



CITY OF SURPRISE
Local Fire and Police Boards Joint Meeting
16000 N. Civic Center Plaza
Surprise, AZ 85374
Wednesday, March 11, 2020 @ 9:00 AM
COUNCIL OVERFLOW ROOM

- A. Call To Order
- B. Roll Call
- C. Pledge of Allegiance
- D. Current Events and Reports
- E. Staff Reports

Clerks office provided instructions for how the attestation should be displayed on the Board Minutes

Introduction of Ariana Reyna, Sr. HR Analyst Leaves & ADA

- F. Local Fire and Police Boards Joint Meeting Agenda

CALL TO THE PUBLIC:

INSTRUCTIONS: In order to address the Board\Commission, you will need to fill out a Call to the Public Form available at the front counter, and then turn it in to the Secretary before the meeting begins.

Note: A.R.S. 38-431.01(H) - During this time members of the public may address the Board\Commission only on issues within the jurisdiction of the Board\Commission which are not an item on the agenda. At the conclusion of the open call, the Board\Commission may respond to criticism, may ask staff to review the matter or may ask that the matter be put on a future agenda. No discussion or action shall take place on any item raised.

CONSENT AGENDA:

- | | | | |
|----|----------|---|-----------------|
| 1. | Citywide | Consideration and Action pertaining to the review and approval of the February 12, 2020 Joint Local Fire and Police Board Meeting Minutes | Human Resources |
|----|----------|---|-----------------|

REGULAR AGENDA ITEM - NON-PUBLIC HEARING:

- | | | | |
|----|----------|---|-----------------|
| 2. | Internal | Discussion and Considerations from the Joint Subcommittee pertaining to the comparison of the bylaws of the PSPRS Local Fire and Police bylaws to the PSPRS Model Rules | Human Resources |
| 3. | Internal | Discussion and Considerations from for the Joint Subcommittee pertaining to the retention of legal services from Carrie O'Brien | Human Resources |
| 4. | Internal | Discussion and Considerations from Subcommittee pertaining to the Board Secretary position. | Human Resources |
| 5. | Internal | Presentation and discussion of disability retirement numbers of other comparable cities. | Human Resources |

- G. Other Business and Future Agenda Items
- H. Executive Session

For information purposes: Upon a public majority vote of a quorum of the Public Safety Personnel Retirement Commission ("Commission"), the Commission may hold an executive session, which will not be open to the public, but for only the following purposes: discussion or consideration of records exempt by law from public inspection (A.R.S. §38-431.03(A)(2)); or discussion or consultation for legal advice with the Commission's attorneys (A.R.S. §38-431.03(A)(3)).

Confidentiality Requirements: Pursuant to A.R.S. §38-431.03(C)(D), any person receiving executive session information pursuant to A.R.S. §38-431.02 shall not disclose that information except to the Attorney General or County Attorney or by agreement of the Commission, or as otherwise ordered by a court of competent jurisdiction.

The Commission may vote to hold an executive session for the purpose of obtaining legal advice from the Commission's attorney on any matter listed on the agenda pursuant to A.R.S. § 38-431.03(A)(3).

I. Adjournment

SHERRY ANN AGUILAR, CITY CLERK, MMC

POSTED: Friday, March 6, 2020 @ 11:50 A.M.

SPECIAL NOTE: PERSONS WITH SPECIAL ACCESSIBILITY NEEDS, INCLUDING LARGE PRINT MATERIALS OR INTERPRETER, SHOULD CONTACT THE CITY CLERK'S OFFICE @ 623.222.1200 OR TTY 623.222.1002, BY NO LATER THAN 24 HOURS IN ADVANCE OF THE REGULAR SCHEDULED MEETING TIME.



CITY OF SURPRISE
Local Fire and Police Boards Joint Meeting

Council Meeting Date: March 11, 2020
Submitting Department: Human Resources
Staff Recommendations:

Contact Person:
District: Citywide

Consent: No Regular: No Public Hearing: No Report/Discussion: No

Agenda Wording:

Clerks office provided instructions for how the attestation should be displayed on the Board Minutes

Motion:

None

Background:

None

Objective Analysis:

None

Policy Compliant:

None

Financial Impact:

None

Budget Impact:

None

FTE Impact:

None

ATTACHMENTS:

1. New Attestation for Minutes_Redacted
-

Vicki Moss

Subject: FW: Board and Commission Minutes

From: Sherry Aguilar <Sherry.Aguilar@surpriseaz.gov>

Sent: Thursday, January 30, 2020 1:18 PM

To:

Subject: Board and Commission Minutes

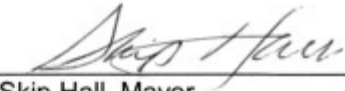
Hello all, after reviewing the Boards and Commission Minutes online, I asked for a legal opinion on who should be signing. The opinion received is that the Chair of each Commission should be signing off on the minutes after approval, not the staff liaisons. If the Chair is not present, then the Vice-Chair can sign. The Commission Secretary will ATTEST the Chair or Vice-Chair's signature on the minutes.

Please feel free to share with each of your Board/Commission Chairs so they are aware that all meetings moving forward will require their signature.

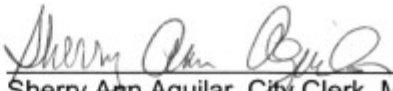
Here is an example:

Adjournment

Council Member Remley made the motion to adjourn the Regular City Council Meeting of January 7, 2020. Council Member Hayden seconded the motion. Seven yes votes, motion carried.

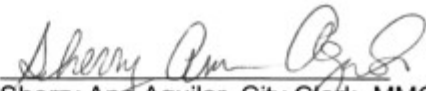

Skip Hall, Mayor

ATTEST:


Sherry Ann Aguilar, City Clerk, MMC

CERTIFICATION:

I, Sherry Ann Aguilar, City Clerk for the City of Surprise, Maricopa County, Arizona, do hereby verify that these are the true and correct minutes of the Regular City Council Meeting of **Tuesday, January 7, 2020**.


Sherry Ann Aguilar, City Clerk, MMC

Please let me know if you have any questions.

Thank you,

Sherry Ann Aguilar, City Clerk, MMC
16000 N. Civic Center Plaza
Surprise, AZ. 85374
Office: 623-222-1220



CITY OF SURPRISE
Local Fire and Police Boards Joint Meeting

Council Meeting Date: March 11, 2020
Submitting Department: Human Resources
Staff Recommendations:

Contact Person:
District: Internal

Consent: No Regular: No Public Hearing: No Report/Discussion: No

Agenda Wording:

Introduction of Ariana Reyna, Sr. HR Analyst Leaves & ADA

Motion:

N/A

Background:

N/A

Objective Analysis:

N/A

Policy Compliant:

N/A

Financial Impact:

N/A

Budget Impact:

N/A

FTE Impact:

N/A

ATTACHMENTS:



CITY OF SURPRISE
Local Fire and Police Boards Joint Meeting

Council Meeting Date: March 11, 2020
Submitting Department: Human Resources
Staff Recommendations:

Contact Person:
District: Citywide

Consent: No Regular: No Public Hearing: No Report/Discussion: No

Agenda Wording:

Consideration and Action pertaining to the review and approval of the February 12, 2020 Joint Local Fire and Police Board Meeting Minutes

Motion:

I move to approve the February 12, 2020 PSPRS Joint Local Fire and Police board minutes.

Background:

Objective Analysis:

Policy Compliant:

Financial Impact:

Budget Impact:

FTE Impact:

ATTACHMENTS:

1. Joint Committee 2-12-2020 Minutes-DRAFT
-



PUBLIC SAFETY RETIREMENT SYSTEM
PSPRS Joint Board Fire & Police Board
DRAFT-Minutes, Wednesday, February 12, 2020
16000 North Civic Center Plaza, Surprise, Arizona 85374

The following are the minutes from the PSPRS Joint Board Fire and Police Board Meeting held at 9:00 am. Wednesday, February 12, 2020. The meeting was held in City Hall, Council Overflow Room.

Call to Order:

Meeting was called to order at 9:00 am.

A. Roll Call: Skip Hall, Chairperson - Present
Chandler Brown, Citizen Board Member - Present
Ian Murton, Police Dept.- Present
Severin Hall, Police Dept. - Present
Christopher Preest, Fire Dept. - Present
Rick Valdez, Fire Dept. - Present

Jim Conner, Board Member - Absent

B. In attendance: Vicki Moss, Human Resources
Carrie O'Brien, Board Attorney

C. Pledge of Allegiance: Completed

D. Current Events Reports: None

E. Staff Reports: None

F. Call to the Public: None

Consent Agenda:

1. Approval of the December 11, 2019 and December 19, 2019 PSPRS Joint Fire & Police Board Minutes as amended.

Action:

Motion to approve the December 11, 2019 and December 19, 2019 PSPRS Joint Fire & Police Board Minutes as amended. **-APPROVED-**

Motion: Chandler Brown
Second: Ian Murton
Opposed: None

Regular Agenda:

2. Presentation from the City Clerk, Sherry Aguilar, regarding operational process of creating an agenda.

Sherry Aguilar provided the committee a copy of a presentation. She was familiar with an issue regarding items not being placed on the agenda and the necessary cancellation of a previous meeting. Sherry explained the workflow process and the timeline being set by city code. In order for agendas to be posted at least 24 hours in advance, everything has to be in the Civic Clerk system five (5) business days prior to the meeting. This allows time for any amendments to be made and required approvals. Sherry indicated that although the Clerk's office received notifications when items are ready to post, they also require a heads up because of all the other boards that they are working with.

3. Discussion pertaining to the comparisons of PSPRS Local Board Fire and Police Bylaws against state statute

Mr. Murton opened the discussion by stating this item should not be on the agenda because there was not a second signer.

Chair Hall indicated that the comparison of the by-laws had been a discussion in the last meeting and this was a carryover from that meeting.

Ms. O'Brien stated that in the December meeting, there was a discussion regarding agenda setting. The Board was referred to section C.5 of the by-laws that indicated that agenda items may be placed on the agenda with consent of two members of the local board. She also stated that certain items must be placed on the agenda as part of the Boards Legal responsibility under the law.

Board indicated they needed more time to review the by-laws.

4. Review of the 2018 PSPRS Annual Summary Report comparing the city of Surprise to Glendale - Peoria - Phoenix Disability Retirement

Board discussion regarding whose agenda item this belonged to and who was going to review this information. The question was asked about the purpose of this report.

Chair Hall indicated that the topic came up in the last meeting about the number of disabilities retirements in Surprise being high and the board asked for a report to review because the board was unaware. Chair Hall suggested that after the board reviews the information, the finance director could come in and provide some clarification.

The board asked if Vicki could obtain some details on the number of disabilities in other comparable cities and if 2019 data was available. She said she would look to see what information was out on the PSPRS website.

5. Discussion regarding city council changes made and policy concerning pension board's hiring process.

Board previously discussed this item. City council action exempted the PSPRS board from City attorney being involved. The Ordinance was passed by City Council.

6. Discussion pertaining to the retention of legal services of Carrie O'Brien.

Chair Hall asked if Ms. O'Brien wanted to speak a little about this topic before being asked to leave the room.

Ms. O'Brien stated that she wanted the board to be able to speak candidly. She offered to provide any information about her law firm and her background.

Chair Hall asked what other PSPRS Local Boards she was legal counsel for. Mr. O'Brien stated, "The City of Glendale". She also stated that her law firm has been in Arizona for 99 years and that she doesn't work in isolation. When issues arise that she may be uncertain about, she works with PSPRS legal and other senior attorneys to provide the board with legal advice.

Ms. O'Brien left the room as the board discussed her continued services.

Upon her return, the board indicated that this item would be referred to the Joint subcommittee for recommendations on how to proceed.

Adjournment:

Motion to adjourn the PSPRS Joint Board Position Process Subcommittee at 10:00 am. – **Approved-**

Motion: Skip Hall
Second: Chandler Brown
Opposed: None

Skip Hall, Chair

ATTEST:

Vicki L Moss, Human Resources

CERTIFICATION:

I, Vicki L Moss, Human Resources Manager for the City of Surprise, Maricopa County, Arizona, do hereby verify that these are true and correct minutes of the PSPRS Joint Fire and Police Board Meeting of **Wednesday, February 12, 2020**.

Vicki Moss, Human Resources

DRAFT



CITY OF SURPRISE
Local Fire and Police Boards Joint Meeting

Council Meeting Date: March 11, 2020
Submitting Department: Human Resources
Staff Recommendations:

Contact Person:
District: Internal

Consent: No Regular: No Public Hearing: No Report/Discussion: No

Agenda Wording:

Discussion and Considerations from the Joint Subcommittee pertaining to the comparison of the bylaws of the PSPRS Local Fire and Police bylaws to the PSPRS Model Rules

Motion:

N/A

Background:

Item requested by Joint Subcommittee 02/25/2020 meeting

Objective Analysis:

N/A

Policy Compliant:

N/A

Financial Impact:

N/A

Budget Impact:

N/A

FTE Impact:

N/A

ATTACHMENTS:



CITY OF SURPRISE
Local Fire and Police Boards Joint Meeting

Council Meeting Date: March 11, 2020
Submitting Department: Human Resources
Staff Recommendations:

Contact Person:
District: Internal

Consent: No Regular: No Public Hearing: No Report/Discussion: No

Agenda Wording:

Discussion and Considerations from for the Joint Subcommittee pertaining to the retention of legal services from Carrie O'Brien

Motion:

N/A

Background:

Item requested by Joint Subcommittee 02/25/2020 meeting

Objective Analysis:

N/A

Policy Compliant:

N/A

Financial Impact:

N/A

Budget Impact:

N/A

FTE Impact:

N/A

ATTACHMENTS:



CITY OF SURPRISE
Local Fire and Police Boards Joint Meeting

Council Meeting Date: March 11, 2020
Submitting Department: Human Resources
Staff Recommendations:

Contact Person:
District: Internal

Consent: No Regular: No Public Hearing: No Report/Discussion: No

Agenda Wording:

Discussion and Considerations from Subcommittee pertaining to the Board Secretary position.

Motion:

N/A

Background:

N/A

Objective Analysis:

N/A

Policy Compliant:

N/A

Financial Impact:

N/A

Budget Impact:

N/A

FTE Impact:

N/A

ATTACHMENTS:



CITY OF SURPRISE
Local Fire and Police Boards Joint Meeting

Council Meeting Date: March 11, 2020
Submitting Department: Human Resources
Staff Recommendations:

Contact Person:
District: Internal

Consent: No Regular: No Public Hearing: No Report/Discussion: No

Agenda Wording:

Presentation and discussion of disability retirement numbers of other comparable cities.

Motion:

N/A

Background:

This was an agenda item from the February 12, 2020 Joint Fire and Police Committee meeting in which the board requested the 2019 information from other cities.

Objective Analysis:

N/A

Policy Compliant:

N/A

Financial Impact:

N/A

Budget Impact:

N/A

FTE Impact:

N/A

ATTACHMENTS:

1. Police-Other Cities Active.Retirees.DROP.Disabilities
 2. Fire-Other Cities Active.Retirees.DROP.Disabilities
-

POLICE - ACTIVES-RETIREEES-DROP-DISABILITIES TIER 1 & 2

CITY	ACTIVES	RETIREEES	DROP	DISABILITIES
AVONDALE	102	15	1	17
BUCKEYE	72	8	5	4
CHANDLER	265	117	30	30
EL MIRAGE	27	5	4	7
GLENDALE	341	168	41	33
GOODYEAR	87	14	4	7
MESA	637	402	75	163
PEORIA	154	76	9	14
PHOENIX	2251	1959	394	174
SCOTTSDALE	318	180	42	58
SURPRISE	114	21	5	22
TEMPE	290	216	36	28

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	102	18
Average Current Age	38.6	27.5
Average Age at Employment	28.3	26.5
Average Past Service	10.3	1.0
Average Annual Salary	\$82,392	\$61,727
Actives (Transferred from Another Employer)		
Number	0	0
Average Current Age	N/A	N/A
Average Age at Employment	N/A	N/A
Average Past Service	N/A	N/A
Average Annual Salary	N/A	N/A
Retirees		
Number	15	0
Average Current Age	57.6	N/A
Average Annual Benefit	\$51,824	N/A
Drop Retirees		
Number	1	N/A
Average Current Age	53.9	N/A
Average Annual Benefit	\$60,225	N/A
Beneficiaries		
Number	0	0
Average Current Age	N/A	N/A
Average Annual Benefit	N/A	N/A
Disability Retirees		
Number	17	0
Average Current Age	53.7	N/A
Average Annual Benefit	\$43,439	N/A
Inactive / Vested		
Number	25	1
Average Current Age	37.0	23.4
Average Accumulated Contributions	\$11,068	\$2,990
Total Number	160	19
Former Members (transferred to another employer)	11	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	72	8
Average Current Age	41.5	31.0
Average Age at Employment	30.3	30.1
Average Past Service	11.2	0.9
Average Annual Salary	\$90,611	\$62,313
Actives (Transferred from Another Employer)		
Number	3	0
Average Current Age	27.3	N/A
Average Age at Employment	23.4	N/A
Average Past Service	3.9	N/A
Average Annual Salary	\$70,983	N/A
Retirees		
Number	8	0
Average Current Age	59.7	N/A
Average Annual Benefit	\$55,713	N/A
Drop Retirees		
Number	5	N/A
Average Current Age	48.9	N/A
Average Annual Benefit	\$69,151	N/A
Beneficiaries		
Number	4	0
Average Current Age	53.6	N/A
Average Annual Benefit	\$49,749	N/A
Disability Retirees		
Number	4	0
Average Current Age	45.9	N/A
Average Annual Benefit	\$38,258	N/A
Inactive / Vested		
Number	9	0
Average Current Age	36.9	N/A
Average Accumulated Contributions	\$28,972	N/A
Total Number	105	8
Former Members (transferred to another employer)	4	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	265	26
Average Current Age	41.4	29.2
Average Age at Employment	27.8	28.2
Average Past Service	13.6	1.0
Average Annual Salary	\$91,285	\$59,154
Actives (Transferred from Another Employer)		
Number	3	0
Average Current Age	28.0	N/A
Average Age at Employment	23.0	N/A
Average Past Service	5.0	N/A
Average Annual Salary	\$62,745	N/A
Retirees		
Number	117	0
Average Current Age	59.8	N/A
Average Annual Benefit	\$61,387	N/A
Drop Retirees		
Number	30	N/A
Average Current Age	52.6	N/A
Average Annual Benefit	\$64,043	N/A
Beneficiaries		
Number	17	0
Average Current Age	56.2	N/A
Average Annual Benefit	\$50,917	N/A
Disability Retirees		
Number	30	0
Average Current Age	49.7	N/A
Average Annual Benefit	\$43,885	N/A
Inactive / Vested		
Number	17	4
Average Current Age	38.5	29.0
Average Accumulated Contributions	\$23,663	\$3,107
Total Number	479	30
Former Members (transferred to another employer)	6	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	27	7
Average Current Age	44.9	33.2
Average Age at Employment	32.2	32.1
Average Past Service	12.7	1.1
Average Annual Salary	\$91,304	\$68,599
Actives (Transferred from Another Employer)		
Number	9	0
Average Current Age	36.2	N/A
Average Age at Employment	30.4	N/A
Average Past Service	5.8	N/A
Average Annual Salary	\$77,455	N/A
Retirees		
Number	5	0
Average Current Age	55.1	N/A
Average Annual Benefit	\$47,442	N/A
Drop Retirees		
Number	4	N/A
Average Current Age	48.9	N/A
Average Annual Benefit	\$53,304	N/A
Beneficiaries		
Number	2	0
Average Current Age	52.2	N/A
Average Annual Benefit	\$70,394	N/A
Disability Retirees		
Number	7	0
Average Current Age	52.6	N/A
Average Annual Benefit	\$39,206	N/A
Inactive / Vested		
Number	7	0
Average Current Age	49.0	N/A
Average Accumulated Contributions	\$4,629	N/A
Total Number	61	7
Former Members (transferred to another employer)	6	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	341	30
Average Current Age	40.9	29.0
Average Age at Employment	27.7	27.8
Average Past Service	13.2	1.2
Average Annual Salary	\$97,813	\$61,772
Actives (Transferred from Another Employer)		
Number	7	0
Average Current Age	31.6	N/A
Average Age at Employment	24.8	N/A
Average Past Service	6.8	N/A
Average Annual Salary	\$78,137	N/A
Retirees		
Number	168	0
Average Current Age	64.3	N/A
Average Annual Benefit	\$57,773	N/A
Drop Retirees		
Number	41	N/A
Average Current Age	51.9	N/A
Average Annual Benefit	\$67,080	N/A
Beneficiaries		
Number	19	0
Average Current Age	62.5	N/A
Average Annual Benefit	\$45,708	N/A
Disability Retirees		
Number	33	0
Average Current Age	58.0	N/A
Average Annual Benefit	\$46,546	N/A
Inactive / Vested		
Number	30	2
Average Current Age	37.0	27.0
Average Accumulated Contributions	\$20,452	\$3,001
Total Number	639	32
Former Members (transferred to another employer)	6	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	87	5
Average Current Age	40.0	32.9
Average Age at Employment	28.4	31.4
Average Past Service	11.6	1.5
Average Annual Salary	\$99,038	\$73,986
Actives (Transferred from Another Employer)		
Number	13	1
Average Current Age	38.7	22.8
Average Age at Employment	29.6	21.5
Average Past Service	9.1	1.2
Average Annual Salary	\$75,699	\$61,616
Retirees		
Number	14	0
Average Current Age	59.7	N/A
Average Annual Benefit	\$57,687	N/A
Drop Retirees		
Number	4	N/A
Average Current Age	49.5	N/A
Average Annual Benefit	\$67,817	N/A
Beneficiaries		
Number	4	0
Average Current Age	63.0	N/A
Average Annual Benefit	\$40,984	N/A
Disability Retirees		
Number	7	0
Average Current Age	53.3	N/A
Average Annual Benefit	\$43,064	N/A
Inactive / Vested		
Number	12	0
Average Current Age	36.9	N/A
Average Accumulated Contributions	\$11,876	N/A
Total Number	141	6
Former Members (transferred to another employer)	4	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	637	57
Average Current Age	40.6	28.3
Average Age at Employment	27.7	27.7
Average Past Service	12.9	0.6
Average Annual Salary	\$92,868	\$61,860
Actives (Transferred from Another Employer)		
Number	1	0
Average Current Age	29.0	N/A
Average Age at Employment	25.1	N/A
Average Past Service	3.9	N/A
Average Annual Salary	\$95,907	N/A
Retirees		
Number	402	0
Average Current Age	60.5	N/A
Average Annual Benefit	\$58,906	N/A
Drop Retirees		
Number	75	N/A
Average Current Age	50.8	N/A
Average Annual Benefit	\$57,181	N/A
Beneficiaries		
Number	39	0
Average Current Age	65.4	N/A
Average Annual Benefit	\$47,561	N/A
Disability Retirees		
Number	163	0
Average Current Age	54.9	N/A
Average Annual Benefit	\$48,379	N/A
Inactive / Vested		
Number	94	9
Average Current Age	36.2	29.5
Average Accumulated Contributions	\$10,258	\$1,629
Total Number	1,411	66
Former Members (transferred to another employer)	9	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	154	16
Average Current Age	40.7	30.0
Average Age at Employment	28.6	28.9
Average Past Service	12.1	1.1
Average Annual Salary	\$96,865	\$64,742
Actives (Transferred from Another Employer)		
Number	6	1
Average Current Age	35.7	33.3
Average Age at Employment	27.8	31.9
Average Past Service	7.9	1.4
Average Annual Salary	\$81,982	\$90,641
Retirees		
Number	76	0
Average Current Age	58.1	N/A
Average Annual Benefit	\$56,118	N/A
Drop Retirees		
Number	9	N/A
Average Current Age	51.1	N/A
Average Annual Benefit	\$59,604	N/A
Beneficiaries		
Number	7	0
Average Current Age	61.0	N/A
Average Annual Benefit	\$39,034	N/A
Disability Retirees		
Number	14	0
Average Current Age	51.9	N/A
Average Annual Benefit	\$42,880	N/A
Inactive / Vested		
Number	20	1
Average Current Age	42.7	38.5
Average Accumulated Contributions	\$15,230	\$2,380
Total Number	286	18
Former Members (transferred to another employer)	4	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	2,251	320
Average Current Age	41.0	27.5
Average Age at Employment	27.0	26.7
Average Past Service	14.0	0.8
Average Annual Salary	\$93,573	\$52,636
Actives (Transferred from Another Employer)		
Number	19	0
Average Current Age	34.2	N/A
Average Age at Employment	28.7	N/A
Average Past Service	5.5	N/A
Average Annual Salary	\$72,118	N/A
Retirees		
Number	1,959	0
Average Current Age	64.9	N/A
Average Annual Benefit	\$66,702	N/A
Drop Retirees		
Number	394	N/A
Average Current Age	53.1	N/A
Average Annual Benefit	\$69,253	N/A
Beneficiaries		
Number	340	0
Average Current Age	70.7	N/A
Average Annual Benefit	\$49,350	N/A
Disability Retirees		
Number	174	0
Average Current Age	60.2	N/A
Average Annual Benefit	\$51,234	N/A
Inactive / Vested		
Number	332	47
Average Current Age	38.7	31.3
Average Accumulated Contributions	\$7,104	\$2,111
Total Number	5,469	367
Former Members (transferred to another employer)	16	2

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	318	25
Average Current Age	40.8	27.4
Average Age at Employment	27.9	26.6
Average Past Service	12.9	0.8
Average Annual Salary	\$99,633	\$62,024
Actives (Transferred from Another Employer)		
Number	0	0
Average Current Age	N/A	N/A
Average Age at Employment	N/A	N/A
Average Past Service	N/A	N/A
Average Annual Salary	N/A	N/A
Retirees		
Number	180	0
Average Current Age	62.5	N/A
Average Annual Benefit	\$60,240	N/A
Drop Retirees		
Number	42	N/A
Average Current Age	52.6	N/A
Average Annual Benefit	\$64,943	N/A
Beneficiaries		
Number	17	0
Average Current Age	70.3	N/A
Average Annual Benefit	\$52,181	N/A
Disability Retirees		
Number	58	0
Average Current Age	57.8	N/A
Average Annual Benefit	\$49,387	N/A
Inactive / Vested		
Number	58	3
Average Current Age	41.9	39.1
Average Accumulated Contributions	\$13,287	\$2,256
Total Number	673	28
Former Members (transferred to another employer)	4	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	114	17
Average Current Age	41.5	31.1
Average Age at Employment	30.3	30.0
Average Past Service	11.2	1.1
Average Annual Salary	\$96,353	\$65,783
Actives (Transferred from Another Employer)		
Number	2	0
Average Current Age	31.0	N/A
Average Age at Employment	26.2	N/A
Average Past Service	4.9	N/A
Average Annual Salary	\$70,409	N/A
Retirees		
Number	21	0
Average Current Age	57.2	N/A
Average Annual Benefit	\$54,764	N/A
Drop Retirees		
Number	5	N/A
Average Current Age	48.9	N/A
Average Annual Benefit	\$55,133	N/A
Beneficiaries		
Number	4	0
Average Current Age	61.6	N/A
Average Annual Benefit	\$34,270	N/A
Disability Retirees		
Number	22	0
Average Current Age	47.4	N/A
Average Annual Benefit	\$39,501	N/A
Inactive / Vested		
Number	15	0
Average Current Age	40.2	N/A
Average Accumulated Contributions	\$7,643	N/A
Total Number	183	17
Former Members (transferred to another employer)	1	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	290	15
Average Current Age	38.5	28.7
Average Age at Employment	27.0	28.0
Average Past Service	11.5	0.7
Average Annual Salary	\$91,986	\$62,807
Actives (Transferred from Another Employer)		
Number	3	0
Average Current Age	32.2	N/A
Average Age at Employment	24.3	N/A
Average Past Service	7.8	N/A
Average Annual Salary	\$74,456	N/A
Retirees		
Number	216	0
Average Current Age	61.5	N/A
Average Annual Benefit	\$58,035	N/A
Drop Retirees		
Number	36	N/A
Average Current Age	50.9	N/A
Average Annual Benefit	\$65,227	N/A
Beneficiaries		
Number	18	0
Average Current Age	68.3	N/A
Average Annual Benefit	\$50,194	N/A
Disability Retirees		
Number	28	0
Average Current Age	55.5	N/A
Average Annual Benefit	\$54,436	N/A
Inactive / Vested		
Number	38	1
Average Current Age	39.9	24.5
Average Accumulated Contributions	\$19,162	\$800
Total Number	629	16
Former Members (transferred to another employer)	2	0

FIRE - ACTIVES-RETIRES-DROP-DISABILITIES TIER 1 & 2

CITY	ACTIVES	RETIRES	DROP	DISABILITIES
AVONDALE	59	8	3	3
BUCKEYE	76	0	4	0
CHANDLER	163	57	27	6
EL MIRAGE	20	2	0	1
GLENDALE	204	82	30	10
GOODYEAR	76	5	8	6
MESA	333	193	64	34
PEORIA	141	35	20	4
PHOENIX	1315	852	229	95
SCOTTSDALE	242	4	3	18
SURPRISE	112	10	7	2
TEMPE	120	106	25	17

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	59	4
Average Current Age	41.5	31.5
Average Age at Employment	27.9	30.7
Average Past Service	13.6	0.8
Average Annual Salary	\$95,389	\$50,725
Actives (Transferred from Another Employer)		
Number	2	0
Average Current Age	31.3	N/A
Average Age at Employment	27.2	N/A
Average Past Service	4.1	N/A
Average Annual Salary	\$47,946	N/A
Retirees		
Number	8	0
Average Current Age	59.8	N/A
Average Annual Benefit	\$60,603	N/A
Drop Retirees		
Number	3	N/A
Average Current Age	59.2	N/A
Average Annual Benefit	\$80,377	N/A
Beneficiaries		
Number	1	0
Average Current Age	73.1	N/A
Average Annual Benefit	\$36,335	N/A
Disability Retirees		
Number	3	0
Average Current Age	56.4	N/A
Average Annual Benefit	\$50,926	N/A
Inactive / Vested		
Number	3	0
Average Current Age	43.2	N/A
Average Accumulated Contributions	\$15,738	N/A
Total Number	79	4
Former Members (transferred to another employer)	1	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	76	1
Average Current Age	41.9	31.0
Average Age at Employment	28.5	30.9
Average Past Service	13.4	0.1
Average Annual Salary	\$93,946	\$47,258
Actives (Transferred from Another Employer)		
Number	3	0
Average Current Age	34.2	N/A
Average Age at Employment	24.3	N/A
Average Past Service	9.9	N/A
Average Annual Salary	\$77,080	N/A
Retirees		
Number	0	0
Average Current Age	N/A	N/A
Average Annual Benefit	N/A	N/A
Drop Retirees		
Number	4	N/A
Average Current Age	56.5	N/A
Average Annual Benefit	\$87,237	N/A
Beneficiaries		
Number	0	0
Average Current Age	N/A	N/A
Average Annual Benefit	N/A	N/A
Disability Retirees		
Number	0	0
Average Current Age	N/A	N/A
Average Annual Benefit	N/A	N/A
Inactive / Vested		
Number	3	0
Average Current Age	41.2	N/A
Average Accumulated Contributions	\$70,987	N/A
Total Number	86	1
Former Members (transferred to another employer)	1	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	163	25
Average Current Age	42.7	28.5
Average Age at Employment	27.5	27.5
Average Past Service	15.2	1.0
Average Annual Salary	\$97,326	\$53,753
Actives (Transferred from Another Employer)		
Number	1	0
Average Current Age	33.7	N/A
Average Age at Employment	21.3	N/A
Average Past Service	12.4	N/A
Average Annual Salary	\$62,027	N/A
Retirees		
Number	57	0
Average Current Age	63.3	N/A
Average Annual Benefit	\$67,512	N/A
Drop Retirees		
Number	27	N/A
Average Current Age	57.5	N/A
Average Annual Benefit	\$74,970	N/A
Beneficiaries		
Number	8	0
Average Current Age	72.5	N/A
Average Annual Benefit	\$56,903	N/A
Disability Retirees		
Number	6	0
Average Current Age	61.1	N/A
Average Annual Benefit	\$52,131	N/A
Inactive / Vested		
Number	2	1
Average Current Age	39.6	22.9
Average Accumulated Contributions	\$15,030	\$2,734
Total Number	264	26
Former Members (transferred to another employer)	0	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	20	5
Average Current Age	40.2	29.1
Average Age at Employment	30.0	28.5
Average Past Service	10.2	0.6
Average Annual Salary	\$82,839	\$53,488
Actives (Transferred from Another Employer)		
Number	2	1
Average Current Age	26.1	28.2
Average Age at Employment	22.5	27.2
Average Past Service	3.6	1.0
Average Annual Salary	\$58,479	\$54,284
Retirees		
Number	2	0
Average Current Age	62.5	N/A
Average Annual Benefit	\$50,931	N/A
Drop Retirees		
Number	0	N/A
Average Current Age	N/A	N/A
Average Annual Benefit	N/A	N/A
Beneficiaries		
Number	0	0
Average Current Age	N/A	N/A
Average Annual Benefit	N/A	N/A
Disability Retirees		
Number	1	0
Average Current Age	48.3	N/A
Average Annual Benefit	\$48,646	N/A
Inactive / Vested		
Number	4	0
Average Current Age	34.5	N/A
Average Accumulated Contributions	\$18,980	N/A
Total Number	29	6
Former Members (transferred to another employer)	1	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	204	0
Average Current Age	42.3	N/A
Average Age at Employment	27.8	N/A
Average Past Service	14.5	N/A
Average Annual Salary	\$100,088	N/A
Actives (Transferred from Another Employer)		
Number	0	0
Average Current Age	N/A	N/A
Average Age at Employment	N/A	N/A
Average Past Service	N/A	N/A
Average Annual Salary	N/A	N/A
Retirees		
Number	82	0
Average Current Age	66.8	N/A
Average Annual Benefit	\$67,441	N/A
Drop Retirees		
Number	30	N/A
Average Current Age	55.8	N/A
Average Annual Benefit	\$70,844	N/A
Beneficiaries		
Number	8	0
Average Current Age	72.3	N/A
Average Annual Benefit	\$42,638	N/A
Disability Retirees		
Number	10	0
Average Current Age	64.2	N/A
Average Annual Benefit	\$54,486	N/A
Inactive / Vested		
Number	7	0
Average Current Age	41.1	N/A
Average Accumulated Contributions	\$26,741	N/A
Total Number	341	0
Former Members (transferred to another employer)	3	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	76	15
Average Current Age	43.1	28.5
Average Age at Employment	28.7	27.8
Average Past Service	14.4	0.7
Average Annual Salary	\$108,473	\$53,276
Actives (Transferred from Another Employer)		
Number	4	0
Average Current Age	34.4	N/A
Average Age at Employment	29.9	N/A
Average Past Service	4.6	N/A
Average Annual Salary	\$50,435	N/A
Retirees		
Number	5	0
Average Current Age	54.4	N/A
Average Annual Benefit	\$73,479	N/A
Drop Retirees		
Number	8	N/A
Average Current Age	56.3	N/A
Average Annual Benefit	\$63,228	N/A
Beneficiaries		
Number	0	0
Average Current Age	N/A	N/A
Average Annual Benefit	N/A	N/A
Disability Retirees		
Number	6	0
Average Current Age	52.5	N/A
Average Annual Benefit	\$48,284	N/A
Inactive / Vested		
Number	0	0
Average Current Age	N/A	N/A
Average Accumulated Contributions	N/A	N/A
Total Number	99	15
Former Members (transferred to another employer)	0	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	333	18
Average Current Age	41.6	30.5
Average Age at Employment	27.9	30.3
Average Past Service	13.7	0.2
Average Annual Salary	\$98,112	\$49,848
Actives (Transferred from Another Employer)		
Number	7	1
Average Current Age	31.3	32.5
Average Age at Employment	23.6	30.8
Average Past Service	7.7	1.7
Average Annual Salary	\$50,346	\$46,759
Retirees		
Number	193	0
Average Current Age	65.6	N/A
Average Annual Benefit	\$66,989	N/A
Drop Retirees		
Number	64	N/A
Average Current Age	55.3	N/A
Average Annual Benefit	\$71,891	N/A
Beneficiaries		
Number	26	0
Average Current Age	72.3	N/A
Average Annual Benefit	\$53,579	N/A
Disability Retirees		
Number	34	0
Average Current Age	61.4	N/A
Average Annual Benefit	\$55,039	N/A
Inactive / Vested		
Number	16	1
Average Current Age	41.5	27.3
Average Accumulated Contributions	\$20,540	\$838
Total Number	673	20
Former Members (transferred to another employer)	4	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	141	19
Average Current Age	39.5	29.8
Average Age at Employment	27.3	28.8
Average Past Service	12.2	1.0
Average Annual Salary	\$95,080	\$59,229
Actives (Transferred from Another Employer)		
Number	5	0
Average Current Age	30.5	N/A
Average Age at Employment	23.7	N/A
Average Past Service	6.8	N/A
Average Annual Salary	\$45,193	N/A
Retirees		
Number	35	0
Average Current Age	60.5	N/A
Average Annual Benefit	\$61,730	N/A
Drop Retirees		
Number	20	N/A
Average Current Age	54.8	N/A
Average Annual Benefit	\$70,782	N/A
Beneficiaries		
Number	2	0
Average Current Age	56.8	N/A
Average Annual Benefit	\$44,445	N/A
Disability Retirees		
Number	4	0
Average Current Age	55.5	N/A
Average Annual Benefit	\$56,122	N/A
Inactive / Vested		
Number	2	1
Average Current Age	40.9	27.4
Average Accumulated Contributions	\$7,103	\$4,426
Total Number	209	20
Former Members (transferred to another employer)	1	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	1,315	112
Average Current Age	41.0	27.9
Average Age at Employment	27.2	27.1
Average Past Service	13.8	0.8
Average Annual Salary	\$97,514	\$53,436
Actives (Transferred from Another Employer)		
Number	19	1
Average Current Age	33.1	36.2
Average Age at Employment	26.3	35.4
Average Past Service	6.7	0.8
Average Annual Salary	\$53,023	\$50,150
Retirees		
Number	852	0
Average Current Age	67.8	N/A
Average Annual Benefit	\$74,596	N/A
Drop Retirees		
Number	229	N/A
Average Current Age	56.9	N/A
Average Annual Benefit	\$80,104	N/A
Beneficiaries		
Number	180	0
Average Current Age	73.2	N/A
Average Annual Benefit	\$48,056	N/A
Disability Retirees		
Number	95	0
Average Current Age	63.2	N/A
Average Annual Benefit	\$63,327	N/A
Inactive / Vested		
Number	23	0
Average Current Age	39.0	N/A
Average Accumulated Contributions	\$24,942	N/A
Total Number	2,713	113
Former Members (transferred to another employer)	0	1

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	242	20
Average Current Age	46.2	29.1
Average Age at Employment	32.8	28.1
Average Past Service	13.4	1.0
Average Annual Salary	\$95,742	\$53,004
Actives (Transferred from Another Employer)		
Number	1	0
Average Current Age	39.0	N/A
Average Age at Employment	24.6	N/A
Average Past Service	14.4	N/A
Average Annual Salary	\$47,349	N/A
Retirees		
Number	4	0
Average Current Age	56.3	N/A
Average Annual Benefit	\$76,416	N/A
Drop Retirees		
Number	3	N/A
Average Current Age	55.7	N/A
Average Annual Benefit	\$51,820	N/A
Beneficiaries		
Number	2	0
Average Current Age	62.9	N/A
Average Annual Benefit	\$35,416	N/A
Disability Retirees		
Number	18	0
Average Current Age	53.6	N/A
Average Annual Benefit	\$44,215	N/A
Inactive / Vested		
Number	7	0
Average Current Age	45.2	N/A
Average Accumulated Contributions	\$74,460	N/A
Total Number	277	20
Former Members (transferred to another employer)	5	1

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	112	2
Average Current Age	40.8	35.2
Average Age at Employment	27.8	34.3
Average Past Service	13.0	0.9
Average Annual Salary	\$96,899	\$63,051
Actives (Transferred from Another Employer)		
Number	2	0
Average Current Age	33.3	N/A
Average Age at Employment	27.9	N/A
Average Past Service	5.5	N/A
Average Annual Salary	\$70,040	N/A
Retirees		
Number	10	0
Average Current Age	57.1	N/A
Average Annual Benefit	\$61,185	N/A
Drop Retirees		
Number	7	N/A
Average Current Age	54.4	N/A
Average Annual Benefit	\$64,547	N/A
Beneficiaries		
Number	2	0
Average Current Age	55.3	N/A
Average Annual Benefit	\$46,239	N/A
Disability Retirees		
Number	2	0
Average Current Age	43.6	N/A
Average Annual Benefit	\$44,454	N/A
Inactive / Vested		
Number	1	0
Average Current Age	42.3	N/A
Average Accumulated Contributions	\$15,680	N/A
Total Number	136	2
Former Members (transferred to another employer)	1	0

V. MEMBER STATISTICS

06/30/2019 Valuation Data Summary

	Tiers 1 & 2	Tier 3
Actives		
Number	120	15
Average Current Age	40.8	27.5
Average Age at Employment	27.1	27.1
Average Past Service	13.7	0.4
Average Annual Salary	\$107,830	\$54,632
Actives (Transferred from Another Employer)		
Number	8	1
Average Current Age	35.3	29.7
Average Age at Employment	26.4	28.1
Average Past Service	8.9	1.6
Average Annual Salary	\$78,857	\$52,319
Retirees		
Number	106	0
Average Current Age	66.7	N/A
Average Annual Benefit	\$67,843	N/A
Drop Retirees		
Number	25	N/A
Average Current Age	54.0	N/A
Average Annual Benefit	\$77,394	N/A
Beneficiaries		
Number	15	0
Average Current Age	68.7	N/A
Average Annual Benefit	\$45,641	N/A
Disability Retirees		
Number	17	0
Average Current Age	69.9	N/A
Average Annual Benefit	\$55,970	N/A
Inactive / Vested		
Number	8	0
Average Current Age	38.1	N/A
Average Accumulated Contributions	\$23,144	N/A
Total Number	299	16
Former Members (transferred to another employer)	2	0