EORP; CORP; funded ratio

State of Arizona House of Representatives Fifty-seventh Legislature First Regular Session 2025

CHAPTER 261

HOUSE BILL 2015

AN ACT

AMENDING SECTIONS 38-810 AND 38-891, ARIZONA REVISED STATUTES; RELATING TO PUBLIC RETIREMENT SYSTEMS.

(TEXT OF BILL BEGINS ON NEXT PAGE)

- i -

 Be it enacted by the Legislature of the State of Arizona: Section 1. Section 38-810, Arizona Revised Statutes, is amended to read:

38-810. <u>Contributions</u>; appropriations

- A. Each member shall contribute to the fund an amount equal to the amount prescribed in subsection G of this section. Contributions of members shall be made by payroll deductions. Every member is deemed to consent to these deductions. Payment of a member's compensation, less these payroll deductions, constitutes a full and complete discharge and satisfaction of all claims and demands by the member relating to remuneration for the member's services rendered during the period covered by the payment, except with respect to the benefits provided under the plan. A member may not, under any circumstance, borrow from, take a loan against or remove contributions from the member's account before the termination of membership in the plan or the receipt of a pension.
- B. The board's office shall be credited monthly with monies collected pursuant to section 12-119.01, subsection B, paragraph 2, section 12-120.31, subsection D, paragraph 2, section 12-284.03, subsection A, paragraph 6, section 22-281, subsection C, paragraph 3 and section 41-178. The monies credited to the fund pursuant to this subsection shall be deposited in the fund on a monthly basis, and there shall be a complete accounting of the determination of these monies deposited in the fund.
- C. Beginning on July 1, 2018, as determined by actuarial valuations performed by the plan's actuary each employer shall make contributions on a level percent of compensation basis for all employees of the employer who are either members under this article, article 3.1 of this chapter or article 2 of this chapter pursuant to section 38-727, subsection B sufficient under the actuarial valuation to meet both the normal cost plus the actuarially determined amount required to amortize the unfunded accrued liability over a closed period of at least twenty and not more than thirty years that is established by the board taking into account the recommendation of the plan's actuary and the employer's contribution under the elected officials' defined contribution retirement system established pursuant to article 3.1 of this chapter and the employer's contribution under article 2 of this chapter for members who are eligible pursuant to section 38-727, subsection B. The employer also shall pay the amount required by section 38-797.05 for members under article 2 of this chapter who are eligible pursuant to section 38-727, subsection B and the amount required by article 3.2 of this chapter for members under article 3.1 of this chapter. The monies deposited in the fund pursuant to subsection B of this section shall be used to supplement the contributions required of all employers under the plan. The employer level percent compensation contribution that is paid pursuant to this subsection, less the amount contributed by the employer pursuant to section 38-833 and section 38-737

- 1 -

2

3

4

5

6

7

8

9

1011

12

13

14

1516

17

18

19

20

21

22

2324

2526

27 28

29

30

31

32 33

34

35

36

37

38 39

40

41

42 43

44 45 for members eligible pursuant to section 38-727, subsection B, shall not be used to pay for an increase in benefits that is otherwise payable to members but shall be used to meet the normal cost plus an amount to amortize the unfunded accrued liability.

- D. In any fiscal year, an employer's contribution to the plan in combination with member contributions may not be less than the actuarially determined normal cost for that fiscal year. After the close of any fiscal year, if the plan's actuary determines that the actuarial valuation of the fund contains excess valuation assets and is more than one hundred percent funded, the board shall account for fifty percent of the excess valuation assets UP TO ONE HUNDRED PERCENT OF PRESENT VALUE OF ALL FUTURE BENEFITS OF THE EMPLOYER in a stabilization reserve account. After the close of any fiscal year, if the plan's actuary determines that the actuarial valuation of the fund has a valuation asset deficiency and an unfunded actuarial accrued liability, the board shall use any valuation assets in the stabilization reserve account, to the extent available, to limit the decline in the fund's funding ratio to not more than two percent.
- The department of administration and the treasurer of each Ε. county and participating city and town shall transfer to the board the contributions provided for in subsections A and C of this section within ten working days after each payroll date. The state, county treasurers and clerks of the superior court shall transfer the monies credited under subsection B of this section to the board on or before the fifteenth day of each calendar month that follows the month in which the court fees were collected. Contributions and monies credited under subsection B of this section and transferred after these dates shall include a penalty equal to percent a year, compounded annually, for each day that the contributions or monies credited under subsection B of this section are late. Delinquent payments due under this subsection, together with interest charges as provided in this subsection and court costs, may be recovered by action in a court of competent jurisdiction against the person or persons responsible for the payments or, at the request of the board, may be deducted from any other monies, including excise revenue taxes, payable to a political subdivision by any department or agency of this state. If requested by the board, the state, county treasurers or clerks of the superior court shall transfer the monies credited under subsection B of this section, in an amount determined by the board, directly to the qualified governmental excess benefit arrangement established pursuant to section 38-803.01.
- F. The employer shall pay the member contributions required of members on account of compensation earned after August 7, 1985. The paid contributions shall be treated as employer contributions for the purpose of determining tax treatment under the United States internal revenue code. The effective date of the employer payment shall not be before the

- 2 -

date the retirement plan has received notification from the United States internal revenue service that pursuant to section 414(h) of the United States internal revenue code the member contributions paid will not be included in gross income for income tax purposes until the paid contributions are distributed by refund or pension payments. The employer shall pay the member contributions from monies established and available in the retirement deduction account, which monies would otherwise have been designated as member contributions and paid to the retirement plan. Member contributions paid pursuant to this subsection shall be treated for all other purposes, in the same manner and to the same extent, as member contributions made before August 7, 1985.

- G. An elected official who became a member of the plan before July 20, 2011 shall contribute seven percent of the member's gross salary pursuant to subsection A of this section. The amount contributed pursuant to subsection A of this section by an elected official who became a member of the plan on or after July 20, 2011 is:
- 1. For fiscal year 2011-2012, ten percent of the member's gross salary.
- 2. For fiscal year 2012-2013, eleven and one-half percent of the member's gross salary.
- 3. For fiscal year 2013-2014 and each fiscal year thereafter, thirteen percent of the member's gross salary.
- H. For fiscal year 2011-2012 and each fiscal year thereafter, The amount of the member's contribution that exceeds seven percent of the member's compensation shall not be used to reduce the employer's contributions that are calculated pursuant to subsection C of this section UNTIL THE EMPLOYER'S FUNDED RATIO AS EXPRESSED AS A PERCENTAGE OF THE EMPLOYER'S ACTUARIAL VALUE OF ASSETS TO ACCRUED ACTUARIAL LIABILITY AS DETERMINED BY THE ACTUARIAL VALUATIONS REPORTED PURSUANT TO SUBSECTION D OF THIS SECTION IS AT OR ABOVE ONE HUNDRED PERCENT. IF THE EMPLOYER'S FUNDED RATIO FALLS BELOW ONE HUNDRED PERCENT, THE AMOUNT OF THE MEMBER'S CONTRIBUTIONS ABOVE SEVEN PERCENT AS PROVIDED IN SUBSECTION G, PARAGRAPH 3 OF THIS SECTION SHALL ACCUMULATE FROM THAT TIME AND NOT BE USED TO REDUCE THE EMPLOYER'S CONTRIBUTION RATE UNTIL THE EMPLOYER'S FUNDED RATIO RETURNS TO ONE HUNDRED PERCENT FUNDED.
- I. In fiscal years 2013-2014 through 2042-2043, the sum of \$5,000,000 is appropriated in each fiscal year from the state general fund to the elected officials' retirement plan fund to supplement the normal cost plus an amount to amortize the unfunded accrued liability pursuant to subsection C of this section. Monies appropriated pursuant to this subsection shall not be used to pay for an increase in benefits that is otherwise payable to members and shall only be used as specified in this subsection. Monies appropriated pursuant to this subsection are exempt from the provisions of section 35-190 relating to lapsing of appropriations.

- 3 -

2

3

4

5

6

7

8

9

10

11

12

13

14

1516

17

18

19

20

21

22

23

24

25

26

27 28

29

30

31

32

3334

35

36

37

38

39 40

41

42 43

44

45

- J. IN ANY FISCAL YEAR, AN EMPLOYER'S CONTRIBUTION TO THE PLAN IN COMBINATION WITH MEMBER CONTRIBUTIONS MAY NOT BE LESS THAN THE ACTUARIALLY DETERMINED NORMAL COST FOR THAT FISCAL YEAR. THE BOARD MAY NOT SUSPEND CONTRIBUTIONS TO THE PLAN UNLESS BOTH OF THE FOLLOWING APPLY:
- 1. THE PLAN ACTUARY, BASED ON THE ANNUAL VALUATION, DETERMINES THE STABILIZATION RESERVE OF AN EMPLOYER'S ACCOUNT IS FUNDED TO ONE HUNDRED PERCENT OF PRESENT VALUE OF ALL FUTURE BENEFITS OF THE EMPLOYER.
- 2. THE BOARD DETERMINES THAT SUSPENDING, IN WHOLE OR IN PART, THE NORMAL COST CONTRIBUTIONS AS CALCULATED UNDER SUBSECTION D OF THIS SECTION WOULD NOT BE IN CONFLICT WITH ITS FIDUCIARY RESPONSIBILITY.
- Sec. 2. Section 38-891, Arizona Revised Statutes, is amended to read:

38-891. <u>Employer and member contributions</u>

A. As determined by actuarial valuations reported to the employers and the local boards by the board, each employer shall make contributions sufficient under the actuarial valuations to meet both the normal cost for members hired before July 1, 2018 plus the actuarially determined amount required to amortize the unfunded accrued liability on a level percent of salary basis for all employees of the employer who are members of the plan or participants as defined in section 38-865, paragraph 7, subdivision (b) over, beginning July 1, 2018, a closed period of not more than twenty years, except as provided in subsection ${\sf M\!-\!P}$ or ${\sf 0\!-\!R}$ of this section, that is established by the board taking into account the recommendation of the plan's actuary, except that, beginning with fiscal year 2006-2007, except as otherwise provided, the employer contribution rate shall not be less than six percent of salary. For any employer whose actual contribution rate is less than six percent of salary for fiscal year 2006-2007 and each year thereafter, that employer's contribution rate shall be at least five percent and not more than the employer's actual contribution rate. An employer may pay a higher level percent of salary thereby reducing its unfunded past service liability. All contributions made by the employers and all state taxes allocated to the fund shall be irrevocable and shall be used to pay benefits under the plan or to pay expenses of the plan and fund. The minimum employer contribution that is paid and that is in excess of the normal cost plus the actuarially determined amount required to amortize the unfunded accrued liability as calculated pursuant to this subsection shall be used to reduce future employer contribution increases and shall not be used to pay for an increase in benefits that are otherwise payable to members. The board shall separately account for these monies in the fund. Forfeitures arising because of severance of employment before a member becomes eligible for a pension or for any other reason shall be applied to reduce the cost to the employer, not to increase the benefits otherwise payable to members. After the close of any fiscal year, if the plan's actuary determines that the actuarial valuation of an employer's account contains excess valuation assets other

- 4 -

2

3

4

5

6

7

8

9

10

11

12

13

14

1516

17

18

19

20

21

22

2324

25

26

27

28 29

30 31

32 33

3435

36

37

38

39 40

41

42

43

44 45 than excess valuation assets that were in the employer's account as of fiscal year 2004-2005 and is more than one hundred percent funded, the board shall account for fifty percent of the excess valuation assets UP TO ONE HUNDRED PERCENT OF PRESENT VALUE OF ALL FUTURE BENEFITS OF THE EMPLOYER in a stabilization reserve account. After the close of any fiscal year, if the plan's actuary determines that the actuarial valuation of an employer's account has a valuation asset deficiency and an unfunded actuarial accrued liability, the board shall use any valuation assets in the stabilization reserve account for that employer, to the extent available, to limit the decline in that employer's funding ratio to not more than two percent.

- Each member who was hired before July 1, 2018, shall contribute the amount prescribed in subsection H of this section to the retirement plan. Each member who was hired on or after July 1, 2018, through the member's period of service from the member's effective date participation, shall contribute an amount equal to the amount prescribed in subsection K of this section. Member contributions shall be made by payroll deduction. Continuation of employment by the member constitutes and agreement to the deduction of the applicable member contribution. Payment of the member's salary less the contributions constitutes full and complete discharge and satisfaction of all claims and demands of the member relating to salary for services rendered during the period covered by the payment. A member may not, under any circumstance, borrow from, take a loan against or remove contributions from the member's account before the termination of membership in the plan or the receipt of a pension.
- C. Each employer shall transfer to the board the employer and employee contributions provided for in this section within ten working days after each payroll date. Contributions transferred after that date shall include a penalty of ten percent per annum, compounded annually, for each day the contributions are late. The employer shall pay this penalty. Delinquent payments due under this subsection, together with interest charges as provided in this subsection, may be recovered by action in a court of competent jurisdiction against an employer liable for the payments or, at the request of the board, may be deducted from any other monies, including excise revenue taxes, payable to the employer by any department or agency of this state.
- D. During a period when an employee is on industrial leave and the employee elects to continue contributions during the period of industrial leave, the employer and employee shall make contributions based on the salary the employee would have received in the employee's job classification if the employee was in normal employment status.
- E. The local board of the state department of corrections or the local board of the department of juvenile corrections may specify a position within that department as a designated position if the position

- 5 -

is filled by an employee who has at least five years of credited service under the plan, who is transferred to temporarily fill the position and who makes a written request to the local board to specify the position as a designated position within ninety days after being transferred. On the employee leaving the position, the position is no longer a designated position.

- F. The local board of the state department of corrections, the local board of the department of juvenile corrections, the local board of the judiciary or the local board of a county, city or town that operates detention facilities may specify a designated position within the department or facility as a nondesignated position if the position is filled by an employee who has at least five years of credited service under the Arizona state retirement system and who makes a written request to the local board to specify the position as a nondesignated position within ninety days after accepting the position. On the employee leaving the position, the position reverts to a designated position.
- G. The local board of the judiciary may specify positions within the administrative office of the courts that require direct contact with and primarily provide training or technical expertise to county probation, surveillance or juvenile detention officers as a designated position if the position is filled by an employee who is a member of the plan currently employed in a designated position as a probation, surveillance or juvenile detention officer and who has at least five years of credited service under the plan. An employee who fills such a position shall make a written request to the local board to specify the position as a designated position within ninety days after accepting the position. On the employee leaving the position, the position reverts to a nondesignated position.
- H. The amount contributed by a member who was hired before July 1, 2018 pursuant to subsection B of this section is:
- 1. Through June 30, 2011, 8.41 percent of the member's salary, except for a full-time dispatcher. The amount contributed by a full-time dispatcher through June 30, 2011 is 7.96 percent of the member's salary.
- 2. For fiscal year 2011-2012 and each fiscal year thereafter, 8.41 percent of the member's salary or fifty percent of the sum of the member's contribution rate from the preceding fiscal year and the aggregate computed employer contribution rate that is calculated pursuant to subsection A of this section, whichever is lower, except that the member contribution rate shall not be less than 7.65 percent of the member's salary and the employer contribution rate shall not be less than the rate prescribed in subsection A of this section.
- I. Notwithstanding subsection H, paragraph 2 of this section, the contribution rate for a full-time dispatcher is forty-five basis points less than the member contribution amount calculated pursuant to subsection H, paragraph 2 of this section, except that after the close of any fiscal

- 6 -

 year, if the plan's actuary determines that the aggregate ratio of the funding value of the accrued assets to the accrued liabilities of the fund is at least one hundred percent, from and after June 30 of the following year the member contribution rate for a full-time dispatcher is equal to the member contribution rate for a member who is not a full-time dispatcher.

- J. For fiscal year 2011-2012 and each fiscal year thereafter, The amount of the member's contribution that exceeds 8.41 percent of the member's salary for a member other than a full-time dispatcher or 7.96 percent of the member's salary for a full-time dispatcher shall not be used to reduce the employer's contributions that are calculated pursuant to subsection A of this section UNTIL THE EMPLOYER'S FUNDED RATIO AS EXPRESSED AS A PERCENTAGE OF THE EMPLOYER'S ACTUARIAL VALUE OF ASSETS TO ACCRUED ACTUARIAL LIABILITY AS DETERMINED BY THE ACTUARIAL VALUATIONS REPORTED PURSUANT TO SUBSECTION A OF THIS SECTION IS AT OR ABOVE ONE HUNDRED PERCENT. IF THE EMPLOYER'S FUNDED RATIO FALLS BELOW ONE HUNDRED PERCENT, THE AMOUNT OF THE MEMBER'S CONTRIBUTIONS ABOVE 8.41 PERCENT OR 7.96 PERCENT, AS APPLICABLE PURSUANT TO THIS SUBSECTION, SHALL ACCUMULATE FROM THAT TIME AND NOT BE USED TO REDUCE THE EMPLOYER'S CONTRIBUTION RATE UNTIL THE EMPLOYER'S FUNDED RATIO RETURNS TO ONE HUNDRED PERCENT FUNDED.
- K. For members hired on or after July 1, 2018, the employer and member contributions are determined as follows:
- 1. As determined by actuarial valuations reported to the employer and the local board by the board of trustees, each employer shall make contributions sufficient under such actuarial valuations to pay 33.3 percent of the normal cost plus 50 percent of the actuarially determined amount required to amortize the total unfunded accrued liability for each employer attributable only to those members hired on or after July 1, 2018. For each year that new unfunded liabilities are attributable to the employer's own members hired on or after July 1, 2018, a new amortization base representing the most recent annual gain or loss, smoothed over a period not more than five years as determined by the board, shall be created on a level-dollar basis over a closed period equal to the average expected remaining service lives of all members but not more than ten years, as determined by the board.
- 2. The remaining 66.7 percent of the normal cost and the remaining 50 percent of the actuarially determined amount required to amortize the total unfunded accrued liability as determined pursuant to paragraph 1 of this subsection shall be divided by the total number of the employer's members who were hired on or after July 1, 2018 such that each member contributes an equal percentage of the member's compensation. Member contributions shall begin simultaneously with membership in the plan and shall be made by payroll deduction.
- L. In any fiscal year, an employer's contribution to the plan in combination with member contributions may not be less than the actuarially

- 7 -

 determined normal cost for that fiscal year. The board may not suspend contributions to the plan unless both of the following apply:

- 1. The plan's actuary, based on the annual valuation, determines that continuing to accrue excess earnings could result in disqualification of the plan's tax-exempt status under the provisions of the United States internal revenue code THE STABILIZATION RESERVE OF AN EMPLOYER'S ACCOUNT IS FUNDED TO ONE HUNDRED PERCENT OF PRESENT VALUE OF ALL FUTURE BENEFITS OF THE EMPLOYER.
- 2. The board determines that the receipt of any additional contributions required under this section would SUSPENDING, IN WHOLE OR IN PART, THE NORMAL COST CONTRIBUTIONS AS CALCULATED UNDER SUBSECTION A OF THIS SECTION WOULD NOT BE IN conflict with its fiduciary responsibility.
- M. AN EMPLOYER MAY REQUEST THAT THE BOARD TRANSFER EXCESS ASSETS OF AN EMPLOYER'S ACCOUNT THAT HAS NO LIABILITIES OR BENEFICIARIES TO ANOTHER ACCOUNT OF THE EMPLOYER THAT IS MANAGED BY THE BOARD. THE BOARD MAY AUTHORIZE THE TRANSFER OF ASSETS IF ALL OF THE FOLLOWING APPLY:
- 1. THE BOARD VERIFIES THAT THE EMPLOYER'S LIABILITIES HAVE BEEN RECONCILED WITH THE ADMINISTRATOR AND THERE ARE NO REMAINING OR POTENTIAL LIABILITIES OR BENEFICIARIES OF THE EMPLOYER'S ACCOUNT.
- 2. THE BOARD AND THE SYSTEM BEAR NO LIABILITY THAT THE PROPOSED TRANSFER CONFORMS WITH ANY OTHER RESTRICTIONS ON THE USE OR TRANSFER OF THE ASSETS OF THE PROPOSED TRANSFER.
- 3. THE TRANSFER DOES NOT VIOLATE THE INTERNAL REVENUE CODE OR THREATEN TO IMPAIR THE SYSTEM'S STATUS AS A QUALIFIED PLAN UNDER THE INTERNAL REVENUE CODE.
- N. FOR THE PURPOSES OF REQUESTING A TRANSFER OF ASSETS PURSUANT TO THIS SECTION, AN EMPLOYER MUST MEET BOTH OF THE FOLLOWING REQUIREMENTS:
- 1. THE GOVERNING BODY OF THE EMPLOYER ADOPTS A RESOLUTION REQUESTING THE TRANSFER OF ASSETS IN AN OPEN SESSION WHERE PUBLIC COMMENT IS ALLOWED.
- 2. THE EMPLOYER SUBMITS A WRITTEN REQUEST TO THE ADMINISTRATOR OF THE BOARD FOR THE TRANSFER OF ASSETS ALONG WITH THE ADOPTED RESOLUTION.
- O. FOR A STATE EMPLOYER THAT MEETS THE REQUIREMENTS OF SUBSECTION M OF THIS SECTION, THE JOINT LEGISLATIVE BUDGET COMMITTEE MAY REQUEST FROM THE ADMINISTRATOR OF THE BOARD CONFIRMATION THAT AN EMPLOYER'S ACCOUNT MEETS THE REQUIREMENTS TO TRANSFER THE ACCOUNT ASSETS. THE LEGISLATURE SHALL PASS A BILL DIRECTING THE BOARD TO TRANSFER THE ASSETS FROM THE ELIGIBLE EMPLOYER ACCOUNT TO ANOTHER ACCOUNT OF THE EMPLOYER. BEFORE THE LEGISLATURE PASSES THE BILL, THE JOINT LEGISLATIVE BUDGET COMMITTEE SHALL CONFIRM WITH THE ADMINISTRATOR OF THE BOARD THAT THE ASSETS ARE ELIGIBLE FOR TRANSFER TO ANOTHER EMPLOYER ACCOUNT AND DISCUSS THE MATTER IN A SCHEDULED PUBLIC MEETING.
- M. P. For the purposes of calculating unfunded liability amortization payments pursuant to subsection A of this section, an employer may make a onetime election to request that the board use a

- 8 -

closed period of not more than thirty years if the employer meets both of the following requirements:

- 1. The governing body of the employer adopts a resolution requesting the longer amortization period and specifying the actuarial valuation date for which the new amortization period is to begin. The actuarial valuation date chosen must be the plan's fiscal year end either immediately before or immediately after the date of the resolution.
- 2. The employer submits a written request for the longer amortization period along with the adopted resolution to the administrator of the board.
- ${\sf N.}$ Q. For the purposes of subsection ${\sf M-}$ P of this section, employer does not include this state or any state agency.
- O. R. For the purposes of calculating unfunded liability amortization payments pursuant to subsection A of this section, the board may use a closed period of not more than thirty years for the judiciary.
- ho. S. Except as provided in subsection ho. T of this section, if a member's employment is terminated with an employer by either party, the total liability under the plan associated with the member's service with the employer remains with the employer.
- the date of reemployment shall transfer to the subsequent employer amployer and all benefit liabilities for the member are attributed to that employer. Actuarially accrued liability shall be computed using the actuarial methods and assumptions prescribed by the PUBLIC SAFETY PERSONNEL RETIREMENT system's actuary and adopted by the board.

APPROVED BY THE GOVERNOR JULY 1, 2025.

FILED IN THE OFFICE OF THE SECRETARY OF STATE JULY 1, 2025.

- 9 -