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**RESOLUTION NO. 18-1309**

**A RESOLUTION OF THE MAYOR AND COUNCIL OF THE  
CITY OF DOUGLAS, COCHISE COUNTY, ARIZONA,  
ADOPTING THE CITY OF DOUGLAS PUBLIC SAFETY  
PERSONNEL RETIREMENT SYSTEM PENSION FUNDING  
POLICY AS DEVELOPED BY THE HUMAN RESOURCES  
DEPARTMENT.**

**WHEREAS**, in conformance with applicable state statutes, the Council of the City of Douglas is committed clearly communicating the Council's pension funding objectives and its commitment to their employees and the sound financial management; and

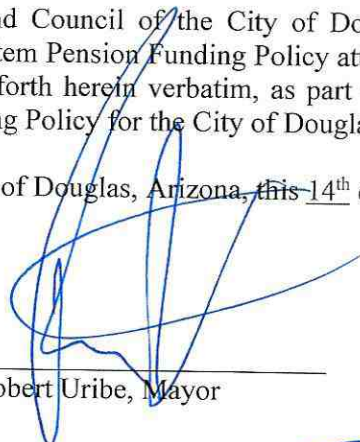
**WHEREAS**, the 2018 Legislative Session saw the passing of HB2097, which required every governing body of a plan under Public Safety Personnel Retirement System (PSPRS) to pass a Pension Funding Policy by no later than July 1, 2019; and

**WHEREAS**, through the proposed policy the Council agrees to continue to pay the annual required contribution (ACR) percentages set by PSPRS, as determined through annual actuarial valuations and based on this, the Council plans to achieve its goal of 100% funding by June 30, 2036, in accordance with the amortization timeline set forth by the PSPRS June 30, 2017.

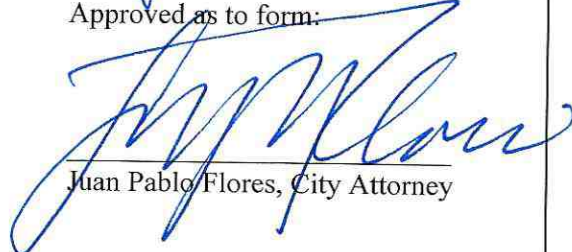
**WHEREAS**, the HR Department developed policies relative the Public Safety Personnel Retirement System in order to be in full compliance with the above-noted guidelines.

**NOW, THEREFORE, BE IT RESOLVED**, by the Mayor and Council of the City of Douglas, Arizona, hereby adopt the Public Safety Personnel Retirement System Pension Funding Policy attached hereto and incorporated herein by reference, as though fully set forth herein verbatim, as part of the official Public Safety Personnel Retirement System Pension Funding Policy for the City of Douglas.

**PASSED AND ADOPTED** by the Mayor and Council of the City of Douglas, Arizona, this 14<sup>th</sup> day of November, 2018.

  
\_\_\_\_\_  
Robert Uribe, Mayor

Approved as to form:

  
\_\_\_\_\_  
Juan Pablo Flores, City Attorney

Attest:

  
\_\_\_\_\_  
Brenda Aguilar, City Clerk

# City of Douglas

## 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 our employees and the sound financial management of the City and to comply with new statutory requirements of Laws 2018, Chapter 112.

Several terms are used throughout this policy:

**Unfunded Actuarial Accrued Liability (UAAL)** – Is the difference between trust assets and the estimated future cost of pensions earned by employees. This UAAL results from actual results (interest earnings, member mortality, disability rates, etc.) being different from the assumptions used in previous actuarial valuations.

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

**Funded Ratio** – Is a ratio of fund assets to actuarial accrued liability. The higher the ratio the better funded the pension is with 100% being fully funded.

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

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 comingle assets of all plans under its administration, thus achieving economy of scale for more cost efficient investments, and invest those assets for the benefit of all members under its administration and 2) serve as the statewide uniform administrator for the distribution of benefits.

Under an agent multiple-employer plan each agency participating in the plan has an individual trust fund reflecting that agencies' assets and liabilities. Under this plan all contributions are deposited to and distributions are made from that fund's assets, each fund

has its own funded ratio and contribution rate, and each fund has a unique annual actuarial valuation. The City of Douglas has two trust funds, one for police employees and one for fire employees.

Council formally accepts the assets, liabilities, and current funding ratio of the City's PSPRS trust funds from the June 30, 2017 actuarial valuation, which are detailed below.

Trust Fund	Assets	Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio
Douglas Police	\$7,583,924	\$23,639,781	\$16,055,857	32.1%
Douglas Fire	\$5,001,614	\$16,897,500	\$11,895,886	29.6%
City of Douglas Totals	\$12,585,538	\$40,537,281	\$27,951,743	31.0%

#### PSPRS Funding Goal

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

#### **The Council's PSPRS funding ratio goal is 100% (fully funded) by June 30, 2036.**

Council established this goal for the following reasons:

- The PSPRS trust funds represent only the City of Douglas's liability
- The fluctuating cost of an UAAL causes strain on the City's budget, affecting our ability to provide services
- A fully funded pension is the best way to achieve taxpayer and member intergenerational equity

Council plans to take the following actions to achieve this goal:

- Maintain ARC payment from operating revenues – Council is committed to maintaining the full ARC payment (normal cost and UAAL amortization) from operating funds. The estimated combined ARC for FY19 is \$2,665,869 and will be able to be paid from operating funds without diminishing City services.

Based on these actions the Council plans to achieve its goal of 100% funding by June 30, 2036, in accordance with the amortization timeline set forth by the PSPRS June 30, 2017 Actuarial Valuation.