

2020

Health Benefit Trust
Internal Service Fund

ANNUAL FINANCIAL REPORT



PIMA COUNTY

For the Fiscal Year Ended June 30, 2020 • Pima County, Arizona

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
June 30, 2020

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Independent Auditor's Report

The Board of Supervisors
of Pima County, Arizona

Report on the Financial Statements

We have audited the accompanying financial statements of the Health Benefit Trust, an internal service fund of Pima County, Arizona, as of and for the year ended June 30, 2020, and the related notes to the financial statements, as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the Health Benefit Trust, an internal service fund of Pima County, Arizona, as of June 30, 2020, and the respective changes in financial position and cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Fund Financial Statements

As discussed in Note 1, the financial statements of the Health Benefit Trust are reported as an internal service fund of Pima County, Arizona, and are intended to present the financial position and the changes in financial position of only that portion of Pima County, Arizona that is attributable to the transactions of the Health Benefit Trust. They do not purport to, and do not, present fairly the financial position of Pima County, Arizona as of June 30, 2020, or the changes in its financial position for the year then ended in conformity with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated October 9, 2020, on our consideration of Health Benefit Trust's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Health Benefit Trust's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Health Benefit Trust's internal control over financial reporting and compliance.

Heinfeld Meech & Co. PC

Heinfeld, Meech & Co., P.C.
Tucson, Arizona
October 9, 2020

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Statement of Net Position
June 30, 2020

Assets

Current assets:

Cash and cash equivalents	\$	27,120,529
Interest receivable		2,434
Accounts receivable		55,833
Prepaid expense		73,229
Total current assets		27,252,025

Noncurrent assets:

Net other postemployment benefits asset		1,652
Total noncurrent assets		1,652
Total assets		27,253,677

Deferred outflows of resources

Pension and other postemployment benefits		100,785
Total deferred outflows of resources		100,785

Liabilities

Current liabilities:

Accounts payable		1,303,085
Accrued employee compensation		229,533
Unearned revenue		61,029
Compensated absences, current portion		45,415
Reported but unpaid losses, current portion		757,350
Incurred but not reported losses, current portion		4,291,650
Total current liabilities		6,688,062

Noncurrent liabilities:

Compensated absences payable		34,205
Reported but unpaid losses		7,650
Incurred but not reported losses		43,350
Net pension liability		864,358
Total noncurrent liabilities		949,563
Total liabilities		7,637,625

Deferred inflows of resources

Pension and other postemployment benefits		84,359
Total deferred inflows of resources		84,359

Net position

Restricted for:

Healthcare		19,632,478
Total net position	\$	19,632,478

See accompanying notes to financial statements

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Statement of Revenues, Expenses and Changes in Net Position
For the Year Ended June 30, 2020

Operating revenues:	
Charges for services	\$ 57,435,559
Other	4,145,769
Total operating revenues	61,581,328
Operating expenses:	
Employee compensation	1,150,064
Operating supplies	20,033
Medical claims	62,152,645
Medical claims - change in actuarial estimates	300,000
Insurance premiums	6,208,564
General and administrative	715,139
Professional services	3,344,229
Total operating expenses	73,890,674
Operating loss	(12,309,346)
Nonoperating revenues:	
Investment income	1,156,713
Total nonoperating revenues:	1,156,713
Decrease in net position	(11,152,633)
Net position, July 1, 2019	30,785,111
Net position, June 30, 2020	\$ 19,632,478

See accompanying notes to financial statements

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Statement of Cash Flows
For the Year Ended June 30, 2020

Cash flows from operating activities:	
Receipts received from other Pima County funds for goods and services	\$ 57,435,559
Receipts from miscellaneous operations	5,027,839
Payments to suppliers for goods and services	(8,841,764)
Payments to other Pima County funds for goods and services	(622,425)
Payments for medical claims	(62,152,645)
Payments to employees	(987,127)
Net cash used for operating activities	<u>(10,140,563)</u>
 Cash flows from investing activities:	
Interest on cash and investments	<u>1,175,817</u>
Net cash provided by investing activities	<u>1,175,817</u>
 Net decrease in cash and cash equivalents	 (8,964,746)
 Cash and cash equivalents, July 1, 2019	 36,085,275
 Cash and cash equivalents, June 30, 2020	 <u>\$ 27,120,529</u>

(continued)

See accompanying notes to financial statements

PIMA COUNTY, ARIZONA
 Health Benefit Trust Internal Service Fund
 Statement of Cash Flows
 For the Year Ended June 30, 2020

(continued)

**Reconciliation of operating loss to net cash
 used for operating activities**

Operating loss	\$ (12,309,346)
Adjustments to reconcile operating loss to net cash used for operating activities:	
Changes in assets and deferred outflows of resources:	
Decrease (increase) in assets:	
Accounts receivable	821,041
Prepaid expenses	(28,871)
Net other postemployment benefits asset	398
Decrease in deferred outflows of resources:	
Pension and other postemployment benefits	14,194
Changes in liabilities and deferred inflows of resources:	
Increase (decrease) in liabilities:	
Accounts payable	853,254
Due to other governments	(607)
Reported but unpaid losses	45,000
Incurred but not reported losses	255,000
Net pension and other postemployment liability	75,261
Other liabilities	167,303
Decrease in deferred inflows of resources:	
Pension and other postemployment benefits	(33,190)
Net cash used for operating activities	\$ (10,140,563)

See accompanying notes to financial statements

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Notes to Financial Statements
June 30, 2020

Note 1: Summary of Significant Accounting Policies

The accounting policies of Pima County (County) and its Health Benefit Trust Fund (Fund) conform to U.S. generally accepted accounting principles (GAAP) applicable to governmental units as promulgated by the Governmental Accounting Standards Board (GASB) and the regulatory requirements of the State of Arizona.

A. Reporting entity

The Fund is accounted for as an internal services fund of Pima County, Arizona, that is governed by a five member Board of Trustees which meets quarterly and is responsible to the Pima County Board of Supervisors for oversight of the Trust. The ultimate financial accountability for the Fund remains with Pima County. The Fund is a self-insured medical plan for Pima County employees and their dependents. The Fund is responsible for collecting employer and employee medical premiums through payroll deductions and reimbursing Aetna, acting as the Third Party Administrator, for the payment of the medical claims. The premiums collected include amounts for medical, dental, vision, short-term disability and life insurance coverage.

The financial statements present only the Health Benefit Trust Fund as one of the funds of Pima County and are not intended to present the balances and activity of Pima County in its entirety.

B. Fund accounting

The Fund's accounts are maintained in accordance with the principles of fund accounting to ensure that limitations and restrictions on the Fund's available resources are observed. The principles of fund accounting require that resources be classified for accounting and reporting purposes into funds in accordance with the activities or objectives specified for those resources. Each fund is considered a separate accounting entity, and its operations are accounted for in a separate set of self-balancing accounts that comprise its assets, deferred outflows of resources, liabilities, deferred inflows of resources, net position, revenues, and expenses.

The Fund's financial transactions are recorded and reported as an internal services fund because its operations are financed and operated in a manner similar to private business enterprises. It is the intent of the Board of Supervisors that the costs and claims incurred by the Fund on a continuing basis be financed primarily through payroll deducted employee and employer medical insurance premiums.

C. Basis of accounting

Basis of accounting relates to the timing of the measurements made, and determines when revenues, expenses and assets, deferred outflows of resources, liabilities and deferred inflows of resources are recognized in the accounts and reported in the financial statements. The financial statements of the Fund are reported using the economic resources measurement focus and are presented on the accrual basis of accounting. Revenues are recorded when earned, and expenses are recorded when a liability is incurred, regardless of the timing of the related cash flow. When both restricted and unrestricted components of net position are available to finance Fund expenses, restricted resources are used before unrestricted resources. Interfund transactions that would be treated as revenues or expenses if they involved parties external to the County are recorded in the appropriate revenue or expense accounts unless in conflict with GASB pronouncements.

D. Basis of presentation

The financial statements include a statement of net position, a statement of revenues, expenses and changes in net position and a statement of cash flows.

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Notes to Financial Statements
June 30, 2020

Note 1: Summary of Significant Accounting Policies (continued)

A statement of net position provides information about the assets, deferred outflows of resources, liabilities, deferred inflows of resources and net position of the Fund at the end of the year. Assets and liabilities are classified as either current or noncurrent and deferred outflows and inflows of resources, when applicable, are separately reported on the statement of net position. Net position is classified according to external restrictions or availability of assets to satisfy the Fund's obligations. Net investment in capital assets represents the cost of capital assets, net of accumulated depreciation. Restricted net position encompasses grants, contracts, and other resources that have been externally restricted for specific purposes. Unrestricted net position includes the remaining component of net position, including the portion that has been designated by management to be used for other than general operating purposes.

A statement of revenues, expenses and changes in net position provides information about the Fund's financial activities during the year. Revenues and expenses are classified as either operating or non-operating, and all changes in net position are reported including capital contributions and transfers. Generally, charges for services and other revenue for premium rebates, stop loss reinsurance and short-term disability insurance are considered to be operating revenues. Other revenues, such as investment income, are not generated from operations and are considered to be non-operating revenues. Operating expenses include medical claims, insurance premiums and consultants and professional services.

A statement of cash flows provides information about the Fund's sources and uses of cash and cash equivalents during the year. Increases and decreases in cash and cash equivalents are classified as operating, noncapital financing, capital and related financing, or investing.

E. Cash and cash equivalents

Cash and cash equivalents consist of cash on hand, cash on deposit with the Pima County Treasurer, investments in the State Treasurer's Local Government Investment Pool (LGIP) and deposits held in escrow accounts from both restricted and unrestricted sources. Unrestricted cash and cash equivalents consist of cash on hand, cash and investments held by the Pima County Treasurer in an investment pool, and investments in the State Treasurer's LGIP. Restricted cash and cash equivalents consist of cash and investments held by the Pima County Treasurer in an investment pool, and deposits held in escrow accounts.

Nonparticipating interest-earning investment contracts are stated at cost. Money market investments and participating interest-earning investment contracts with a remaining maturity of 1 year or less at the time of purchase are stated at amortized cost. All other investments are stated at fair value.

F. Accounts receivable

Accounts receivable consist primarily of medical premium amounts deducted from employee compensation, together with the employer contribution, not yet transferred to the fund from the payroll system.

G. Capital assets

The Fund has no capital assets.

H. Deferred outflows and inflows of resources

The statement of net position and balance sheet include separate sections for deferred outflows of resources and deferred inflows of resources. Deferred outflows of resources represent a consumption of net position that applies to future periods that will be recognized as an expense or expenditure in future periods. Deferred inflows of resources

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Notes to Financial Statements
June 30, 2020

Note 1: Summary of Significant Accounting Policies (continued)

represent an acquisition of net position or fund balance that applies to future periods and will be recognized as a revenue in future periods.

I. Postemployment benefits

For purposes of measuring the net pension and other postemployment benefits (OPEB) assets and liabilities, deferred outflows of resources and deferred inflows of resources related to pensions and OPEB, and pension and OPEB expense, information about the plans' fiduciary net position and additions to/deductions from the plans' fiduciary net position have been determined on the same basis as they are reported by the plans. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

J. Compensated absences

Compensated absences payable consist of annual leave and a calculated amount of sick leave earned by employees based on services already rendered.

Employees may accumulate up to 240 hours of annual leave depending upon years of service. If an employee has accumulated annual leave in excess of 240 hours by their anniversary date, the excess hours are converted to sick leave. Upon termination of employment, all unused annual leave benefits are paid to employees. Accordingly, annual leave benefits are accrued as a liability in the fund's financial statements. A liability for these amounts is reported in the fund's financial statements only if they have matured, for example, as a result of employee resignations and retirements by fiscal year-end. Due to a temporary Board of Supervisor Policy regarding the Novel Coronavirus (COVID-19), employees who were deemed essential are authorized to carry over additional annual leave hours, if needed. These essential employees who terminate before their anniversary date within fiscal year 2022, with an excess of 240 hours of annual leave, will be paid out their full balance.

Employees may accumulate up to 1,920 of sick leave. Generally, sick leave benefits provide for ordinary sick pay and are cumulative but most employees forfeit them upon terminating employment. However, employees who have accumulated greater than 240 hours of sick leave and are eligible to retire will receive some benefits. Employees who are eligible to retire from County service into the Arizona State Retirement System may request sick leave to be converted to annual leave on a predetermined conversion basis. An estimate of those retirement payouts is accrued as a liability in the Fund's financial statements. A liability for these amounts is reported in the fund's financial statements under Employee Compensation only if they have matured, for example, as a result of employee resignations and retirements by fiscal year-end.

K. Use of Estimates

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results may differ from those estimates.

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Notes to Financial Statements
June 30, 2020

Note 2: Cash and Investments

Cash and investments consists of \$874,872 of cash on deposit with the County Treasurer and available on demand. The Treasurer pools these deposits with other County monies for investment within the County Treasurer's pool. The Fund's deposits are included in the Treasurer's investment pool but are not identified with specific investments. Investments in the County Treasurer's investment pool are valued at the pool's share price multiplied by the number of shares the Fund holds. The fair value of the Fund's position in the pool approximates the value of the Fund's pool shares. Additionally, there is \$26,245,657 in the State Treasurer's LGIP Pool 500.

Fair value measurements—The Fund categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset.

- Level 1 inputs are quoted prices in active markets for identical assets
- Level 2 inputs are significant other observable inputs
- Level 3 inputs are significant unobservable inputs

The State Treasurer's pools are external investment pools, the LGIP (Pool 5), LGIP-Government (Pool 7) and LGIP (Pool 500), with no regulatory oversight. The pools are not required to register (and are not registered) with the Securities and Exchange Commission (SEC). The activity and performance of the pools are reviewed monthly by the State Board of Investment. The fair value of each participant's position in the State Treasurer investment pools approximates the value of the participant's shares in the pool and the participants' shares are not identified with specific investments. Participants in the pool are not required to categorize the value of shares in accordance with fair value hierarchy.

The County Treasurer's pool is an external investment pool with no regulatory oversight. The pool is not required to register (and is not registered) with the SEC. The fair value of each participant's position in the County Treasurer investment pool approximates the value of the participant's shares in the pool and the participants' shares are not identified with specific investments. Participants in the pool are not required to categorize the value of shares in accordance with the fair value hierarchy.

Credit risk—Credit risk is the risk that an issuer or counterparty to an investment will not fulfill its obligations. The County does not have a formal investment policy with respect to credit risk. The Pima County Treasurer's investment pool is unrated.

Interest rate risk—Interest rate risk is the risk that changes in interest rates will adversely affect an investment's fair value. The County does not have a formal investment policy with respect to interest rate risk. The Pima County Treasurer's investment pool and the LGIP pool 500 had a combined weighted average maturity of 437 days at June 30, 2020.

Legal provisions—Arizona Revised Statutes authorize counties to invest public monies in the State Treasurer's investment pool; obligations issued or guaranteed by the United States or any of the senior debt of its agencies, sponsored agencies, corporations, sponsored corporations, or instrumentalities; specified state and local government bonds; interest earning investments such as savings accounts, certificates of deposit, and repurchase agreements in eligible depositories; and specified commercial paper, bonds, debentures, and notes issued by corporations organized and doing business in the United States. In addition, the County Treasurer may invest trust funds in fixed income securities of corporations doing business in the United States or District of Columbia.

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Notes to Financial Statements
June 30, 2020

Note 2: Cash and Investments (continued)

Credit risk—Statutes have the following requirements for credit risk:

1. Commercial paper must be of prime quality and be rated within the top two ratings by a nationally recognized rating agency.
2. Specified bonds, debentures, notes, and other evidences of indebtedness that are denominated in United States dollars must be rated “A” or better by at least two nationally recognized rating agencies.
3. Fixed income securities must carry one of the two highest ratings by Moody’s investors’ service and Standard and Poor’s rating service. If only one of the above-mentioned services rates the security, it must carry the highest rating of that service.

Custodial credit risk—Statutes require collateral for demand deposits, certificates of deposit, and repurchase agreements at 102 percent of all deposits not covered by federal depository insurance.

Concentration of credit risk—Statutes do not include any requirements for concentration of credit risk.

Interest rate risk—Statutes require that public monies invested in securities and deposits have a maximum maturity of 5 years and that public operating fund monies invested in securities and deposits have a maximum maturity of 3 years. Investments in repurchase agreements must have a maximum maturity of 180 days.

Foreign currency risk—Statutes do not allow foreign investments.

Note 3: Claims, Judgments and Risk Management

The management of the Fund establishes claim liabilities from an annual actuarial report for Projected Unpaid Claim Liability. The actuarial report estimates the Incurred But Not Reported (IBNR) and the Incurred But Not Paid (IBNP) Liabilities both current and non-current. The computations are made using a variety of actuarial methods and techniques including the exposure approach and completion factors. Actual claims incurred could differ from these estimates. Adjustments to the claim liabilities are charged or credited to expense in the periods which claims are made. The Fund also has reinsurance (stop loss) coverage for excessive medical claim losses.

Changes in the Fund’s claims liability amount for the year ended June 30, 2020 is as follows:

	<u>2020</u>	<u>2019</u>			
Claims liability – beginning	\$ 4,800,000	\$ 4,500,000			
Current-year claims and changes in estimates	62,452,645	57,486,467			
Claims payment	<u>(62,152,645)</u>	<u>(57,186,467)</u>			
Claims liability balance - ending	<u>\$ 5,100,000</u>	<u>\$ 4,800,000</u>			
	<u>Balance</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance</u>	<u>Due within</u>
	July 1, 2019			June 30, 2020	1 year
Incurred but not reported (IBNR)	\$ 4,080,000	\$ 425,001	\$ (170,001)	\$ 4,335,000	\$ 4,291,650
Reported but unpaid losses	<u>720,000</u>	<u>75,001</u>	<u>(30,001)</u>	<u>765,000</u>	<u>757,350</u>
Total	<u>\$ 4,800,000</u>	<u>\$ 500,002</u>	<u>\$ (200,002)</u>	<u>\$ 5,100,000</u>	<u>\$ 5,049,000</u>

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Notes to Financial Statements
June 30, 2020

Note 3: Claims, Judgments and Risk Management (continued)

The Fund is also exposed to various risks of loss related to torts; errors and omissions; injuries to employees; and natural disasters. The Fund is a participant in Pima County’s self-insurance program, and in the opinion of the Fund’s management, that program would cover any unfavorable outcomes from these risks. Accordingly, the Fund has no risk of loss beyond adjustments to future years’ overhead payments to Pima County. All estimated losses for unsettled claims and actions of Pima County are determined on an actuarial basis and are included in the Pima County Comprehensive Annual Financial Report.

Note 4: Related Party Transactions

Administrative and fiscal services—For the year ended June 30, 2020, the Fund incurred expenses from Pima County for a variety of administrative and fiscal services totaling \$622,425. Of that amount, \$509,437 was for the allocation of overhead, \$34,864 was for computer hardware charges, \$30,192 was for server and storage charges, \$27,174 was for internal rent charges, \$10,800 was for IT port charges, \$7,431 was for software charges, \$1,792 was for postage and freight, \$722 was for printing and microfilming and \$13 was for interdepartmental supplies and services.

Note 5: Pension and Other Postemployment Benefits

The County contributes to a cost-sharing, multiple-employer defined benefit pension plan; a cost-sharing multiple employer defined benefit health insurance premium plan; and a cost-sharing, multiple-employer defined benefit long-term disability plan administered by the *Arizona State Retirement System (ASRS)* that covers employees of the State of Arizona and employees of participating political subdivisions and school districts. Although the County contributes to the *Arizona State Retirement System (ASRS)*, the *Corrections Officer Retirement Plan (CORP)*, the *Public Safety Personnel Retirement System (PSPRS)*, and the *Elected Officials Retirement Plan (EORP)*, all component units of the State of Arizona, the Fund employees only participate in the *Arizona State Retirement System (ASRS)*.

At June 30, 2020 the Fund reported the following amounts related to pensions and other postemployment benefits (OPEB) for all plans to which it contributes:

Net OPEB asset	\$	1,652
Net Pension and OPEB liability		864,358
Deferred outflows of resources related to pensions and OPEB		100,785
Deferred inflows of resources related to pensions and OPEB		84,359
Pension and OPEB expense		133,978

The Fund's accrued payroll and employee benefits includes \$5,967 of outstanding pension and OPEB contribution amounts payable to all plans for the year ended June 30, 2020.

The OPEB plans are not described below due to their relative insignificance to the Fund’s financial statements.

Plan description—The ASRS administers a cost-sharing multiple-employer defined benefit pension plan. The Arizona State Retirement System Board governs the ASRS according to the provisions of A.R.S. Title 38, Chapter 5, Articles 2 and 2.1. The ASRS issues a publicly available financial report that includes its financial statements and required supplementary information. The report is available on its Web site at www.azasrs.gov.

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Notes to Financial Statements
June 30, 2020

Note 5: Pension and Other Postemployment Benefits (continued)

Benefits provided—The ASRS provides retirement and survivor benefits. State statute establishes benefit terms. Retirement benefits are calculated on the basis of age, average monthly compensation, and service credit as follows:

	Retirement Initial membership date	
	<i>Before July 1, 2011</i>	<i>On or after July 1, 2011</i>
Years of service and age required to receive benefit	Sum of years and age equals 80 10 years, age 62 5 years, age 50* any years, age 65	30 years, age 55 25 years, age 60 10 years, age 62 5 years, age 50* any years, age 65
Final average salary is based on	Highest 36 consecutive months of last 120 months	Highest 60 consecutive months of last 120 months
Benefit percent per year of service	2.1% to 2.3%	2.1% to 2.3%

*With actuarially reduced benefits

Retirement benefits for members who joined the ASRS prior to September 13, 2013, are subject to automatic cost-of-living adjustments based on excess investment earning. Members with a membership date on or after September 13, 2013, are not eligible for cost-of-living adjustments. Survivor benefits are payable upon a member's death. For retired members, the retirement benefit option chosen determines the survivor benefit. For all other members, the beneficiary is entitled to the member's account balance that includes the member's contribution and employer's contributions, plus interest earned.

Contributions—In accordance with state statutes, annual actuarial valuations determine active member and employer contribution requirements. The Arizona State Legislature establishes and may amend active plan members' and the County's contribution rates. The combined active member and employer contribution rates are expected to finance the costs of benefits employees earn during the year, with an additional amount to finance any unfunded accrued liability. For the year ended June 30, 2020, statute required active ASRS members to contribute at the actuarially determined rate of 12.11 percent (11.94 percent for retirement and 0.17 percent for long-term disability) of the members' annual covered payroll and the County was required by statute to contribute at the actuarially determined rate of 12.11 percent (11.45 percent for retirement, 0.49 percent for health insurance premium benefit, and 0.17 percent for long-term disability) of active members' annual covered payroll. In addition, the County was required by statute to contribute at the actuarially determined rate of 10.41 percent (10.29 percent for retirement, 0.05 percent for health insurance premium benefit, and 0.07 percent for long-term disability) of the annual covered payroll of retired members who worked for the County in positions that an employee who contributes to the ASRS would typically fill. The Fund's contributions to the pension plan for the year ended June 30, 2020 was \$73,157.

Liability—At June 30, 2020, the Fund reported a liability of \$860,482 for its proportionate share of the ASRS net pension liability. The net pension liability was measured as of June 30, 2019. The total pension liability used to calculate the net pension liability was determined using updated procedures to roll forward the total pension liability from an actuarial valuation as of June 30, 2018, to the measurement date of June 30, 2019.

The Fund's proportion of the net pension liability was based on the Fund's actual contributions to the plan relative to the total of the County's contributions for the year ended June 30, 2019. The Fund's proportion measure as of June 30, 2019, was 0.26 percent, which did not significantly change from that measured as of June 30, 2018.

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Notes to Financial Statements
June 30, 2020

Note 5: Pension and Other Postemployment Benefits (continued)

Expense—For the year ended June 30, 2020, the Fund recognized pension expense of \$130,758.

Deferred outflows/inflows of resources—At June 30, 2020, the Fund reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

<i>ASRS</i>	<i>Deferred Outflows of Resources</i>	<i>Deferred Inflows of Resources</i>
Differences between expected and actual experience	\$ 15,545	\$ 162
Changes in assumptions	3,637	34,266
Net difference between projected and actual earnings on pension plan investments		19,341
Changes in proportion and differences between county contributions and proportionate share of contributions		26,266
County contributions subsequent to the measurement date	73,157	
Total	\$ 92,339	\$ 80,035

The \$73,157 reported as deferred outflows of resources relates to ASRS pensions resulting from Fund contributions subsequent to the measurement recognized as a reduction of the liability in the year ended June 30, 2021. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to ASRS pensions will be recognized in pension expense as follows:

Year ending June 30,		
2021	\$	(30,466)
2022		(31,853)
2023		(3,714)
2024		5,180

Actuarial assumptions—The significant actuarial assumptions used to measure the total pension liability are as follows:

<i>ASRS</i>	
Actuarial valuation date	June 30, 2018
Actuarial roll forward date	June 30, 2019
Actuarial cost method	Entry age normal
Investment rate of return	7.5%
Projected salary increases	2.7-7.2%
Inflation	2.3%
Permanent benefit increase	Included
Mortality rates	2017 SRA Scale U-MP

PIMA COUNTY, ARIZONA
Health Benefit Trust Internal Service Fund
Notes to Financial Statements
June 30, 2020

Note 5: Pension and Other Postemployment Benefits (continued)

Actuarial assumptions used in the June 30, 2018, valuation were based on the results of an actuarial experience study for the 5-year period ended June 30, 2016.

The long-term expected rate of return on ASRS plan investments was determined to be 7.5 percent using a building-block method in which the best-estimate ranges of expected future real rates of return (expected returns, net of plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of geometric real rates of return for each major asset class are summarized in the following table:

<i>ASRS</i>	<i>Target</i>	<i>Long-Term Expected</i>
<i>Asset Class</i>	<i>Allocation</i>	<i>Geometric Real</i>
	<hr/>	<hr/>
Equity	50%	6.09%
Credit	20%	5.36%
Interest rate sensitive bonds	10%	1.62%
Real estate	20%	5.85%
Total	<hr/> <hr/> 100%	

Discount rate—The discount rate used to measure the ASRS total pension liability was 7.5 percent. The projection of cash flows used to determine the discount rate assumed that contributions from participating employers will be made based on the actuarially determined rates based on the ASRS Board’s funding policy, which establishes the contractually required rate under Arizona statute. Based on those assumptions, the plan’s fiduciary net position was projected to be available to make all projected future payments of current plan members. Therefore, the long-term expected rate of return on plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the fund’s proportionate share of the ASRS net pension liability in the discount rate—The following table presents the Fund’s proportionate share of the net pension liability calculated using the discount rate of 7.5 percent, as well as what the Fund’s proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1 percentage point lower (6.5 percent) or 1 percentage point higher (8.5 percent) than the current rate.

<i>ASRS</i>	<i>1% Decrease</i>	<i>Current</i>	<i>1% Increase</i>
	<i>(6.5%)</i>	<i>Discount Rate</i>	<i>(8.5%)</i>
	<hr/>		
Fund’s share of the net pension liability	\$ 1,224,665	\$ 860,482	\$ 556,119

Pension plan fiduciary net position—Detailed information about the plan’s fiduciary net position is available in the separately issued ASRS financial report.

**Report on Internal Control Over Financial Reporting and on
Compliance and Other Matters Based on an Audit of
Financial Statements Performed in Accordance with
*Government Auditing Standards***

Independent Auditor's Report

The Board of Supervisors
of Pima County, Arizona

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the of Health Benefit Trust, an internal service fund of Pima County, Arizona, as of and for the year ended June 30, 2020, and the related notes to the financial statements, and have issued our report thereon dated October 9, 2020.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered Health Benefit Trust's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Health Benefit Trust's internal control. Accordingly, we do not express an opinion on the effectiveness of Health Benefit Trust's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether Health Benefit Trust's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Heinfeld Meech & Co. PC

Heinfeld, Meech & Co., P.C.
Tucson, Arizona
October 9, 2020



PIMA COUNTY

Board of Supervisors

Ramón Valadez, *Chairman*, District 2

Sharon Bronson, *Vice Chair*, District 3

Ally Miller, District 1

Stephen W. Christy, District 4

Betty Villegas, District 5

Pima County Administrator

Chuck Huckelberry