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# MEMORANDUM

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Date: January 21, 2020

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

From: C.H. Huckelberry  
County Administrator 

Re: **Arizona State Retirement System, Public Safety Personnel Retirement System and Elected Official Retirement System Rates**

Attached is a copy of the various rates that will be charged for the State Retirement Systems for Fiscal Year (FY) 2020/21.

Most of the County's employees are enrolled in the Arizona State Retirement System and will see an increase of 0.11 percent for both the employer and employee. The Public Safety Personnel Retirement System will see the highest increase of 5.22 percent for the employer. Corrections Officers will have a 3.65 percent employer increase while Probation Officers will have a 4.77 percent employer increase.

As we progress in developing the FY 2020/21 budget, I will communicate to the Board the overall increase in our benefit contributions for all County personnel in all retirement systems, including any increases that will occur in medical and dental insurance plans.

CHH/anc

Attachment

c: Jan Leshar, Chief Deputy County Administrator  
Michelle Campagne, Director, Finance and Risk Management  
Robert Johnson, Deputy Director, Finance and Risk Management  
Patrick McGee, Budget Manager, Finance and Risk Management

**Arizona State Retirement System/ Public Safety Personnel Retirement System/Elected Official Retirement System  
FY 2019/20 versus FY 2020/21**

	FY 2019/20 Employer	FY 2020/21 Employer	Increase/ Decrease	FY 2019/20 Employee	FY 2020/21 Employee	Increase/ Decrease
Arizona State Retirement	12.11%	12.22%	0.11%	12.11%	12.22%	0.11%
Public Safety - Sheriff - Hired Prior to 7/20/2011	75.81%	79.83%	4.02%	4.00%	4.00%	0.00%
Public Safety - Sheriff - Hired Prior to 1/1/2015	75.81%	79.83%	4.02%	8.00%	8.00%	0.00%
Public Safety - Sheriff - Hired On or After 1/1/2015	72.16%	76.18%	4.02%	11.65%	11.65%	0.00%
Public Safety - Sheriff - Hired On or After 7/1/2017 - DB	67.87%	73.09%	5.22%	10.07%	10.07%	0.00%
Public Safety - Sheriff - Hired On or After 7/1/2017 - DC	68.31%	73.43%	5.12%	10.51%	10.41%	-0.10%
Corrections Officers - Hired Prior to 7/1/2018	31.55%	35.20%	3.65%	8.41%	8.41%	0.00%
Corrections Officers - Hired 7/1/2018 and After - DC	30.58%	34.03%	3.45%	8.40%	7.65%	-0.75%
Admin Office of Courts - Probation Officers-Hired pre 7/1/2018	31.24%	34.11%	2.87%	8.41%	8.41%	0.00%
Admin Office of Courts - Hired 7/1/2018 and After - DB	28.37%	33.14%	4.77%	10.18%	10.18%	0.00%
Admin Office of Courts - Hired 7/1/2018 and After - DC	29.68%	33.70%	4.02%	8.40%	7.65%	-0.75%
County Attorney Investigators - Hired Prior to 7/20/2011	92.55%	84.16%	-8.39%	4.00%	4.00%	0.00%
County Attorney Investigators - Hired Prior to 1/1/2015	92.55%	84.16%	-8.39%	8.00%	8.00%	0.00%
County Attorney Investigators - Hired On or After 1/1/2015	88.90%	80.51%	-8.39%	11.65%	11.65%	0.00%
County Attorney Investigators - Hired On or After 1/1/17 - DB	85.06%	78.55%	-6.51%	9.94%	9.94%	0.00%
County Attorney Investigators - Hired On or After 1/1/17 - DC	85.63%	79.02%	-6.61%	10.51%	10.41%	-0.10%
Elected Officials - Hired Prior to July 20, 2011	61.43%	61.43%	0.00%	7.00%	7.00%	0.00%
Elected Officials - Hired On or After July 20, 2011	61.43%	61.43%	0.00%	13.00%	13.00%	0.00%

1 - 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.

2 - Per ARS Section 38-810, on the valuation beginning July 1, 2018 the Statutory Employer Contribution Rate will be actuarially determined.

3 - The Retirement Plan Board decided to keep their 3 rates level (as calculated with the June 30, 2018 valuation) for the fiscal year ending June 30, 2021.

4 - Actuary dated 6/30/19 by Foster & Foster Actuaries and Consultants has percentage less .70%.

DB = Defined Benefit Plan

DC = Defined Contribution Plan