



---

# MEMORANDUM

---

Date: February 12, 2018

To: The Honorable Chairman and Members  
Pima County Board of Supervisors

From: C.H. Huckelberry  
County Administrator 

Re: **Fiscal Year 2018/19 Budget Development Retirement Benefit Calculation**

Attached is a February 7, 2018 memorandum from the Budget Manager regarding the need to make a \$2.3 million increased contribution to the retirement plans of the various County agencies and classes of employees for next year.

The largest increase, as a percent of contributions, is in the Probation Officers Retirement Plan, which increased \$1.6 million or 42 percent over their base budgeted cost of \$3.8 million. The Corrections Officers Retirement Plan also requires an increased contribution of \$1.5 million, an increase of 27 percent over that budgeted in the previous year.

The Elected Official Retirement Plan is budgeted at the same contribution rate and it is currently in debate at the Legislature as it is grossly underfunded. It is likely increases will be proposed, requiring an additional \$2.6 million in County contribution next fiscal year.

The reduction in the Public Safety Personnel Retirement System (PSPRS) contribution is related to reporting methodology and not a real decrease in costs. Previously the DROP program was not considered in making the employer contributions. When a public safety employee entered the DROP program (no longer exists), the County is no longer required to make a contribution. Apparently, we continued to budget for these contributions even though an employee entered the DROP program. While there is a budget decrease, the overall contribution for the PSPRS has increased.

Page 4 of the attached memorandum puts into perspective the cost per active employee. The most important data is restated in Table 2 below:

<b>Table 2</b> <b>Year-to-Year Changes in Average County Retirement Plan Cost Per Active Member</b> <b>FY 2017/18 Adopted to FY 2018/19 Requested</b>				
<b>Retirement Plan</b>	<b>FY 2017/18 Active Members</b>	<b>FY 2018/19 Active Members</b>	<b>FY 2017/18 Cost Per Active Member</b>	<b>FY 2017/18 Cost Per Active Member</b>
Administrative Office of the Courts - Probation Officers Retirement Plan	289	312	\$ 13,295	\$ 17,429
Arizona State Retirement System (ASRS)	4,658	4,675	\$ 6,313	\$ 6,508
Corrections Officers Retirement Plan (CORP)	482	475	\$ 11,550	\$ 14,900
County Attorney Investigators Retirement Plan	4	4	\$ 75,378	\$ 100,875
Elected Official Retirement Plan (EORP)	79	65	\$ 19,557	\$ 22,785
Public Safety Personnel Retirement System (PSPRS)	452	455	\$ 46,493	\$ 42,034

The cost per active member is simply the County or taxpayer contribution to the retirement plan for each member who is actively a plan for the particular fiscal year. As you can see, the cost per employee varies widely with the least cost for our regular employees in the Arizona State Retirement System is \$6,508. The cost per employee in the Corrections Officers Retirement Plan is 2.3 times the cost of a regular employee. The cost per employee in the PSPRS is 6.5 times the cost of a regular employee.

CHH/anc

Attachment

- c: Jan Leshner, Chief Deputy County Administrator
- Tom Burke, Deputy County Administrator for Administration
- Carmine DeBonis, Jr., Deputy County Administrator for Public Works



# MEMORANDUM

**FINANCE AND RISK MANAGEMENT DEPARTMENT  
- BUDGET DIVISION -**

**Date:** February 7, 2018

**To:** C.H. Huckelberry  
County Administrator

**From:** Robert W. Johnson  
Budget Manager

**Subject: Fiscal Year (FY) 2018/19 Retirement Benefits**

The various retirement plans that the County participates in have released retirement contribution rates for FY 2018/19. Attachment 1 is a year-to-year comparison of employer and employee contribution rates between FY 2017/18 and FY 2018/19.

Staff has entered the new employer contribution rates for FY 2018/19 into the County's Budget System. The results of the recalculation of the system with the new rates resulted in total County (employer) retirement costs increasing from the FY 2017/18 adopted amount of \$61,678,543 to the current FY 2018/19 requested of \$63,948,624. This represents a net \$2,270,081, or 3.7 percent year-to-year increase. Table 1 shows the changes in County costs by retirement plan.

<b>Table 1</b>			
<b>Comparison of Year-to-Year Changes in Retirement Plan Costs</b>			
<b>FY 2017/18 Adopted to FY 2018/19 Requested</b>			
<b>Retirement Plan</b>	<b>FY 2017/18 Budgeted Cost</b>	<b>FY 2017/18 Requested Cost</b>	<b>Increase/ (Decrease)</b>
Administrative Office of the Courts - Probation Officers Retirement Plan	\$ 3,842,320	\$ 5,437,887	\$ 1,595,567
Arizona State Retirement System (ASRS)	\$ 29,407,578	\$ 30,423,546	\$ 1,015,968
Corrections Officers Retirement Plan (CORP)	\$ 5,567,324	\$ 7,077,414	\$ 1,510,090
County Attorney Investigators Retirement Plan	\$ 301,513	\$ 403,498	\$ 101,985
Elected Official Retirement Plan (EORP)	\$ 1,545,015	\$ 1,481,013	\$ (64,002)
Public Safety Personnel Retirement System (PSPRS)	\$ 21,014,793	\$ 19,125,266	\$ (1,889,527)
<b>Totals</b>	<b>\$ 61,678,543</b>	<b>\$ 63,948,624</b>	<b>\$ 2,270,081</b>

The County's share of annual retirement costs is based on percentages of the total amount of an employee's aggregate compensation. This amount includes base compensation plus premium pays including overtime, on-call pay, shift-differential, holiday pay, etc. As shown in Attachment 1, the percentage of total employee compensation paid to the various retirement systems ranges from 11.80 percent to 92.36 percent. As a group, the cost of the six County retirement plans represents the single largest benefit cost paid on behalf of employees by the County. Attachment 2 shows a comparison of the FY 2017/18 adopted budget benefits costs for FY 2017/18 versus the FY 2018/19 requested costs by County fund and individual benefit objects.

Attachment 3 provides a history of budget to actual County retirement costs from FY 2012/13 to FY 2018/19. Actual retirement costs totaled \$41,578,789 in FY 2012/13. Total requested FY 2018/19 retirement costs are \$63,948,624. This represents a total annual cost increase of \$22,369,835 or 54 percent over this time.

### **Arizona State Retirement System (ASRS)**

The County's ASRS plan has 4,675 active members as of January 20, 2018. This makes it the largest individual plan in membership and overall County cost. The FY 2018/19 employer contribution rate will increase by 0.30 percent from 11.50 percent to 11.80 percent of eligible employee aggregate compensation. Since FY 2012/13, the employer contribution rate has ranged from a low of 11.40 percent to the current proposed 11.80 percent.

### **Corrections Officer Retirement System (CORP)**

The County's CORP plan has 475 active members as of January 20, 2018. The FY 2018/19 employer contribution rate will increase by 6.96 percent from 25.13 percent to 32.09 percent of eligible employee aggregate compensation. Since FY 2012/13, the employer contribution rate has ranged from a low of 13.25 percent to the current proposed 32.09 percent.

According to the plan's actuarial valuation, there are several reasons for the increase in the contribution rate:

- The current funding ratio is 43.4 percent (Present Assets/Total Accrued Liabilities)
- The Hall court decision impacts the manner that future Permanent Benefit Increases are calculated and paid.
- The plan expects to receive lower investment returns than previously assumed.

### **Elected Official Retirement Program (EORP)**

The County's EORP plan has 65 active members as of January 20, 2018. Currently, the employer contribution rate of 23.5 percent is unchanged for FY 2018/19. This plan is underfunded and the current statutory rate is not sustainable. The recent Fields (2014) and Hall (2016) court decisions that reversed proposed plan reforms has also had a significant impact on the plan's funding. The most recent actuarial analysis recommends increases in the employer contributions of over 162 percent of the officials' salaries going forward. Note that adjustments to the plan's contribution rates must be approved by the State Legislature.

In your *December 4, 2017 – Unfunded State Mandate from the Elected Official's Retirement Plan Premium Increase* memo you indicated that there is a current proposal to increase the employers' contribution to 61.5 percent. If this proposal is successful, EORP retirement contribution costs will increase by more than \$2.6 million over the current requested budget. Even if this contribution rate is approved, it is likely that there will continue to be significant increases in employer contributions in future years.

The actuarial valuation for this plan included the following comment regarding the need for increased contributions:

**"We recommend that the 23.5 percent statutory rate be reviewed to reflect the Court rulings regarding benefit provisions. Absent the receipt of increased contributions, the Plan is expected to run out of money in 9 years. If the Plan were to exhaust its accumulated pension assets, at that time the Plan becomes "Pay-as-you-go" meaning that benefits are paid based directly on contributions received. Note that the current contribution level supports ~50 percent of the benefits paid in this valuation."**

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

The County's PSPRS plan has 455 active members as of January 20, 2018. PSPRS is experiencing a reduction of \$1,889,527 in County contributions in the FY 2018/19 requested budget from the FY 2017/18 adopted budget. This is the result of a combination of the following factors:

-Reducing employer contributions by \$1.4 million for employees currently participating in the Deferred Retirement Option Program (DROP – see description of program and additional explanation below).

-Exits and retirements of existing employees.

-Unfunding vacant positions.

-The County will pay a lower contribution rate for any new or replacement employees hired after January 1, 2017 as the result of system reform by the State Legislature.

Depending on the date of hire, the County's employer contribution rate for FY 2018/19 ranges from 59.33 percent to 67.12 percent of aggregated salaries.

The Sheriff's Office has exceeded its overall budgeted PSPRS contribution each year during the period of FY 2012/13 through FY 2016/17. This is likely due to the under-budgeting of premium pays such as overtime, on-call pay, special assignments, holiday pay, etc. by the department. This, in turn results in lower budgeted retirement contributions. In FY 2017/18, the Sheriff's Office has stated that it expects to come in under budget in personnel services and begin to mitigate the impact of premium pays.

### **PSPRS DROP Program**

ASRS 38-844.02 created a deferred retirement option for employees who became members of PSPRS prior to January 1, 2012 and attain 20 years of credited service. DROP is a voluntary and irrevocable retirement option that defers an employee's retirement and allows continued active employment for up to 60 months after election. The plan deposits an amount in an account that is equal to the employee's monthly retirement benefit plus interest starting at the beginning of the DROP period. At the end of this period, the employee receives these funds in a lump sum payment including credited interest. At the end of the DROP period, the employee ceases active employment and begins to receive a normal monthly retirement benefit.

For employees credited with 20 or more years of service prior to January 1, 2012, no further employee or employer contributions are required. For those eligible employees that attain 20 years of credited service after January 1, 2012, the employee continues to make their contribution during DROP participation. An employer contribution is no longer required.

The Pima County Budget System retirement calculations were revised for the FY 2018/19 budget to reflect that employer contributions are no longer required for all employees participating in the DROP. This update contributed, in part, to the reduction in budgeted retirement contribution costs as described above.

### **County Attorney Investigators Retirement Plan**

The County Attorney Investigators Retirement Plan has four active members as of January 20, 2018. The FY 2018/19 employer contribution rate will increase by a range of 2.42 percent to 7.08 percent depending on the employee's hire date. Retirement contribution rates will range from 84.87 percent to 92.36 percent of eligible aggregate employee compensation. Since FY 2012/13, the employer contribution rate has ranged from a low of 39.49 percent to the current proposed percent range.

### **Administrative Office of the Courts – Probation Officers Retirement Plan**

The County's Probation Officers Retirement Plan has 312 active members as of January 20, 2018. The FY 2018/19 employer contribution rate will increase by 9.64 percent from 23.34 percent to 32.98 percent of eligible aggregate employee compensation. Since FY 2012/13, the employer contribution rate has ranged from a low of 13.12 percent to the current proposed 32.98 percent.

As part of the CORP Plan, many of the same factors that impact the Corrections Officers contribution rate increase also impact the Probation Officers Plan. According to the Actuarial valuation, there are several reasons for the increase in the contribution rate:

- The current funding ratio is 51.0 percent (Present Assets/Total Accrued Liabilities)
- The Hall court decision impacts the manner that future Permanent Benefit Increases are calculated and paid.
- The plan expects to receive lower investment returns than previously assumed.

**Retirement Costs Per Active Employee Member**

Pima County currently has 5,986 active members in its six retirement plans. This is an increase of 22 members from FY 2017/18. Table 2 below summarizes this information by plan for FY 2017/18 and FY 2018/19. This table also includes the average cost per active plan member

<b>Table 2</b>				
<b>Year-to-Year Changes in Average County Retirement Plan Cost Per Active Member</b>				
<b>FY 2017/18 Adopted to FY 2018/19 Requested</b>				
<b>Retirement Plan</b>	<b>FY 2017/18 Active Members</b>	<b>FY 2018/19 Active Members</b>	<b>FY 2017/18 Cost Per Active Member</b>	<b>FY 2017/18 Cost Per Active Member</b>
Administrative Office of the Courts - Probation Officers Retirement Plan	289	312	\$ 13,295	\$ 17,429
Arizona State Retirement System (ASRS)	4,658	4,675	\$ 6,313	\$ 6,508
Corrections Officers Retirement Plan (CORP)	482	475	\$ 11,550	\$ 14,900
County Attorney Investigators Retirement Plan	4	4	\$ 75,378	\$ 100,875
Elected Official Retirement Plan (EORP)	79	65	\$ 19,557	\$ 22,785
Public Safety Personnel Retirement System (PSPRS)	452	455	\$ 46,493	\$ 42,034

Note that this table includes only total active members and does not count vacant positions that include budgeted retirement contributions in the benefits calculation. Additionally retired employees in positions for whom the County makes alternate retirement contributions are not included.

Please let me know if you have any further questions regarding County retirement costs for FY 2018/19.

Cc: Jan Leshar, Chief Deputy County Administrator  
 Tom Burke, Deputy County Administrator for Administration  
 Keith Dommer, Director, Finance and Risk Management

# Attachment 1

**Arizona State Retirement System/ Public Safety Personnel Retirement System/Elected Official Retirement System  
Contribution Rates after Hall and Parker Court Decisions  
FY 2017/18 versus FY 2018/19**

	Employer		Employee		Increase/ Decrease
	FY 2017/18 Employer	FY 2018/19 Employer	FY 2017/18 Employee	FY 2018/19 Employee	
Arizona State Retirement	11.50%	11.80%	11.50%	11.80%	0.30%
Public Safety - Sheriff - Hired Prior to 7/20/2011	67.16%	67.12%	4.00%	4.00%	0.00%
Public Safety - Sheriff - Hired Prior to 1/1/2015	67.16%	67.12%	8.00%	8.00%	0.00%
Public Safety - Sheriff - Hired On or After 1/1/2015	63.51%	63.47%	11.65%	11.65%	0.00%
Public Safety - Sheriff - Hired On or After 7/1/2017	53.49%	59.33%	7.31%	10.07%	2.76%
Corrections Officers	25.13%	32.09%	8.41%	8.41%	0.00%
Admin Office of Courts - Probation Officers	23.34%	32.98%	8.41%	8.41%	0.00%
County Attorney Investigators - Hired Prior to 7/20/2011	89.94%	92.36%	4.00%	4.00%	0.00%
County Attorney Investigators - Hired Prior to 1/1/2015	89.94%	92.36%	8.00%	8.00%	0.00%
County Attorney Investigators - Hired On or After 1/1/2015	86.29%	88.71%	11.65%	11.65%	0.00%
County Attorney Investigators - Hired On or After 1/1/2017	77.79%	84.87%	7.31%	9.94%	2.63%
Elected Officials - Hired Prior to July 20, 2011	23.50%	23.50%	7.00%	7.00%	0.00%
Elected Officials - Hired On or After July 20, 2011	23.50%	23.50%	13.00%	13.00%	0.00%

1 - Change in employee rate from 11.65 percent effective first whole pay period after April 1, 2017 adjusted for 3.65 percent excess County contribution. Change required as the result of Parker vs. PSPRS decision. FY 2016/17 and FY 2017/18 employee rates were 8.00 percent prior to decision.

2 - Change in employee rate from 11.65 percent to 7.65 percent effective first whole pay period after April 1, 2017 adjusted for 3.65 percent excess County contribution. Change required as the result of Parker vs. PSPRS decision. FY 2016/17 and FY 2017/18 employee rates were 8.00 percent prior to decision.

3 - Change in employee rate from 13.00 percent to 7.00 percent effective first whole pay period after April 1, 2017. Change required as the result of Hall vs EORP decision. FY 2016/17 and FY 2017/18 employee rates were 13.00 percent prior to decision.

4 - Amount contained in June 30, 2016 Actuarial Report, not June 30, 2017 Actuarial Report

5 - Assume Tier 3 Members are under Defined Benefit (DB) Plan. Defined Contribution (DC) employer rate is 59.77 percent for Public Safety - Sheriff and 85.44 percent for County Attorney Investigators.

6 - June 30, 2017 Elected Officials Actuarial Report not yet available; assume FY 2017/18 rate

# Attachment 2

**Pima County**  
**Fiscal Year 2018/19 Requested Budget**  
**FY1819 Requested (01-31-18 After) VS FY1718 Adopted**

Object Code and Name	General Fund	Special Revenue	Debt Service	Capital Projects	Enterprise	Internal Service	Total
<b>FY1819 Requested Budget (01-31-18 AFTER)</b>							
FTE	4,617.89	1,818.66	0.00	0.00	512.50	166.00	7,115.06
5409 - Social Security & Medicare	17,198,103	6,211,464	0	0	1,992,964	715,777	26,118,308
5410 - Unemployment Insurance	120,815	43,625	0	0	13,958	5,005	183,403
5411 - Health Insurance Premiums	28,195,527	10,232,625	0	0	3,436,615	1,053,177	42,917,944
5412 - Workers Compensation	4,078,575	1,520,390	0	0	568,439	110,910	6,278,314
5413 - Life Insurance	149,410	58,858	0	0	17,323	5,604	231,195
5414 - Employer Paid Benefit Fees	0	0	0	0	0	0	0
5415 - Employer Paid Subsidy	79,370	20,638	0	0	7,104	4,128	111,240
5416 - Arizona State Retirement	18,050,487	8,201,103	0	0	3,067,883	1,104,073	30,423,546
5417 - Correction Officer Retirement - Judicial Employees	2,665,674	2,772,213	0	0	0	0	5,437,887
5418 - AZ Public Safety Retirement - County Attorney	298,971	104,527	0	0	0	0	403,498
5419 - Elected Official Retirement	1,481,013	0	0	0	0	0	1,481,013
5420 - Public Safety Retirement	19,082,350	42,916	0	0	0	0	19,125,266
5421 - Corrections Officer Retirement	7,039,354	38,060	0	0	0	0	7,077,414
5422 - Dental Insurance Premiums	537,174	201,009	0	0	62,077	17,840	818,100
5431 - Budgeted Benefits	0	0	0	0	0	0	0
5435 - Parking Subsidy	5,400	3,000	0	0	1,300	0	9,700
5438 - Elected Officials Retirement '2014'	0	0	0	0	0	0	0
5457 - HSA Contribution - Employer	5,805,014	2,322,668	0	0	694,002	225,000	9,046,684
Object Total Excluding FTE	104,787,237	31,773,096	0	0	9,861,665	3,241,514	149,663,512
<b>FY1718 Adopted</b>							
FTE	4,526.17	1,850.55	0.00	0.00	518.00	161.00	7,055.72
5409 - Social Security & Medicare	16,989,138	6,290,290	0	0	2,041,504	696,231	26,017,163
5410 - Unemployment Insurance	155,923	57,402	0	0	18,673	6,362	238,360
5411 - Health Insurance Premiums	29,764,756	10,756,475	0	0	3,635,877	1,066,418	45,223,526
5412 - Workers Compensation	3,930,610	1,432,402	0	0	606,821	108,599	6,078,432
5413 - Life Insurance	146,330	57,175	0	0	17,525	5,469	226,499
5414 - Employer Paid Benefit Fees	0	0	0	0	0	0	0
5415 - Employer Paid Subsidy	84,160	21,870	0	0	6,840	4,410	117,280
5416 - Arizona State Retirement	17,332,024	7,961,658	0	0	3,067,277	1,046,619	29,407,578
5417 - Correction Officer Retirement - Judicial Employees	1,855,016	1,987,304	0	0	0	0	3,842,320
5418 - AZ Public Safety Retirement - County Attorney	220,639	80,874	0	0	0	0	301,513
5419 - Elected Official Retirement	1,545,015	0	0	0	0	0	1,545,015
5420 - Public Safety Retirement	20,724,100	290,693	0	0	0	0	21,014,793
5421 - Corrections Officer Retirement	5,531,362	35,962	0	0	0	0	5,567,324
5422 - Dental Insurance Premiums	517,444	193,033	0	0	60,106	17,248	787,831
5431 - Budgeted Benefits	41,824	0	0	0	0	0	41,824
5435 - Parking Subsidy	9,560	2,500	0	0	1,300	380	13,740
5438 - Elected Officials Retirement '2014'	0	0	0	0	0	0	0
5457 - HSA Contribution - Employer	5,568,317	2,241,078	0	0	689,001	210,001	8,708,397
Object Total Excluding FTE	104,416,218	31,408,716	0	0	10,144,924	3,161,737	149,131,595
<b>Change (FY1819 Requested - FY1718 Adopted)</b>							
FTE	91.72	(31.89)	0.00	0.00	(5.50)	5.00	59.34
5409 - Social Security & Medicare	208,965	(78,826)	0	0	(48,540)	19,546	101,145
5410 - Unemployment Insurance	(35,108)	(13,777)	0	0	(4,715)	(1,357)	(54,957)
5411 - Health Insurance Premiums	(1,569,229)	(523,850)	0	0	(199,262)	(13,241)	(2,305,582)
5412 - Workers Compensation	147,965	87,988	0	0	(38,382)	2,311	199,882
5413 - Life Insurance	3,080	1,683	0	0	(202)	135	4,696
5414 - Employer Paid Benefit Fees	0	0	0	0	0	0	0
5415 - Employer Paid Subsidy	(4,790)	(1,232)	0	0	264	(282)	(6,040)
5416 - Arizona State Retirement	718,463	239,445	0	0	606	57,454	1,015,968
5417 - Correction Officer Retirement - Judicial Employees	810,658	784,909	0	0	0	0	1,595,567
5418 - AZ Public Safety Retirement - County Attorney	78,332	23,653	0	0	0	0	101,985
5419 - Elected Official Retirement	(64,002)	0	0	0	0	0	(64,002)
5420 - Public Safety Retirement	(1,641,750)	(247,777)	0	0	0	0	(1,889,527)
5421 - Corrections Officer Retirement	1,507,992	2,098	0	0	0	0	1,510,090
5422 - Dental Insurance Premiums	19,730	7,976	0	0	1,971	592	30,269
5431 - Budgeted Benefits	(41,824)	0	0	0	0	0	(41,824)
5435 - Parking Subsidy	(4,160)	500	0	0	0	(380)	(4,040)
5438 - Elected Officials Retirement '2014'	0	0	0	0	0	0	0
5457 - HSA Contribution - Employer	236,697	81,590	0	0	5,001	14,999	338,287
Object Total Excluding FTE	371,019	364,380	0	0	(283,259)	79,777	531,917

# Attachment 3

**Pima County  
State Retirement Systems  
Fiscal Year 2013/2014 to Fiscal Year 2018/2019  
General Fund Vs Non General Fund**

	General Fund		Non General Fund		Total	
	Budget	Variance	Budget	Variance	Budget	Variance
<b>FY1819</b>						
Arizona State Retirement	18,050,487		12,373,059		30,423,546	
Correction Officer Retirement - Judicial Employees	2,665,674		2,772,213		5,437,887	
AZ Public Safety Retirement - County Attorney	298,971		104,527		403,498	
Elected Official Retirement	1,481,013		0		1,481,013	
Public Safety Retirement	19,082,350		42,916		19,125,266	
Correction Officer Retirement	7,039,354		38,060		7,077,414	
Elected Officials Retirement - 2014	0		0		0	
Total FY1819	48,617,849		15,330,775		63,948,624	
<b>FY1718</b>						
Arizona State Retirement	17,332,024	9,433,526	12,075,554	6,366,422	29,407,578	13,607,630
Correction Officer Retirement - Judicial Employees	1,855,016	873,797	1,987,304	966,966	3,842,320	2,001,557
AZ Public Safety Retirement - County Attorney	220,639	184,318	80,874	21,294	301,513	95,901
Elected Official Retirement	1,545,015	450,041	0	(48)	1,545,015	1,095,022
Public Safety Retirement	20,724,100	11,902,072	290,693	36,515	21,014,793	11,938,587
Correction Officer Retirement	5,531,362	3,136,844	35,962	3,136	5,567,324	2,427,344
Elected Officials Retirement - 2014	0	445,042	0	0	0	(445,042)
Total FY1718	47,208,156	26,425,640	14,470,387	7,394,285	61,678,543	27,858,618
<b>FY1617</b>						
Arizona State Retirement	16,542,531	16,114,830	11,450,981	10,846,287	27,993,512	1,032,395
Correction Officer Retirement - Judicial Employees	1,595,526	1,303,143	1,730,514	1,506,098	3,326,040	2,809,241
AZ Public Safety Retirement - County Attorney	71,634	206,481	83,394	23,152	155,028	(74,605)
Elected Official Retirement	1,564,225	1,373,208	0	0	1,564,225	1,373,208
Public Safety Retirement	15,556,161	18,052,366	260,249	155,153	15,816,410	(2,391,109)
Correction Officer Retirement	4,900,151	4,900,293	46,048	18,144	4,946,199	27,762
Elected Officials Retirement - 2014	0	198,532	0	0	0	(198,532)
Total FY1617	40,230,228	42,148,853	13,571,186	12,548,834	53,801,414	(896,273)
<b>FY1516</b>						
Arizona State Retirement	16,739,284	15,660,528	11,831,247	10,592,617	28,570,531	2,317,386
Correction Officer Retirement - Judicial Employees	1,363,416	1,283,545	1,570,295	1,459,635	2,933,711	190,531
AZ Public Safety Retirement - County Attorney	106,966	111,879	65,259	49,886	172,225	161,765
Elected Official Retirement	1,599,006	1,569,209	0	0	1,599,006	1,569,209
Public Safety Retirement	15,108,487	16,219,879	281,120	145,092	15,389,607	(975,364)
Correction Officer Retirement	4,943,120	4,697,556	19,985	19,885	4,963,105	245,664
Elected Officials Retirement - 2014	15,662	(221)	0	(44)	15,662	(265)
Total FY1516	39,875,941	39,542,375	13,767,906	12,267,071	53,643,847	1,834,401

**Pima County  
State Retirement Systems  
Fiscal Year 2013/2014 to Fiscal Year 2018/2019  
General Fund Vs Non General Fund**

	General Fund			Non General Fund			Total		
	Budget	Actual	Variance	Budget	Actual	Variance	Budget	Actual	Variance
<b>FY1415</b>									
Arizona State Retirement	17,366,685	16,117,958	1,248,727	11,660,474	10,689,877	970,597	29,027,159	26,807,835	2,219,324
Correction Officer Retirement - Judicial Employees	1,092,895	1,046,916	45,979	1,145,965	1,207,007	(61,042)	2,238,860	2,253,923	(15,063)
AZ Public Safety Retirement - County Attorney	76,161	100,160	(23,999)	47,754	40,841	6,913	123,915	141,001	(17,086)
Elected Official Retirement	1,642,465	1,617,359	25,106	7,000	0	7,000	1,649,465	1,617,359	32,106
Public Safety Retirement	12,086,195	13,004,364	(918,169)	265,915	269,121	(3,206)	12,352,110	13,273,485	(921,375)
Correction Officer Retirement	3,738,127	3,726,055	12,072	19,695	6,071	13,624	3,757,822	3,732,126	25,696
Elected Officials Retirement - 2014	0	0	0	0	266	(266)	0	266	(266)
Total FY1415	36,002,528	35,612,812	389,716	13,146,803	12,213,183	933,620	49,149,331	47,825,995	1,323,336
<b>FY1314</b>									
Arizona State Retirement	16,822,408	15,888,622	933,786	11,578,955	10,786,014	792,941	28,401,363	26,674,636	1,726,727
Correction Officer Retirement - Judicial Employees	1,079,915	1,002,903	77,012	1,157,291	1,084,363	72,928	2,237,206	2,087,266	149,940
AZ Public Safety Retirement - County Attorney	71,063	100,160	(29,097)	22,545	24,593	(2,048)	93,608	124,753	(31,145)
Elected Official Retirement	1,793,789	1,744,802	48,987	0	0	0	1,793,789	1,744,802	48,987
Public Safety Retirement	10,913,648	11,586,115	(672,467)	205,948	671,979	(466,031)	11,119,596	12,258,094	(1,138,498)
Correction Officer Retirement	3,368,191	3,201,768	166,423	7,407	1,687	5,720	3,375,598	3,203,455	172,143
Elected Officials Retirement - 2014	0	0	0	0	0	0	0	0	0
Total FY1314	34,049,014	33,524,370	524,644	12,972,146	12,568,636	403,510	47,021,160	46,093,006	928,154
<b>FY1213</b>									
Arizona State Retirement	16,149,817	14,653,557	1,496,260	10,121,522	10,237,427	(115,905)	26,271,339	24,890,984	1,380,355
Correction Officer Retirement - Judicial Employees	1,008,182	874,955	133,227	997,096	862,390	134,706	2,005,278	1,737,345	267,933
AZ Public Safety Retirement - County Attorney	38,779	100,160	(61,381)	24,290	64,725	(40,435)	63,069	164,885	(101,816)
Elected Official Retirement	1,245,732	1,434,616	(188,884)	0	0	0	1,245,732	1,434,616	(188,884)
Public Safety Retirement	8,382,817	10,015,663	(1,632,846)	169,401	656,817	(487,416)	8,552,218	10,672,480	(2,120,262)
Correction Officer Retirement	2,291,268	2,678,286	(387,018)	4,988	193	4,795	2,296,256	2,678,479	(382,223)
Elected Officials Retirement - 2014	0	0	0	0	0	0	0	0	0
Total FY1213	29,116,595	29,757,237	(640,642)	11,317,297	11,821,552	(504,255)	40,433,892	41,578,789	(1,144,897)