

**Attachment B**  
**City of Phoenix**  
**City of Phoenix Employee 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 statutory requirements of Arizona Revised Statute §38-863.01.

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.

**Actuarially Determined Contribution (ADC)** – Is the annual amount determined to pay into the pension funds, as calculated 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 ADC 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.

**CITY OF PHOENIX EMPLOYEE RETIREMENT SYSTEM (COPERS)**

COPERS is a single-employer defined benefit pension plan, covering all full-time general employees of the City except sworn police and fire employees. COPERS is governed by a separate Board, established in the City Charter.

Council formally accepts the assets and liabilities of the City's COPERS trust funds from the June 30, 2022 actuarial report, which are detailed below.

<b>Trust Fund</b>	<b>Assets</b>	<b>Liabilities</b>	<b>Unfunded Liability</b>	<b>Funded Ratio</b>
Phoenix	<u>\$3,242,686,938</u>	<u>\$4,723,290,827</u>	<u>\$1,480,603,889</u>	<u>68.65%</u>

For comparative purposes, the City of Phoenix total Unfunded Liability for the prior fiscal year ending June 30, 2021 was \$1.1 billion and the funded ratio was 75.70%.

## COPERS Funding Goal

Fully funded pension plans are the best way to achieve taxpayer equity. However, COPERS is currently underfunded due to historical low returns on plan assets, people in general living longer and decreases in governmental workforces. As shown above, the UAAL for the City is \$1.5 billion which should be paid over time to avoid a huge burden to current taxpayers by either significantly decreasing services or an increase in taxes. This taxpayer burden must be balanced with being fiscally responsible and committed in providing pensions to retirees.

**The Council's COPERS funding ratio goal is 100% (fully funded) by June 30, 2039.**

Council has taken the following actions to achieve the June 30, 2039 goal:

- Maintain ADC payment from operating revenues – Council is committed to maintaining the full ADC payment (normal cost and UAAL amortization) from operating funds. The budget for the ADC for FY 23 is \$208.0 million.

To achieve this goal, the City's funding policy is as follows:

1. Maintain the City's legal commitment to employees and retirees by paying 100% of the ADC
2. Continue to seek opportunities to advance payments from enterprise and/or specialty funds
3. Evaluate COPERS current year total actual expenditures, if less than the total budget, make an additional payment directly to COPERS
4. Review investment rate of returns on pension assets, monitor actuarial assumption changes and analyze the impact on future actuarially determined contributions
5. Compile sensitivity and scenario analyses on proposed COPERS Board changes to the pension plan
6. 100% funded by 2039

**Attachment C**  
**City of Phoenix**  
**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 statutory requirements of Arizona Revised Statute §38-863.01.

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.

**Actuarially Determined Contribution (ADC)** – Is the annual amount determined to pay into the pension funds, as calculated 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 ADC 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.

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 Phoenix has two trust funds, one for police employees and one for fire employees.

Council formally accepts the assets and liabilities of the City's PSPRS trust funds from the June 30, 2022 actuarial report, which are detailed below:

Trust Fund	Assets	Liabilities	Unfunded Liability	Funded Ratio
Phoenix Police	\$1,696,868,815	\$3,998,129,425	\$2,301,260,610	42.44%
Phoenix Fire	982,415,283	2,173,381,889	1,190,966,606	45.20%
<b>City of Phoenix Totals</b>	<b>\$2,679,284,098</b>	<b>\$6,171,511,314</b>	<b>\$3,492,227,216</b>	<b>43.41%</b>

For comparative purposes, the City of Phoenix total Unfunded Liability for the prior fiscal year ending June 30, 2021 was \$3.54 billion and the funded ratio was 37.50%.

#### PSPRS Funding Goal

Fully funded pension plans are the best way to achieve taxpayer equity. However, most funds in PSPRS are significantly underfunded due to historical low returns on plan assets, people in general living longer and decreases in governmental workforces. As shown above, the UAAL for the City is \$3.5 billion which should be paid over time to avoid a huge burden to current taxpayers by either significantly decreasing services or an increase in taxes. This taxpayer burden must be balanced with being fiscally responsible and committed in providing pensions to retirees.

#### **The Council's PSPRS funding ratio goal is 100% (fully funded) by June 30, 2042.**

Council has taken the following actions to achieve the June 30, 2042 goal:

- Maintain ADC payment from operating revenues – Council is committed to maintaining the full ADC payment (normal cost and UAAL amortization) from operating funds.
- Additional payments above the ADC
  - City Council has approved paying the ADC based on a 18-year remaining amortization schedule. The budget for the ADC for FY 23 is \$322.5 million, which is \$59.1 million more than the actuarial amount.
  - Council adopted a policy to annually direct revenues from the general fund portion of the City's sales tax of recreational marijuana and a portion of the City's Public Safety allocation from the State of Arizona related to marijuana revenue collections and use these revenues to pay down the PSPRS pension liability. Since Fiscal Year 2020-21, these revenues totaled \$24.1 million. Revenues in the current fiscal year from these two components total \$7.9 million through March 2023. To date, \$16.2 million has been used to pay towards PSPRS, above the ADC.
  - Established the Pension Stabilization Reserve Fund to ensure annual payment during downturns in the economy. As of fiscal year ended June 30, 2022, there was \$44.8 million in the reserve fund.

To achieve this goal, the City's funding policy is as follows:

1. Maintain the City's legal commitment to employees and retirees by paying 100% of the ADC
2. Evaluate Police and Fire current year total actual expenditures, if less than the total budget, make an additional payment either directly to PSPRS or to the Pension Stabilization Reserve
3. Use recreational (non-medical) marijuana tax revenue (general fund portion of City's direct sales tax and public safety allocation only) to directly pay down the pension liability
4. Monitor market conditions for feasibility of issuing Pension Obligation Bonds (POBs). Seek bond ordinance approval if market conditions are favorable and the following conditions are met:
  - a) Interest rate is under 3.5%
  - b) Sufficient assets are available to sell (if applicable)
  - c) Apply all savings from issuing POBs to PSPRS pension liability
  - d) Rating indications are neutral
5. Review investment rate of returns on pension assets, monitor actuarial assumption changes and analyze the impact on future actuarially determined contributions
6. Form sensitivity and scenario analyses for proposed PSPRS Board changes to the pension plan
7. Allow the Deferred Retirement Option Plan (DROP) Tier 1 members (who entered prior to July 6, 2022) to be eligible to extend their DROP service from 5 to 7 years in accordance with the statutory guidelines when in the best interest of the City; this will be evaluated annually and, on a case-by-case basis
8. 100% funded by 2042