31,928,044
A3. Amount Subject to Amortization	25,054,662

B. Amortization Schedule	Year Ended June 30				
	2025	2026	2027	2028	2029
2025 Experience (A3 / 5)	5,010,932	5,010,932	5,010,932	5,010,932	5,010,934
2024 Experience	3,027,823	3,027,823	3,027,823	3,027,823	
2023 Experience	885,521	885,521	885,520		
2022 Experience	(3,259,379)	(3,259,381)			
2021 Experience	3,551,938				
<b>Total Amortization</b>	<b>9,216,835</b>	<b>5,664,895</b>	<b>8,924,275</b>	<b>8,038,755</b>	<b>5,010,934</b>

#### C. Actuarial Value of Assets

	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	386,897,139	
C2. Non-investment Net Cash Flow	116,809,086	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	544,851,104	
C4. Market Value of Assets, June 30, 2025	572,489,963	11,027,484
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	544,851,104	10,495,095

#### D. Rates of Return

D1. Market Value Rate of Return	12.5%
D2. Actuarial Value Rate of Return	9.2%

### DEVELOPMENT OF HEALTH ACTUARIAL VALUE OF ASSETS - TIERS 3

#### A. Investment Income

A1. Actual Investment Income	\$ 1,401,470
A2. Expected Amount for Immediate Recognition	826,384
A3. Amount Subject to Amortization	575,086

B. Amortization Schedule	Year Ended June 30				
	2025	2026	2027	2028	2029
2025 Experience (A3 / 5)	115,017	115,017	115,017	115,017	115,018
2024 Experience	84,292	84,292	84,292	84,290	
2023 Experience	23,872	23,872	23,870		
2022 Experience	(101,792)	(101,790)			
2021 Experience	128,961				
<b>Total Amortization</b>	<b>250,350</b>	<b>121,391</b>	<b>223,179</b>	<b>199,307</b>	<b>115,018</b>

#### C. Actuarial Value of Assets

	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	10,710,659	
C2. Non-investment Net Cash Flow	1,547,498	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	13,334,891	
C4. Market Value of Assets, June 30, 2025	13,993,786	203,272
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	13,334,891	193,701

#### D. Rates of Return

D1. Market Value Rate of Return	11.9%
D2. Actuarial Value Rate of Return	9.4%

## MEMBER STATISTICS

### STATISTICAL DATA – ACTIVE MEMBERS

	June 30, 2025		June 30, 2024	
	Tiers 1 & 2	Tier 3	Tiers 1 & 2	Tier 3
<b>ACTIVES</b>				
Number	178	139	196	119
Average Current Age	44.1	29.9	43.7	29.9
Average Age at Employment	27.6	26.8	27.7	27.2
Average Past Service	16.5	3.1	16.0	2.7
Average Annual Salary	\$140,439	\$100,867	\$138,795	\$99,452
<b>ACTIVES (TRANSFERRED)</b>				
Number	2	3	2	3
Average Current Age	35.8	26.6	34.8	25.6
Average Age at Employment	25.5	21.7	25.5	21.7
Average Past Service	10.3	4.9	9.3	3.9
Average Annual Salary	\$128,214	\$98,180	\$124,766	\$102,479
<b>Total Number (Active)</b>	<b>180</b>	<b>142</b>	<b>198</b>	<b>122</b>

## STATISTICAL DATA – INACTIVE MEMBERS

	June 30, 2025		June 30, 2024	
	Tiers 1 & 2	Tier 3	Tiers 1 & 2	Tier 3
<b>RETIREES</b>				
Number	247	0	240	0
Average Current Age	63.9	N/A	63.3	N/A
Average Annual Benefit	\$67,268	N/A	\$66,319	N/A
<b>DROP RETIREES</b>				
Number	56	N/A	49	N/A
Average Current Age	53.6	N/A	54.0	N/A
Average Annual Benefit	\$72,597	N/A	\$69,199	N/A
<b>BENEFICIARIES</b>				
Number	24	0	24	0
Average Current Age	70.7	N/A	73.0	N/A
Average Annual Benefit	\$57,348	N/A	\$54,695	N/A
<b>DISABILITY RETIREES</b>				
Number	64	0	65	0
Average Current Age	61.5	N/A	60.7	N/A
Average Annual Benefit	\$57,571	N/A	\$56,304	N/A
<b>INACTIVE / VESTED</b>				
Number	51	28	55	25
Average Current Age	47.8	35.1	46.3	33.0
Average Accumulated Contributions	\$20,075	\$5,218	\$19,953	\$4,587
<b>TOTAL NUMBER (INACTIVE)</b>	<b>442</b>	<b>28</b>	<b>433</b>	<b>25</b>
<b>FORMER MEMBERS (TRANSFERRED)</b>	<b>10</b>	<b>18</b>	<b>12</b>	<b>16</b>

**ACTIVE AGE, SERVICE AND PAY DISTRIBUTIONS – 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	0	0	0	0	0	0	0	0	0
30 - 34	0	6	8	0	0	0	0	14	1,839,364	131,383
35 - 39	0	2	27	7	0	0	0	36	4,659,810	129,439
40 - 44	0	2	13	43	1	0	0	59	8,675,301	147,039
45 - 49	0	2	2	20	12	4	0	40	5,746,333	143,658
50 - 54	0	1	0	12	5	3	0	21	2,898,622	138,030
55 - 59	0	0	0	5	1	2	0	8	1,164,591	145,574
60 - 64	0	0	0	2	0	0	0	2	270,566	135,283
65+	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	13	50	89	19	9	0	180	25,254,587	140,303

**ACTIVE AGE, SERVICE AND PAY DISTRIBUTIONS – 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	19	0	0	0	0	0	0	19	1,480,784	77,936
25 - 29	58	14	0	0	0	0	0	72	7,293,561	101,299
30 - 34	24	9	0	0	0	0	0	33	3,618,124	109,640
35 - 39	6	4	0	0	0	0	0	10	1,073,705	107,371
40 - 44	3	1	0	0	0	0	0	4	434,893	108,723
45 - 49	2	2	0	0	0	0	0	4	413,975	103,494
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
<b>Total</b>	<b>112</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>142</b>	<b>14,315,042</b>	<b>100,810</b>

**AGE DISTRIBUTIONS – INACTIVE MEMBERS**

Age	Retirees, Disableds and Beneficiaries	
	Count	Average Annual Pensions
<40	1	110,123
40-45	0	0
45-49	17	57,760
50-54	43	58,735
55-59	77	66,542
60-64	59	67,505
65-69	49	63,607
70-74	30	69,454
75-79	37	65,888
80-84	10	63,160
85-89	10	56,316
90-94	2	59,507
95-99	0	0
100+	0	0
<b>Total</b>	<b>335</b>	<b>64,705</b>

## ACTUARIAL ASSUMPTIONS AND METHODS

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**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.

**Mortality Rate**

**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.

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Disability Rate

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.

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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.

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Inflation

2.50%.

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Tier 3 Compensation Limit

\$140,952 for calendar 2024. Assumed increases of 2.00% per year thereafter.

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Cost-of-Living Adjustment

1.85%.

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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.
Marital Status	For active members, 85% of males and 60% of females are assumed to be married. Actual marital status is used, where applicable, for inactive members.
Spouse's Age	Males are assumed to be three years older than females.
Benefit Commencement	Deferred members are assumed to commence benefits as follows: <ul style="list-style-type: none"><li>• Tier 1: immediate refund of contributions</li><li>• Tiers 2 &amp; 3 (less than 15 years service): immediate refund of contributions</li><li>• Tier 2 (15+ years service): life annuity payable at age 52.5</li><li>• Tier 3 (15+ years service): life annuity payable at age 55</li></ul>
Health Care Utilization	For active members, 70% of retirees are expected to utilize retiree health care. Actual utilization is used for inactive members.
Funding Method	Entry Age Normal Cost Method.
Lateral Transfers	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.
Actuarial Asset Method	Each year the assumed investment income is recognized in full while the difference between actual and assumed investment income are smoothed over a fixed period (7 years for Tiers 1 & 2; 5 years for Tier 3). Actuarial Assets shall not be less than 80% nor greater than 120% of the Market Value of Assets. 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.

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Amortization Method

See Funding Policy for complete details. In short:

**Tiers 1 & 2:**

- Any positive UAAL (assets less than funding policy targets) is amortized using a layered approach according to a Level Dollar method over a closed period of 15 years (phased into from current period).
- Any negative UAAL (assets greater than funding policy targets) is amortized according to a Level Dollar method over an open period of 10 years.

**Tier 3:**

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

0.75% per year. This is the annual increase expected on total employer payroll.

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**CHANGES SINCE THE PRIOR VALUATION**

The payroll growth assumption was lowered from 1.50% to 0.75%.

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	Pima	Other	Maricopa	Pima	Other
	Police	Police	Police	Fire	Fire	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	Pima	Other	Maricopa	Pima	Other
	Police	Police	Police	Fire	Fire	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%

## PLAN PROVISIONS

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

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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:  <b>Tier 1:</b> Hired before January 1, 2012 <b>Tier 2:</b> Hired on or after January 1, 2012 but before July 1, 2017 <b>Tier 3:</b> 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	<b>Tier 1:</b> The highest compensation paid to member during three consecutive years out of the last 20 years of Credited Service, divided by months.  <b>Tier 2:</b> The highest compensation paid to member during five consecutive years out of the last 20 years of Credited Service, divided by months.  <b>Tier 3:</b> 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):

Credited Service	Benefit Adjustment
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):

Credited Service	Benefit Multiplier
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):

Credited Service	Benefit Multiplier
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.
<hr/>	
Early Retirement	<b><i>Only applicable to Tier 3 members</i></b>
Date	Attainment of age 52.5 and 15 years of Credited Service.
Benefit	Actuarial equivalent of Normal Retirement benefit.
Form of Benefit	Same as Normal Retirement
<hr/>	
Disability Benefit – Accidental (duty-related)	
Eligibility	Total and permanent disability incurred in performance of duty.
Benefit Amount	A maximum of: <ul style="list-style-type: none"> <li>a.) 50% of Average Monthly Benefit Compensation, and;</li> <li>b.) The monthly retirement pension that the Member is entitled to receive if he or she retired immediately.</li> </ul>
<hr/>	
Disability Benefit – Ordinary (not duty-related)	
Eligibility	Total and permanent disability not incurred in performance of duty.
Benefit Amount	Normal Retirement pension that the member is entitled to receive, prorated based on Credited Service earned over the required Credited Service for Normal Retirement (maximum ratio of 1).
<hr/>	
Disability Benefit – Other	
Temporary	Benefit equals 1/12 of 50% of compensation during year preceding date of disability. Payments terminate after 12 months.
Catastrophic	Benefit equals 90% of Average Monthly Benefit Compensation. After 60 months member receives greater of 62.5% Average Monthly Benefit Compensation and accrued normal pension.
<hr/>	
Pre-Retirement Death Benefit	<b><i>Payable following death of active member</i></b>
Service Incurred	100% of Average Monthly Benefit Compensation, reduced by child's pension.

Non-Service Incurred	80% of benefit based on calculation for accidental disability retirement.
Child's Pension	10% of pension for each child (maximum 20% paid) based on calculation for accidental disability retirement. Payable to dependent child under age 18 (23 if full-time student).
Guardian's Pension	Same as spouse's pension. Payable (along with child's pension) when no spouse is being paid and there is at least one child under 18 (23, if full-time student).
Accumulated Contributions	Any contributions remaining upon the death of the last beneficiary shall be paid as a lump sum.

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Vesting (Termination)																	
Vesting Service Requirement	<p><b>Tier 1:</b> 10 years.</p> <p><b>Tiers 2 &amp; 3:</b> 15 years.</p>																
Non-Vested Benefit	<p><b>Tier 1:</b> Lump sum payment of accumulated contributions, plus additional amount based on years of Credited Service.</p> <table border="0" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: left;">Service</th> <th style="text-align: left;">Additional % of Contributions</th> </tr> </thead> <tbody> <tr> <td>Less than 5 years</td> <td>0%</td> </tr> <tr> <td>5 years</td> <td>25%</td> </tr> <tr> <td>6 years</td> <td>40%</td> </tr> <tr> <td>7 years</td> <td>55%</td> </tr> <tr> <td>8 years</td> <td>70%</td> </tr> <tr> <td>9 years</td> <td>85%</td> </tr> <tr> <td>10+ years</td> <td>100%</td> </tr> </tbody> </table> <p><b>Tiers 2 &amp; 3:</b> Lump sum payment of accumulated contributions, with interest at rate determined by the Board.</p>	Service	Additional % of Contributions	Less than 5 years	0%	5 years	25%	6 years	40%	7 years	55%	8 years	70%	9 years	85%	10+ years	100%
Service	Additional % of Contributions																
Less than 5 years	0%																
5 years	25%																
6 years	40%																
7 years	55%																
8 years	70%																
9 years	85%																
10+ years	100%																
Vested Benefit	<p><b>Tier 1:</b> 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.</p> <p><b>Tiers 2 &amp; 3:</b> 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.</p>																

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Cost-of-Living Adjustment	<p><b>Payable to retired member or survivor of retired member</b></p> <p><b>Tiers 1 &amp; 2:</b> Compound cost-of-living adjustment on base benefit. First</p>
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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%.

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**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	<b>Beginning Year</b>	<b>Interest Rate</b>
	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)	<b>Member Only</b>	<b>With Dependents</b>
	Medicare Eligible	\$100
	One w/ Medicare	\$170
	N/A	\$215
	Not Medicare Eligible	\$150
		\$260

Contributions

Employee

**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

**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 SINCE THE PRIOR VALUATION**

None.

## ACTUARIAL FUNDING POLICY

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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 September 2025.

### 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 Unfunded Liability will be decreased by 0.75% each year with the intention of ultimately achieving 0.0%.

- ii. The payroll growth rate used to amortize the Correction Officers Retirement Plan (CORP) Unfunded Liability 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) Unfunded Liability will be 0.0%.
    - 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.

6. Assumed Rate of Return (ARR)

- a. 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 will 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.

7. EORP Floor Considerations

- a. Establish a “floor” for EORP based on the immediately previous valuation by adjusting payroll growth, amortization periods of the original layer or other possible options, to improve funding in maintaining contribution levels opposed to reducing employer contributions.

**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.

## SUPPLEMENTARY INFORMATION

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### GLOSSARY

Accrued Benefit	The benefit earned as of a specific date based on the provisions of the plan and the member's age, service, and salary as of that date.
Actuarial Accrued Liability	The portion of the anticipated future benefits allocated to years prior to the valuation date determined according to the plan's Actuarial Cost Method.
Actuarial Value of Assets	The asset value used in the valuation to determine contribution requirements. It represents the plan's Market Value of Assets (see below), with adjustments according to the plan's Actuarial Asset Method. These adjustments produce a "smoothed" value that is likely to be less volatile from year to year than the Market Value of Assets.
Actuarial Assumptions	Assumptions regarding the occurrence of future events affecting plan costs. These assumptions include rates of investment earnings, changes in compensation, 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 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 to ensure the plan is adequately and systematically funded.
Actuarial Gain or Loss	The change in Unfunded Actuarial Accrued Liability resulting from experience different from Actuarial Assumptions. Gains decrease the Unfunded Actuarial Accrued Liability and losses increase the Unfunded Actuarial Accrued Liability.

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**Actuarial Present Value**                      The estimated 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.

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**Amortization Payment**                      The portion of the 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.

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

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**Entry Age Normal Cost Method**

Under this method, the normal cost is the sum of the individual normal costs for all active participants. For an active participant, the normal cost is the participant's normal cost accrual rate, multiplied by the participant's current compensation.

The normal cost accrual rate equals:

(i) the present value of future benefits for the participant, determined as of the participant's entry age, divided by

(ii) the present value of the compensation expected to be paid to the participant for each year of the participant's anticipated future service, determined as of the participant's entry age.

In calculating the present value of future compensation, the salary scale is applied both retrospectively and prospectively to estimate compensation in years prior to and subsequent to the valuation year based on the compensation used for the valuation.

The accrued liability is the sum of the individual accrued liabilities for all participants and beneficiaries. A participant's accrued liability equals the present value, at the participant's attained age, of future benefits less the present value at the participant's attained age of the individual normal costs payable in the future. A beneficiary's accrued liability equals the present value, at the beneficiary's

attained age, of future benefits. The unfunded accrued liability equals the total accrued liability less the actuarial value of assets.

Under this method, the entry age used for each active participant is the participant's age at the time he or she would have commenced participation if the plan had always been in existence under current terms, or the age as of which he or she first earns service credits for purposes of benefit accrual under the current terms of the plan.

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**Funded Ratio**

A measure of the ratio of the plan 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 Actuarial Cost Method used to determine the liabilities.

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**Interest Rate**

The assumed long-term rate of return on plan assets.

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**Market Value of Assets**

The fair market value of plan assets as of the valuation date.

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**Normal Cost**

The current year's cost for benefits yet to be funded. Under the Entry Age Normal cost method, it is determined for each participant as the present value of future benefits, determined as of the Member's entry age, amortized as a level percentage of compensation over the anticipated number of years of participation, determined as of the entry age.

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**Present Value of Benefits**

The single sum value on the valuation date of all future benefits to be paid to current plan participants.

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**Projected Annual Payroll**

The projected annual rate of pay for the fiscal year following the fiscal year beginning on the valuation date of all covered Members.

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**Projected Benefits**

The benefits expected to be paid in the future based on the provisions of the plan and the Actuarial Assumptions. The projected values are based on anticipated future advancement in age and accrual of service as well as increases in salary paid to the participant.



## 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 using various actuarial assumptions. 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. It is 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 increases less than 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, closed 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 closed plans with a substantial inactive liability. Similarly, mature closed 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 page 8 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 4.81%, resulting in an LDROM of \$699,193,756 for Tiers 1 and 2 and \$16,407,173 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

	6/30/2025	6/30/2024	6/30/2023	6/30/2022	6/30/2021
<b>SUPPORT RATIO</b>					
Total Actives	180	198	208	233	264
Total Inactives	442	433	432	416	393
Actives / Inactives	40.7%	45.7%	48.1%	56.0%	67.2%
<b>ASSET VOLATILITY RATIO</b>					
Market Value of Assets (MVA)	391,414,066	354,175,518	311,301,098	276,286,557	251,852,293
Total Annual Payroll	25,254,587	27,453,266	26,028,427	26,626,223	28,209,506
MVA / Total Annual Payroll	1,549.9%	1,290.1%	1,196.0%	1,037.6%	892.8%
<b>ACCRUED LIABILITY (AL) RATIO</b>					
Inactive Accrued Liability	372,124,274	350,425,721	340,573,593	313,844,644	284,113,139
Total Accrued Liability	510,433,977	494,346,687	468,660,944	440,579,491	418,072,646
Inactive AL / Total AL	72.9%	70.9%	72.7%	71.2%	68.0%
<b>FUNDED RATIO</b>					
Actuarial Value of Assets (AVA)	376,495,535	350,527,124	317,039,433	283,808,091	230,247,748
Total Accrued Liability	510,433,977	494,346,687	468,660,944	440,579,491	418,072,646
AVA / Total Accrued Liability	73.8%	70.9%	67.6%	64.4%	55.1%
<b>NET CASH FLOW RATIO</b>					
Net Cash Flow <sup>1</sup>	(1,552,829)	11,253,641	12,705,637	35,622,559	11,475
Market Value of Assets (MVA)	391,414,066	354,175,518	311,301,098	276,286,557	251,852,293
Net Cash Flow / MVA	(0.4%)	3.2%	4.1%	12.9%	0.0%

<sup>1</sup> 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 <sup>2</sup>**

	6/30/2025	6/30/2024	6/30/2023	6/30/2022	6/30/2021
<b>SUPPORT RATIO</b>					
Total Actives	142	122	101	78	68
Total Inactives	28	25	22	21	15
Actives / Inactives	507.1%	488.0%	459.1%	371.4%	453.3%
<b>ASSET VOLATILITY RATIO</b>					
Market Value of Assets (MVA)	11,027,484	7,721,818	5,008,447	3,116,801	2,108,415
Total Annual Payroll	15,335,871	12,530,583	9,532,156	6,606,234	5,060,446
MVA / Total Annual Payroll	71.9%	61.6%	52.5%	47.2%	41.7%
<b>ACCRUED LIABILITY (AL) RATIO</b>					
Inactive Accrued Liability	414,044	329,426	299,386	184,757	55,263
Total Accrued Liability	9,325,666	6,392,848	4,158,880	2,532,270	1,690,825
Inactive AL / Total AL	4.4%	5.2%	7.2%	7.3%	3.3%
<b>FUNDED RATIO</b>					
Actuarial Value of Assets (AVA)	10,495,095	7,493,261	4,998,506	3,175,063	1,859,875
Total Accrued Liability	9,325,666	6,392,848	4,158,880	2,532,270	1,690,825
AVA / Total Accrued Liability	112.5%	117.2%	120.2%	125.4%	110.0%
<b>NET CASH FLOW RATIO</b>					
Net Cash Flow <sup>1</sup>	2,207,699	1,996,905	1,534,778	1,132,376	837,059
Market Value of Assets (MVA)	11,027,484	7,721,818	5,008,447	3,116,801	2,108,415
Net Cash Flow / MVA	20.0%	25.9%	30.6%	36.3%	39.7%

<sup>1</sup> 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.

<sup>2</sup> Tier 3 results are shown for the Risk Sharing group, where applicable.



# **Arizona Public Safety Personnel Retirement System**

**SCOTTSDALE FIRE DEPT. (223)**

**Actuarial Valuation**

*As of June 30, 2025  
Contributions Applicable to the Plan/  
Fiscal Year Ending June 30, 2027*

**FOSTER & FOSTER**  
ACTUARIES AND CONSULTANTS

November 2025

Board of Trustees  
Arizona Public Safety Personnel Retirement System

Re: Actuarial Valuation as of June 30, 2025 for Scottsdale Fire Dept. (223)

Dear Members of the Board,

This report details the annual actuarial valuation of the Arizona Public Safety Personnel Retirement System (PSPRS) as of June 30, 2025. The valuation was performed to measure the plan's liability and funding levels and to determine the actuarially appropriate funding requirements for the applicable plan year. This report was prepared for use by the Board and those designated or approved by the Board. Use of the results for other purposes may not be applicable and could produce significantly different results.

#### **DATA AND ASSUMPTIONS**

In preparing this report, we have relied on personnel, plan design, and asset information supplied by PSPRS. In our opinion, the assumptions used in the valuation, as adopted by the Board, represent reasonable expectations of anticipated fund experience. Other sets of assumptions and methods could also be reasonable and could produce materially different results. 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.

#### **DISCLOSURES AND LIMITATIONS**

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and changes in plan provisions or applicable law. Due to the limited scope of this report, we did not provide an analysis of these potential differences.

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 its liabilities.

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.

#### **ACTUARIAL CERTIFICATION**

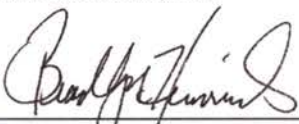
The valuation has been conducted in accordance with all applicable laws and regulations, as well as generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board; specifically No. 6 for Measuring Retiree Group Benefit Obligations/No. 4 for Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, No. 23 for Data Quality, No. 27 for Selection of Economic Assumptions for Measuring Pension Obligations, No. 35 for Selection of Demographic and Other Noneconomic Assumptions for Measuring Pension Obligations, No. 44, Selection and Use of Asset Valuation Methods for Pension Valuations, and No. 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations.

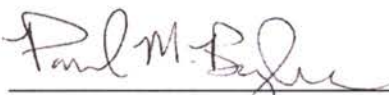
In our opinion, the Minimum Required Contribution set forth in this report constitutes a reasonable actuarially determined contribution under Actuarial Standard of Practice No. 4.

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

To our knowledge, no associate of Foster & Foster, Inc. working on this report 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 PSPRS Board of Trustees. Thus, there is no relationship existing that might affect our capacity to prepare and certify this actuarial report.

Respectfully submitted,  
Foster & Foster, Inc.

  
Bradley R. Heinrichs, FSA, EA, MAAA

  
Paul M. Baugher, FSA, EA, MAAA

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## SUMMARY

The regular annual actuarial valuation of the Arizona Public Safety Personnel Retirement System for the Scottsdale Fire Dept., performed as of June 30, 2025, has been completed and the results are presented in this Report. The purpose of this valuation is to:

- Compute the employers’ recommended contribution rates for the fiscal year ending June 30, 2027. This information is contained in the section entitled “Contribution Results”.
- Compute the liabilities associated with benefits likely to be paid on behalf of current retired and active members and compare accumulated assets with the liabilities to assess the funded condition. This information is contained in the section entitled “Liability Support.”

Valuation Date Applicable to Fiscal Year Ending	June 30, 2025 2027	June 30, 2024 2026
<b>EMPLOYER CONTRIBUTION REQUIREMENTS (AS A PERCENTAGE OF PAYROLL)</b>		
Tiers 1 & 2 Members		
Pension	29.98%	28.89%
Health	0.14%	0.21%
Total	30.12%	29.10%
Tier 3 Members <sup>1</sup>		
Pension	9.34%	9.09%
Health	0.11%	0.13%
Total	9.45%	9.22%
<b>FUNDED STATUS</b>		
Tiers 1 & 2 Members		
Pension	81.0%	83.5%
Health	129.7%	128.3%
Total	81.5%	84.0%
Tier 3 Members		
Pension	97.1%	102.6%
Health	167.6%	168.9%
Total	97.8%	103.4%

<sup>1</sup> 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.

## CHANGES FROM PRIOR YEAR

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

	Tiers 1 & 2		Tier 3 Members	
	Pension	Health	Pension	Health
Contribution Rate Last Valuation	28.89%	0.21%	9.09%	0.13%
Asset Experience	(0.40%)	(0.01%)	(0.15%)	0.00%
Payroll Base	(2.44%)	0.02%	0.00%	0.00%
Liability Experience	3.16%	(0.06%)	0.41%	0.00%
Additional Contribution	0.00%	0.00%	0.00%	0.00%
Assumption/Method Change	0.03%	0.00%	0.00%	0.00%
Compensation Limit Update	0.00%	0.00%	0.67%	0.00%
Other	<u>0.74%</u>	<u>(0.02%)</u>	<u>(0.68%)</u>	<u>(0.02%)</u>
Contribution Rate This Valuation	29.98%	0.14%	9.34%	0.11%

### FUNDED STATUS

	Tiers 1 & 2		Tier 3 Members	
	Pension	Health	Pension	Health
Funded Status Last Valuation	83.5%	128.3%	102.6%	168.9%
Asset Experience	0.5%	1.0%	1.8%	3.4%
Liability Experience	(3.7%)	7.6%	(5.0%)	(0.6%)
Additional Contribution	0.0%	0.0%	0.0%	0.0%
Assumption/Method Change	0.0%	0.0%	0.0%	0.0%
Compensation Limit Update	0.0%	0.0%	0.0%	0.0%
Other	<u>0.7%</u>	<u>(7.2%)</u>	<u>(2.3%)</u>	<u>(4.1%)</u>
Funded Status This Valuation	81.0%	129.7%	97.1%	167.6%

**Asset 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, 2025 was 11.0% for Tiers 1 and 2 and 12.5% for Tier 3. On a smoothed, actuarial value of assets basis, the average return was 7.9% for Tiers 1 and 2 and 9.2% for Tier 3. The returns exceeded the 2024 assumed earnings rate for Tiers 1 and 2 of 7.2% and the 2024 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 the 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, with key sources of loss coming from inactive mortality, actual COLAs, and other data changes.

**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 1.50% to 0.75%.

**Compensation Limit Update** – The Tier 3 compensation limit was updated, as scheduled, with a sizable increase over expectation.

**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. Tier 3 members were also impacted by the increase in the compensation limit.

## CONTRIBUTION RESULTS

### DEVELOPMENT OF EMPLOYER CONTRIBUTIONS – TIERS 1 & 2 MEMBERS

Valuation Date Applicable to Fiscal Year Ending	June 30, 2025		June 30, 2024	
	Rate	Dollar	Rate	Dollar
<b>PENSION</b>				
Normal Cost				
Total Normal Cost	22.21%	\$ 4,773,925	22.34%	\$ 4,544,187
Employee Cost	<u>(7.65%)</u>	<u>(1,644,328)</u>	<u>(7.65%)</u>	<u>(1,556,089)</u>
Employer (Net) Normal Cost	14.56%	3,129,597	14.69%	2,988,098
Amortization of Unfunded Liability	<u>15.42%</u>	<u>3,314,450</u>	<u>14.20%</u>	<u>2,888,427</u>
Total Employer Cost (Pension)	29.98%	6,444,047	28.89%	5,876,525
<b>HEALTH</b>				
Normal Cost	0.27%	58,035	0.31%	63,057
Amortization of Unfunded Liability	<u>(0.13%)</u>	<u>(27,943)</u>	<u>(0.10%)</u>	<u>(20,341)</u>
Total Employer Cost (Health)	0.14%	30,092	0.21%	42,716
<b>Total Employer Cost (Pension + Health)</b>	<b>30.12%</b>	<b>6,474,139</b>	<b>29.10%</b>	<b>5,919,241</b>
Alternate Contribution Rate (ACR) <sup>1</sup>	15.42%		14.20%	
Underlying Payroll (as of valuation date)		21,334,477		20,040,427

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").

<sup>1</sup> 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.

### DEVELOPMENT OF EMPLOYER CONTRIBUTIONS – TIER 3 DEFINED BENEFIT (DB) MEMBERS

Valuation Date Applicable to Fiscal Year Ending	June 30, 2025		June 30, 2024	
	2027		2026	
	Rate	Dollar	Rate	Dollar
<b>PENSION</b>				
Total Normal Cost	18.47%	\$ 2,419,421	18.17%	\$ 1,475,106
Amortization of Unfunded Liability	<u>0.20%</u>	<u>26,198</u>	<u>0.00%</u>	<u>0</u>
Total Pension Cost	18.67%	2,445,619	18.17%	1,475,106
<b>HEALTH</b>				
Total Normal Cost	0.22%	28,818	0.25%	20,296
Amortization of Unfunded Liability	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>
Total Health Cost	0.22%	28,818	0.25%	20,296
<b>TOTAL</b>				
Calculated Tier 3 Required EE/ER Individual Cost	9.45%	1,237,219	9.22%	747,701
Funding Policy Tier 3 Required EE/ER Individual Cost <sup>1</sup>	9.41%	1,232,634	9.49%	770,432
ER Legacy Cost of Tiers 1 & 2 Amort of Unfunded Liabilities <sup>2</sup>	15.42%	2,019,896	14.20%	1,152,807
<b>Funding Policy Tier 3 ER Defined Benefit Cost</b>	<b>24.83%</b>	<b>3,252,530</b>	<b>23.69%</b>	<b>1,923,239</b>
Underlying Payroll (as of valuation date)		13,001,681		7,998,384

<sup>1</sup> The "Funding Policy" cost was adopted in 2023 and first reflected in the June 30, 2023 valuation. This cost is a 3-year rolling average of the actual calculated costs. The total cost is split equally between employer and employee, in compliance with state statutes. Note that pension and health monies are split differently for the two parties based on IRS requirements. More information on this breakout is included in the "Historical Summary of Rates".

<sup>2</sup> 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 CONTRIBUTIONS – TIER 3 DEFINED CONTRIBUTION (DC) MEMBERS**

Valuation Date Applicable to Fiscal Year Ending	June 30, 2025		June 30, 2024	
	2027		2026	
	Rate	Dollar	Rate	Dollar
<b>TIER 2 &amp; 3 DB / NON-SOCIAL SECURITY</b>				
Employee Cost	3.00%		3.00%	
Employer Cost <sup>1</sup>	3.00%		3.00%	
<b>TIER 3 DC ONLY</b>				
Employee Cost	9.00%	\$ 8,316	9.00%	\$ 12,846
Employee Health Subsidy Program Cost	0.18%	166	0.20%	285
Employee Disability Program Cost	<u>1.60%</u>	<u>1,478</u>	<u>1.54%</u>	<u>2,198</u>
<b>Total Employee Cost</b>	<b>10.78%</b>	<b>9,960</b>	<b>10.74%</b>	<b>15,329</b>
Employer Cost	9.00%	8,316	9.00%	12,846
Employer Health Subsidy Program Cost	0.18%	166	0.20%	285
Employer Disability Program Cost	<u>1.60%</u>	<u>1,478</u>	<u>1.54%</u>	<u>2,198</u>
<b>Total Employer Cost (before Legacy)</b>	<b>10.78%</b>	<b>9,960</b>	<b>10.74%</b>	<b>15,329</b>
ER Legacy Cost of Tiers 1 & 2 Amort of Unfunded Liabilities <sup>2</sup>	15.42%	14,249	14.20%	20,268
<b>Total Employer Cost (with Legacy)</b>	<b>26.20%</b>	<b>24,209</b>	<b>24.94%</b>	<b>35,597</b>
Underlying Payroll (as of valuation date)		91,716		140,621

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

<sup>2</sup> 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	N/A
Available Retirement Plan <sup>1</sup>	DB Only	DB Only	Hybrid	DB Only	Hybrid	DC Only
<b>EMPLOYEE CONTRIBUTION RATE</b>						
PSPRS DB Rate	7.65%	7.65%	7.65%	9.41%	9.41%	
PSPRS DC Rate			3.00%		3.00%	9.00%
Employer Health Subsidy Program Cost						0.18%
PSPDCRP Disability Program Rate						1.60%
<b>Total EE Contribution Rate</b>	<b>7.65%</b>	<b>7.65%</b>	<b>10.65%</b>	<b>9.41%</b>	<b>12.41%</b>	<b>10.78%</b>
<b>EMPLOYER CONTRIBUTION RATE</b>						
PSPRS DB Normal Cost	14.83%	14.83%	14.83%	9.41%	9.41%	
PSPRS DB Tier 1 & 2 Legacy Cost <sup>2</sup>	15.29%	15.29%	15.29%	15.42%	15.42%	15.42%
PSPRS DC Rate			3.00%		3.00%	9.00%
Employer Health Subsidy Program Cost						0.18%
PSPDCRP Disability Program Rate						1.60%
<b>Total ER Contribution Rate</b>	<b>30.12%</b>	<b>30.12%</b>	<b>33.12%</b>	<b>24.83%</b>	<b>27.83%</b>	<b>26.20%</b>
<b>Employer Alternate Contribution Rate <sup>3</sup></b>	<b>15.42%</b>	<b>15.42%</b>	<b>15.42%</b>	<b>15.42%</b>	<b>15.42%</b>	<b>15.42%</b>

Exhibit summarizes employee and employer contributions based on Statute and the results of June 30, 2025 actuarial valuation. Pension and health components are combined, where applicable.

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

<sup>2</sup> 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

<sup>3</sup> 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.

**IMPACT OF ADDITIONAL CONTRIBUTIONS**

Impact On	Additional Contribution (000s)										
	\$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, 2025	81.0%	81.4%	81.8%	82.2%	82.7%	83.1%	83.5%	83.9%	84.3%	84.7%	85.1%
FYE 2027 Contribution Rate	29.98%	29.68%	29.38%	29.08%	28.78%	28.48%	28.19%	27.89%	27.59%	27.29%	26.99%

Table shows the hypothetical change in the funded status and contribution rate from the June 30, 2025 actuarial valuation results for Tiers 1 & 2 if an additional contribution of the amount shown had been made to the Fund on June 30, 2025. This illustration can help estimate the impact of contributing additional monies to the fund in the future.

## HISTORICAL SUMMARY OF RATES

	Valuation Date June 30	Fiscal Year Ending June 30	Pension			Health		
			Normal Cost	Unfunded Amortization	Total	Normal Cost	Unfunded Amortization	Total
<b>TIERS 1 &amp; 2</b> (Employer)	2021	2023	13.57%	9.60%	23.17%	0.34%	(0.10%)	0.24%
	2022	2024	14.43%	9.47%	23.90%	0.34%	0.00%	0.34%
	2023	2025	15.13%	12.61%	27.74%	0.33%	0.00%	0.33%
	2024	2026	14.69%	14.20%	28.89%	0.31%	(0.10%)	0.21%
	2025	2027	14.56%	15.42%	29.98%	0.27%	(0.13%)	0.14%
<b>TIER 3 <sup>1</sup></b> (Employer)	2021	2023	10.33%	0.00%	10.33%	0.20%	0.00%	0.20%
	2022	2024	10.25%	0.00%	10.25%	0.20%	0.00%	0.20%
	2023	2025	9.67%	0.00%	9.67%	0.14%	0.00%	0.14%
	2024	2026	9.22%	0.00%	9.22%	0.27%	0.00%	0.27%
	2025	2027	9.13%	0.03%	9.16%	0.25%	0.00%	0.25%
<b>TIER 3</b> (Employee)	2021	2023	10.33%	0.00%	10.33%	0.20%	0.00%	0.20%
	2022	2024	10.25%	0.00%	10.25%	0.20%	0.00%	0.20%
	2023	2025	9.67%	0.00%	9.67%	0.14%	0.00%	0.14%
	2024	2026	9.49%	0.00%	9.49%	0.00%	0.00%	0.00%
	2025	2027	9.38%	0.03%	9.41%	0.00%	0.00%	0.00%

<sup>1</sup> All Tier 3 rates shown (employer and employee) are Board approved Funding Policy rates. Starting in 2023, these rates are a 3-year rolling average of calculated EE/ER rates. Does not reflect Legacy costs that the employer must also contribute.

## LIABILITY SUPPORT

### LIABILITIES AND FUNDED RATIOS BY BENEFIT - TIERS 1 & 2

	June 30, 2025	June 30, 2024
<b>PENSION</b>		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 77,700,458	\$ 67,417,913
DROP Members	46,405,975	41,894,943
Vested Members	4,012,353	3,655,809
Active Members	<u>149,488,447</u>	<u>137,316,825</u>
Total Actuarial Present Value of Benefits	277,607,233	250,285,490
Actuarial Accrued Liability (AAL)		
All Inactive Members	128,118,786	112,968,665
Active Members	<u>114,623,459</u>	<u>102,409,420</u>
Total Actuarial Accrued Liability	242,742,245	215,378,085
Actuarial Value of Assets (AVA)	196,635,706	179,933,092
Unfunded Actuarial Accrued Liability	46,106,539	35,444,993
PVB Funded Ratio (AVA / PVB)	70.8%	71.9%
AAL Funded Ratio (AVA / AAL)	81.0%	83.5%
<b>HEALTH</b>		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 508,080	\$ 417,362
DROP Members	592,174	537,337
Active Members	<u>1,700,381</u>	<u>1,726,592</u>
Total Present Value of Benefits	2,800,635	2,681,291
Actuarial Accrued Liability (AAL)		
All Inactive Members	1,100,254	954,699
Active Members	<u>1,321,755</u>	<u>1,304,208</u>
Total Actuarial Accrued Liability	2,422,009	2,258,907
Actuarial Value of Assets (AVA)	3,142,153	2,897,925
Unfunded Actuarial Accrued Liability	(720,144)	(639,018)
PVB Funded Ratio (AVA / PVB)	112.2%	108.1%
AAL Funded Ratio (AVA / AAL)	129.7%	128.3%

Health liabilities were increased by \$7,106 under the lateral transfer methodology. Pension liabilities were not impacted.

**LIABILITIES AND FUNDED RATIOS BY BENEFIT - TIER 3**

	June 30, 2025	June 30, 2024
<b>PENSION</b>		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 617,586	\$ 612,234
Vested Members	348,461	242,434
Active Members	<u>45,780,499</u>	<u>26,491,053</u>
Total Actuarial Present Value of Benefits	46,746,546	27,345,721
Actuarial Accrued Liability (AAL)		
All Inactive Members	966,047	854,668
Active Members	<u>7,199,565</u>	<u>4,384,782</u>
Total Actuarial Accrued Liability	8,165,612	5,239,450
Actuarial Value of Assets (AVA)	7,925,171	5,374,734
Unfunded Actuarial Accrued Liability	240,441	(135,284)
PVB Funded Ratio (AVA / PVB)	17.0%	19.7%
AAL Funded Ratio (AVA / AAL)	97.1%	102.6%
<b>HEALTH</b>		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 0	\$ 0
Active Members	<u>522,111</u>	<u>364,796</u>
Total Present Value of Benefits	522,111	364,796
Actuarial Accrued Liability (AAL)		
All Inactive Members	0	0
Active Members	<u>90,988</u>	<u>66,064</u>
Total Actuarial Accrued Liability	90,988	66,064
Actuarial Value of Assets (AVA)	152,501	111,566
Unfunded Actuarial Accrued Liability	(61,513)	(45,502)
PVB Funded Ratio (AVA / PVB)	29.2%	30.6%
AAL Funded Ratio (AVA / AAL)	167.6%	168.9%

The liabilities shown on this page are the liabilities for Scottsdale 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, 2024	35,444,993	(639,018)	(135,284)	(45,502)
(2) Normal Cost Developed in Last Valuation	2,988,098	63,057	737,959	10,554
(3) Actual Contributions	7,542,380	68,946	983,489	28,956
(4) Expected Interest On (1), (2), and (3)	2,500,376	(43,908)	8,602	(3,541)
(5) Expected Unfunded Actuarial Accrued Liability as of June 30, 2025: (1)+(2)-(3)+(4)	33,391,087	(688,815)	(372,212)	(67,445)
(6) Changes to UAAL Due to Assumptions, Methods and Benefits	0	0	0	0
(7) Change to UAAL Due to Actuarial (Gain)/Loss	<u>12,715,452</u>	<u>(31,329)</u>	<u>612,653</u>	<u>5,932</u>
(8) Unfunded Actuarial Accrued Liability as of June 30, 2025	46,106,539	(720,144)	240,441	(61,513)

### AMORTIZATION OF UNFUNDED LIABILITIES - TIERS 1 & 2

	Date Established	Outstanding Balance	Years Remaining	Amortization Rate
<b>PENSION</b>	6/30/2019	2,794,119	11	1.01%
	6/30/2021	14,246,610	11	5.20%
	6/30/2022	4,604,912	12	1.59%
	6/30/2023	7,049,742	13	2.31%
	6/30/2024	4,972,928	14	1.56%
	6/30/2025	<u>12,438,228</u>	15	<u>3.75%</u>
	Total	46,106,539		15.42%
<b>HEALTH</b>	6/30/2019	0	10	0.00%
	6/30/2021	0	10	0.00%
	6/30/2022	0	10	0.00%
	6/30/2023	0	10	0.00%
	6/30/2024	0	10	0.00%
	6/30/2025	<u>(341,518)</u>	10	<u>(0.13%)</u>
	Total	(341,518)		(0.13%)

### AMORTIZATION OF UNFUNDED LIABILITIES - TIER 3

	Date Established	Outstanding Balance	Years Remaining	Amortization Rate <sup>1</sup>
<b>PENSION</b>	6/30/2018	446	3	0.00%
	6/30/2019	836	4	0.00%
	6/30/2020	35,682	5	0.06%
	6/30/2021	(53,237)	6	(0.08%)
	6/30/2022	(89,603)	7	(0.12%)
	6/30/2023	(113,766)	8	(0.14%)
	6/30/2024	97,630	9	0.11%
	6/30/2025	<u>362,453</u>	10	<u>0.37%</u>
Total	240,441		0.20%	
<b>HEALTH</b>	6/30/2018	40	3	0.00%
	6/30/2019	(951)	4	0.00%
	6/30/2020	(1,277)	5	0.00%
	6/30/2021	(2,064)	6	0.00%
	6/30/2022	(6,848)	7	(0.01%)
	6/30/2023	(8,320)	8	(0.01%)
	6/30/2024	(22,188)	9	(0.02%)
	6/30/2025	<u>(19,905)</u>	10	<u>(0.02%)</u>
Total	(61,513)		0.00%	

<sup>1</sup> By Statute, negative total amortization rates are not subtracted in Tier 3 rate calculations.

## ASSET SUPPORT

### STATEMENT OF CHANGES IN FIDUCIARY NET POSITION FOR YEAR ENDED JUNE 30, 2025

	Tiers 1 & 2		Tier 3	
	Pension	Health	Pension	Health
<b>ADDITIONS</b>				
Contributions				
Member Contributions	\$ 108,640,873	\$ 0	\$ 61,005,633	\$ 0
Employer Contributions	1,069,823,308	0	59,252,766	0
Health Insurance Contributions	<u>0</u>	<u>4,098,668</u>	<u>0</u>	<u>1,553,978</u>
Total Contributions	1,178,464,181	4,098,668	120,258,399	1,553,978
Investment Income				
Net Increase in Fair Value	1,390,120,909	34,877,805	45,105,036	1,105,501
Interest and Dividends	259,062,270	6,499,811	8,405,753	206,021
Other Income	150,210,467	3,767,860	4,873,856	119,427
Less Investment Expenses	<u>(35,364,426)</u>	<u>(728,394)</u>	<u>(1,147,464)</u>	<u>(23,087)</u>
Net Investment Income	1,764,029,220	44,417,082	57,237,181	1,407,862
Non-investment Income	0	0	0	0
Transfers In	288,360	0	206,733	0
Total Additions	2,942,781,761	48,515,750	177,702,313	2,961,840
<b>DEDUCTIONS</b>				
Distributions to Members				
Benefit Payments	1,218,594,305	0	852,434	0
Health Insurance Subsidy	0	18,660,709	0	6,480
Refund of Contributions	<u>12,178,168</u>	<u>0</u>	<u>2,803,612</u>	<u>0</u>
Total Distributions	1,230,772,473	18,660,709	3,656,046	6,480
Administrative Expenses	7,838,369	201,658	254,475	6,392
Transfers Out	67,338	0	0	0
Other	0	0	0	0
Total Deductions	1,238,678,180	18,862,367	3,910,521	12,872
<b>NET INCREASE / (DECREASE)</b>	<b>1,704,103,581</b>	<b>29,653,383</b>	<b>173,791,792</b>	<b>2,948,968</b>
<b>NET POSITION HELD IN TRUST</b>				
Prior Valuation	15,933,751,686	411,840,936	398,698,171	11,044,818
Beginning of the Year Adjustment	0	0	0	0
End of the Year	17,637,855,267	441,494,319	572,489,963	13,993,786

## DEVELOPMENT OF PENSION ACTUARIAL VALUE OF ASSETS - TIERS 1 & 2

### A. Investment Income

A1. Actual Investment Income	\$ 1,756,190,851
A2. Expected Amount for Immediate Recognition	1,145,387,569
A3. Amount Subject to Amortization	610,803,282

B. Amortization Schedule	Year Ended June 30						
	2025	2026	2027	2028	2029	2030	2031
2025 Experience (A3 / 7)	87,257,612	87,257,612	87,257,612	87,257,612	87,257,612	87,257,612	87,257,610
2024 Experience	62,439,795	62,439,795	62,439,795	62,439,795	62,439,795	62,439,792	
2023 Experience	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)			
2021 Experience	238,978,744	238,978,744	238,978,745				
2020 Experience	(68,882,158)	(68,882,160)					
2019 Experience	(22,859,275)						
Total Amortization	102,681,189	125,540,462	194,422,623	(44,556,122)	159,895,124	149,697,404	87,257,610

### C. Actuarial Value of Assets

	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	15,769,616,678	
C2. Non-investment Net Cash Flow	(52,087,270)	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	16,965,598,166	
C4. Market Value of Assets, June 30, 2025	17,637,855,267	204,427,341
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	16,965,598,166	196,635,706

### D. Rates of Return

D1. Market Value Rate of Return	11.0%
D2. Actuarial Value Rate of Return	7.9%

## DEVELOPMENT OF HEALTH ACTUARIAL VALUE OF ASSETS - TIERS 1 & 2

### A. Investment Income

A1. Actual Investment Income	\$ 44,215,424
A2. Expected Amount for Immediate Recognition	29,137,425
A3. Amount Subject to Amortization	15,077,999

B. Amortization Schedule	Year Ended June 30						
	2025	2026	2027	2028	2029	2030	2031
2025 Experience (A3 / 7)	2,154,000	2,154,000	2,154,000	2,154,000	2,154,000	2,154,000	2,153,999
2024 Experience	1,556,610	1,556,610	1,556,610	1,556,610	1,556,610	1,556,608	
2023 Experience	193,035	193,035	193,035	193,035	193,036		
2022 Experience	(6,416,469)	(6,416,469)	(6,416,469)	(6,416,471)			
2021 Experience	9,257,478	9,257,478	9,257,481				
2020 Experience	(2,898,713)	(2,898,716)					
2019 Experience	(1,075,572)						
Total Amortization	2,770,369	3,845,938	6,744,657	(2,512,826)	3,903,646	3,710,608	2,153,999

### C. Actuarial Value of Assets

	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	406,302,544	
C2. Non-investment Net Cash Flow	(14,562,041)	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	423,648,297	
C4. Market Value of Assets, June 30, 2025	441,494,319	3,274,515
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	423,648,297	3,142,153

### D. Rates of Return

D1. Market Value Rate of Return	10.9%
D2. Actuarial Value Rate of Return	8.0%

### DEVELOPMENT OF PENSION ACTUARIAL VALUE OF ASSETS - TIERS 3

#### A. Investment Income

A1. Actual Investment Income	\$ 56,982,706
A2. Expected Amount for Immediate Recognition	31,928,044
A3. Amount Subject to Amortization	25,054,662

B. Amortization Schedule	Year Ended June 30				
	2025	2026	2027	2028	2029
2025 Experience (A3 / 5)	5,010,932	5,010,932	5,010,932	5,010,932	5,010,934
2024 Experience	3,027,823	3,027,823	3,027,823	3,027,823	
2023 Experience	885,521	885,521	885,520		
2022 Experience	(3,259,379)	(3,259,381)			
2021 Experience	3,551,938				
<b>Total Amortization</b>	<b>9,216,835</b>	<b>5,664,895</b>	<b>8,924,275</b>	<b>8,038,755</b>	<b>5,010,934</b>

#### C. Actuarial Value of Assets

	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	386,897,139	
C2. Non-investment Net Cash Flow	116,809,086	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	544,851,104	
C4. Market Value of Assets, June 30, 2025	572,489,963	8,327,194
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	544,851,104	7,925,171

#### D. Rates of Return

D1. Market Value Rate of Return	12.5%
D2. Actuarial Value Rate of Return	9.2%

### DEVELOPMENT OF HEALTH ACTUARIAL VALUE OF ASSETS - TIERS 3

#### A. Investment Income

A1. Actual Investment Income	\$ 1,401,470
A2. Expected Amount for Immediate Recognition	826,384
A3. Amount Subject to Amortization	575,086

B. Amortization Schedule	Year Ended June 30				
	2025	2026	2027	2028	2029
2025 Experience (A3 / 5)	115,017	115,017	115,017	115,017	115,018
2024 Experience	84,292	84,292	84,292	84,290	
2023 Experience	23,872	23,872	23,870		
2022 Experience	(101,792)	(101,790)			
2021 Experience	128,961				
<b>Total Amortization</b>	<b>250,350</b>	<b>121,391</b>	<b>223,179</b>	<b>199,307</b>	<b>115,018</b>

#### C. Actuarial Value of Assets

	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	10,710,659	
C2. Non-investment Net Cash Flow	1,547,498	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	13,334,891	
C4. Market Value of Assets, June 30, 2025	13,993,786	160,036
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	13,334,891	152,501

#### D. Rates of Return

D1. Market Value Rate of Return	11.9%
D2. Actuarial Value Rate of Return	9.4%

## MEMBER STATISTICS

### STATISTICAL DATA – ACTIVE MEMBERS

	June 30, 2025		June 30, 2024	
	Tiers 1 & 2	Tier 3	Tiers 1 & 2	Tier 3
<b>ACTIVES</b>				
Number	133	138	142	95
Average Current Age	48.6	31.0	47.8	31.1
Average Age at Employment	30.4	28.4	30.5	28.3
Average Past Service	18.2	2.6	17.3	2.8
Average Annual Salary	\$148,249	\$84,014	\$132,208	\$75,688
<b>ACTIVES (TRANSFERRED)</b>				
Number	6	6	5	4
Average Current Age	36.7	34.5	36.6	37.4
Average Age at Employment	25.3	31.1	25.8	32.8
Average Past Service	11.4	3.5	10.8	4.6
Average Annual Salary	\$100,833	\$79,165	\$83,681	\$75,363
<b>Total Number (Active)</b>	<b>139</b>	<b>144</b>	<b>147</b>	<b>99</b>

## STATISTICAL DATA – INACTIVE MEMBERS

	June 30, 2025		June 30, 2024	
	Tiers 1 & 2	Tier 3	Tiers 1 & 2	Tier 3
<b>RETIREES</b>				
Number	42	0	41	0
Average Current Age	60.2	N/A	59.4	N/A
Average Annual Benefit	\$63,205	N/A	\$62,076	N/A
<b>DROP RETIREEES</b>				
Number	37	N/A	36	N/A
Average Current Age	58.5	N/A	58.4	N/A
Average Annual Benefit	\$71,479	N/A	\$70,539	N/A
<b>BENEFICIARIES</b>				
Number	5	0	5	0
Average Current Age	58.2	N/A	57.2	N/A
Average Annual Benefit	\$51,886	N/A	\$38,362	N/A
<b>DISABILITY RETIREEES</b>				
Number	43	1	36	1
Average Current Age	57.3	44.0	56.9	43.0
Average Annual Benefit	\$54,350	\$36,520	\$50,238	\$36,520
<b>INACTIVE / VESTED</b>				
Number	4	13	6	10
Average Current Age	43.5	32.6	43.1	33.0
Average Accumulated Contributions	\$44,176	\$10,238	\$53,800	\$12,406
<b>TOTAL NUMBER (INACTIVE)</b>	<b>131</b>	<b>14</b>	<b>124</b>	<b>11</b>
<b>FORMER MEMBERS (TRANSFERRED)</b>	<b>12</b>	<b>13</b>	<b>11</b>	<b>10</b>

**ACTIVE AGE, SERVICE AND PAY DISTRIBUTIONS – 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	0	0	0	0	0	0	0	0	0
30 - 34	0	9	3	0	0	0	0	12	1,453,497	121,125
35 - 39	0	2	8	0	0	0	0	10	1,494,233	149,423
40 - 44	0	4	12	12	2	0	0	30	4,400,180	146,673
45 - 49	0	1	0	6	15	1	0	23	3,614,161	157,137
50 - 54	0	0	1	4	24	4	0	33	4,905,960	148,665
55 - 59	0	0	0	1	24	1	0	26	3,797,668	146,064
60 - 64	0	0	0	1	3	1	0	5	656,408	131,282
65+	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	16	24	24	68	7	0	139	20,322,107	146,202

**ACTIVE AGE, SERVICE AND PAY DISTRIBUTIONS – 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	18	0	0	0	0	0	0	18	1,262,355	70,131
25 - 29	47	3	0	0	0	0	0	50	3,968,388	79,368
30 - 34	34	10	0	0	0	0	0	44	3,900,920	88,657
35 - 39	16	5	0	0	0	0	0	21	2,010,116	95,720
40 - 44	6	2	0	0	0	0	0	8	686,617	85,827
45 - 49	2	1	0	0	0	0	0	3	240,459	80,153
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
<b>Total</b>	<b>123</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>144</b>	<b>12,068,855</b>	<b>83,811</b>

**AGE DISTRIBUTIONS – INACTIVE MEMBERS**

Age	Retirees, Disableds and Beneficiaries	
	Count	Average Annual Pensions
<40	2	76,530
40-45	2	31,653
45-49	11	56,018
50-54	14	57,849
55-59	20	58,596
60-64	22	56,362
65-69	14	67,850
70-74	5	49,171
75-79	0	0
80-84	1	37,517
85-89	0	0
90-94	0	0
95-99	0	0
100+	0	0
<b>Total</b>	<b>91</b>	<b>58,106</b>

## ACTUARIAL ASSUMPTIONS AND METHODS

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**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.

**Mortality Rate**

***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.

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Disability Rate

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.

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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.

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Inflation

2.50%.

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Tier 3 Compensation Limit

\$140,952 for calendar 2024. Assumed increases of 2.00% per year thereafter.

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Cost-of-Living Adjustment

1.85%.

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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.
Marital Status	For active members, 85% of males and 60% of females are assumed to be married. Actual marital status is used, where applicable, for inactive members.
Spouse's Age	Males are assumed to be three years older than females.
Benefit Commencement	Deferred members are assumed to commence benefits as follows: <ul style="list-style-type: none"><li>• Tier 1: immediate refund of contributions</li><li>• Tiers 2 &amp; 3 (less than 15 years service): immediate refund of contributions</li><li>• Tier 2 (15+ years service): life annuity payable at age 52.5</li><li>• Tier 3 (15+ years service): life annuity payable at age 55</li></ul>
Health Care Utilization	For active members, 70% of retirees are expected to utilize retiree health care. Actual utilization is used for inactive members.
Funding Method	Entry Age Normal Cost Method.
Lateral Transfers	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.
Actuarial Asset Method	Each year the assumed investment income is recognized in full while the difference between actual and assumed investment income are smoothed over a fixed period (7 years for Tiers 1 & 2; 5 years for Tier 3). Actuarial Assets shall not be less than 80% nor greater than 120% of the Market Value of Assets. 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.

**Amortization Method**

See Funding Policy for complete details. In short:

**Tiers 1 & 2:**

- Any positive UAAL (assets less than funding policy targets) is amortized using a layered approach according to a Level Dollar method over a closed period of 15 years (phased into from current period).
- Any negative UAAL (assets greater than funding policy targets) is amortized according to a Level Dollar method over an open period of 10 years.

**Tier 3:**

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

0.75% per year. This is the annual increase expected on total employer payroll.

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**CHANGES SINCE THE PRIOR VALUATION**

The payroll growth assumption was lowered from 1.50% to 0.75%.

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%

## PLAN PROVISIONS

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

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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:  <b>Tier 1:</b> Hired before January 1, 2012 <b>Tier 2:</b> Hired on or after January 1, 2012 but before July 1, 2017 <b>Tier 3:</b> 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	<b>Tier 1:</b> The highest compensation paid to member during three consecutive years out of the last 20 years of Credited Service, divided by months.  <b>Tier 2:</b> The highest compensation paid to member during five consecutive years out of the last 20 years of Credited Service, divided by months.  <b>Tier 3:</b> 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.

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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):

Credited Service	Benefit Adjustment
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):

Credited Service	Benefit Multiplier
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):

Credited Service	Benefit Multiplier
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.
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Early Retirement	<b><i>Only applicable to Tier 3 members</i></b>
Date	Attainment of age 52.5 and 15 years of Credited Service.
Benefit	Actuarial equivalent of Normal Retirement benefit.
Form of Benefit	Same as Normal Retirement
<hr/>	
Disability Benefit – Accidental (duty-related)	
Eligibility	Total and permanent disability incurred in performance of duty.
Benefit Amount	A maximum of: <ul style="list-style-type: none"> <li>a.) 50% of Average Monthly Benefit Compensation, and;</li> <li>b.) The monthly retirement pension that the Member is entitled to receive if he or she retired immediately.</li> </ul>
<hr/>	
Disability Benefit – Ordinary (not duty-related)	
Eligibility	Total and permanent disability not incurred in performance of duty.
Benefit Amount	Normal Retirement pension that the member is entitled to receive, prorated based on Credited Service earned over the required Credited Service for Normal Retirement (maximum ratio of 1).
<hr/>	
Disability Benefit – Other	
Temporary	Benefit equals 1/12 of 50% of compensation during year preceding date of disability. Payments terminate after 12 months.
Catastrophic	Benefit equals 90% of Average Monthly Benefit Compensation. After 60 months member receives greater of 62.5% Average Monthly Benefit Compensation and accrued normal pension.
<hr/>	
Pre-Retirement Death Benefit	
Service Incurred	<b><i>Payable following death of active member</i></b> 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	<p><b>Tier 1:</b> 10 years.</p> <p><b>Tiers 2 &amp; 3:</b> 15 years.</p>

**Non-Vested Benefit**      **Tier 1:** Lump sum payment of accumulated contributions, plus additional amount based on years of Credited Service.

Service	Additional % of Contributions
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%.

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**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	<b>Beginning Year</b>	<b>Interest Rate</b>
	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)	<b>Member Only</b>	<b>With Dependents</b>
	Medicare Eligible	\$100
	One w/ Medicare	\$170
	Not Medicare Eligible	N/A
		\$215
		\$260

**Contributions**

Employee

**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

**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 SINCE THE PRIOR VALUATION**

None.

## ACTUARIAL FUNDING POLICY

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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 September 2025.

### 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 Unfunded Liability will be decreased by 0.75% each year with the intention of ultimately achieving 0.0%.

- ii. The payroll growth rate used to amortize the Correction Officers Retirement Plan (CORP) Unfunded Liability 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) Unfunded Liability will be 0.0%.
  - 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.

6. Assumed Rate of Return (ARR)

- a. 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 will 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.

7. EORP Floor Considerations

- a. Establish a “floor” for EORP based on the immediately previous valuation by adjusting payroll growth, amortization periods of the original layer or other possible options, to improve funding in maintaining contribution levels opposed to reducing employer contributions.

**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.

## SUPPLEMENTARY INFORMATION

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### GLOSSARY

Accrued Benefit	The benefit earned as of a specific date based on the provisions of the plan and the member's age, service, and salary as of that date.
Actuarial Accrued Liability	The portion of the anticipated future benefits allocated to years prior to the valuation date determined according to the plan's Actuarial Cost Method.
Actuarial Value of Assets	The asset value used in the valuation to determine contribution requirements. It represents the plan's Market Value of Assets (see below), with adjustments according to the plan's Actuarial Asset Method. These adjustments produce a "smoothed" value that is likely to be less volatile from year to year than the Market Value of Assets.
Actuarial Assumptions	Assumptions regarding the occurrence of future events affecting plan costs. These assumptions include rates of investment earnings, changes in compensation, 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 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 to ensure the plan is adequately and systematically funded.
Actuarial Gain or Loss	The change in Unfunded Actuarial Accrued Liability resulting from experience different from Actuarial Assumptions. Gains decrease the Unfunded Actuarial Accrued Liability and losses increase the Unfunded Actuarial Accrued Liability.

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Actuarial Present Value	The estimated 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.
Amortization Payment	The portion of the 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.
Decrements	Events which result in the termination of membership in the system such as retirement, disability, withdrawal, or death.
Entry Age Normal Cost Method	<p>Under this method, the normal cost is the sum of the individual normal costs for all active participants. For an active participant, the normal cost is the participant's normal cost accrual rate, multiplied by the participant's current compensation.</p> <p>The normal cost accrual rate equals:</p> <ul style="list-style-type: none"><li>(i) the present value of future benefits for the participant, determined as of the participant's entry age, divided by</li><li>(ii) the present value of the compensation expected to be paid to the participant for each year of the participant's anticipated future service, determined as of the participant's entry age.</li></ul> <p>In calculating the present value of future compensation, the salary scale is applied both retrospectively and prospectively to estimate compensation in years prior to and subsequent to the valuation year based on the compensation used for the valuation.</p> <p>The accrued liability is the sum of the individual accrued liabilities for all participants and beneficiaries. A participant's accrued liability equals the present value, at the participant's attained age, of future benefits less the present value at the participant's attained age of the individual normal costs payable in the future. A beneficiary's accrued liability equals the present value, at the beneficiary's</p>

attained age, of future benefits. The unfunded accrued liability equals the total accrued liability less the actuarial value of assets.

Under this method, the entry age used for each active participant is the participant's age at the time he or she would have commenced participation if the plan had always been in existence under current terms, or the age as of which he or she first earns service credits for purposes of benefit accrual under the current terms of the plan.

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**Funded Ratio**

A measure of the ratio of the plan 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 Actuarial Cost Method used to determine the liabilities.

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**Interest Rate**

The assumed long-term rate of return on plan assets.

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**Market Value of Assets**

The fair market value of plan assets as of the valuation date.

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**Normal Cost**

The current year's cost for benefits yet to be funded. Under the Entry Age Normal cost method, it is determined for each participant as the present value of future benefits, determined as of the Member's entry age, amortized as a level percentage of compensation over the anticipated number of years of participation, determined as of the entry age.

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**Present Value of Benefits**

The single sum value on the valuation date of all future benefits to be paid to current plan participants.

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**Projected Annual Payroll**

The projected annual rate of pay for the fiscal year following the fiscal year beginning on the valuation date of all covered Members.

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**Projected Benefits**

The benefits expected to be paid in the future based on the provisions of the plan and the Actuarial Assumptions. The projected values are based on anticipated future advancement in age and accrual of service as well as increases in salary paid to the participant.



## 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 using various actuarial assumptions. 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. It is 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 increases less than 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, closed 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 closed plans with a substantial inactive liability. Similarly, mature closed 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" (LDRM). This liability measure is consistent with the determination of the actuarial accrued liability shown on page 8 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 4.81%, resulting in an LDRM of \$339,467,744 for Tiers 1 and 2 and \$13,792,986 for Tier 3. The LDRM 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**

	6/30/2025	6/30/2024	6/30/2023	6/30/2022	6/30/2021
<b>SUPPORT RATIO</b>					
Total Actives	139	147	167	197	211
Total Inactives	131	124	108	78	65
Actives / Inactives	106.1%	118.5%	154.6%	252.6%	324.6%
<b>ASSET VOLATILITY RATIO</b>					
Market Value of Assets (MVA)	204,427,341	181,805,891	162,304,402	146,299,234	138,628,147
Total Annual Payroll	20,322,107	19,191,998	19,731,843	22,323,003	22,406,182
MVA / Total Annual Payroll	1,005.9%	947.3%	822.6%	655.4%	618.7%
<b>ACCRUED LIABILITY (AL) RATIO</b>					
Inactive Accrued Liability	128,118,786	112,968,665	95,586,822	64,624,158	49,213,912
Total Accrued Liability	242,742,245	215,378,085	197,041,521	175,460,788	150,025,034
Inactive AL / Total AL	52.8%	52.5%	48.5%	36.8%	32.8%
<b>FUNDED RATIO</b>					
Actuarial Value of Assets (AVA)	196,635,706	179,933,092	165,296,223	150,282,036	126,736,264
Total Accrued Liability	242,742,245	215,378,085	197,041,521	175,460,788	150,025,034
AVA / Total Accrued Liability	81.0%	83.5%	83.9%	85.6%	84.5%
<b>NET CASH FLOW RATIO</b>					
Net Cash Flow <sup>1</sup>	2,810,065	2,868,479	5,058,479	13,527,714	4,206,641
Market Value of Assets (MVA)	204,427,341	181,805,891	162,304,402	146,299,234	138,628,147
Net Cash Flow / MVA	1.4%	1.6%	3.1%	9.2%	3.0%

<sup>1</sup> 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 <sup>2</sup>**

	6/30/2025	6/30/2024	6/30/2023	6/30/2022	6/30/2021
<b>SUPPORT RATIO</b>					
Total Actives	144	99	92	69	56
Total Inactives	14	11	6	5	3
Actives / Inactives	1,028.6%	900.0%	1,533.3%	1,380.0%	1,866.7%
<b>ASSET VOLATILITY RATIO</b>					
Market Value of Assets (MVA)	8,327,194	5,538,673	3,575,797	2,119,063	1,390,278
Total Annual Payroll	13,001,681	7,998,384	6,670,368	4,692,163	3,217,600
MVA / Total Annual Payroll	64.0%	69.2%	53.6%	45.2%	43.2%
<b>ACCRUED LIABILITY (AL) RATIO</b>					
Inactive Accrued Liability	966,047	854,668	119,728	65,411	19,927
Total Accrued Liability	8,165,612	5,239,450	3,308,642	2,023,236	1,207,036
Inactive AL / Total AL	11.8%	16.3%	3.6%	3.2%	1.7%
<b>FUNDED RATIO</b>					
Actuarial Value of Assets (AVA)	7,925,171	5,374,734	3,568,699	2,158,674	1,226,392
Total Accrued Liability	8,165,612	5,239,450	3,308,642	2,023,236	1,207,036
AVA / Total Accrued Liability	97.1%	102.6%	107.9%	106.7%	101.6%
<b>NET CASH FLOW RATIO</b>					
Net Cash Flow <sup>1</sup>	1,959,413	1,448,971	1,201,947	813,084	541,470
Market Value of Assets (MVA)	8,327,194	5,538,673	3,575,797	2,119,063	1,390,278
Net Cash Flow / MVA	23.5%	26.2%	33.6%	38.4%	38.9%

<sup>1</sup> 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.

<sup>2</sup> Tier 3 results are shown for the Risk Sharing group, where applicable.