

TOWN OF PARADISE VALLEY

Public Safety Personnel Retirement System (PSPRS) Board Update

January 9, 2020



A g e n d a

- Role of the Board
- Current Work
- Continuous Improvement
- Results
- Unfunded Liability
- Asks of Council



Role of the Board

Volunteer Board required by state law

Jurisdiction of sworn police officers (not staff)

Administers several duties of state law; mainly eligibility for plan membership and benefits

Meets quarterly and as needed

Does not administer investments in fund



Local Board Responsibility

Education

- Convey updates and clarification from PSPRS through Town Management and the Chief of Police
 - Employees, Retirees, Employers, Elected Officials

Legal

- Administer the Law

Fiscal

- Award appropriate retirement benefits



Two primary duties:

New
Hires

- Review medical records of new police hires to determine pre-existing conditions

Current
Officers

- Review claims by a current officer for various disabilities, to determine if current reason for disability is related to a pre-existing conditions
- Disabled Officer still meets requirements of disability (new)



Local PSPRS Board members:

Chair
(appointed) **Jameson Van Houten**

Appointed **Fernando Iacona**

Appointed **Keith Wong**

Elected **Michael Horn**

Elected **Raja Karim**

(State law requires both elected and appointed members, on four year staggered terms)



Local PSPRS Staff:

Secretary

Sarah Zumbo

Human
Resources
Manager

Jinnett Hancock

Counsel

Pam Treadwell-Rubin



Current Work

- Continuing to Approve Officers applying for appropriate Pension Benefits & DROP
- Evaluating Disability Claims
- More Detailed Process to Approve
- Monitoring Past Disabilities



Implemented Thorough Process & Procedures

- Hired Law Firm
 - Dramatically helped our procedures and effectiveness
 - Works with AZ PSPRS when uncertain
- While implemented more rigorous approach, also added more humanity at times
- Work together and with Officers
 - Medical Records limited or not thorough
 - Especially if longer than a few years
 - Delays in obtaining
- Recently brought Officer in front of committee
 - Explained our purpose and not wanting further delays to decision
 - Officer clarified past history; enabled us to approve him that day!



Implemented Thorough Process & Procedures (continued)

- More thorough process for officers to obtain PSPRS disability
- Monitoring Past/Ongoing Disabilities
- Implemented Annual IMEs
 - Ensure Disabled Officers Still Meet the Disability Requirements
 - Previously Never Done



Strongly Encouraged
HR & Police to
Implement Increased
Disability Prevention
Techniques

- On-Duty Injury Abatement

- Know the problem
 - Review of past 10-years injuries
- Design the solution
 - Online training
 - Inservice training
 - Dynamic training
 - Conflict resolution training
 - Uniform modifications

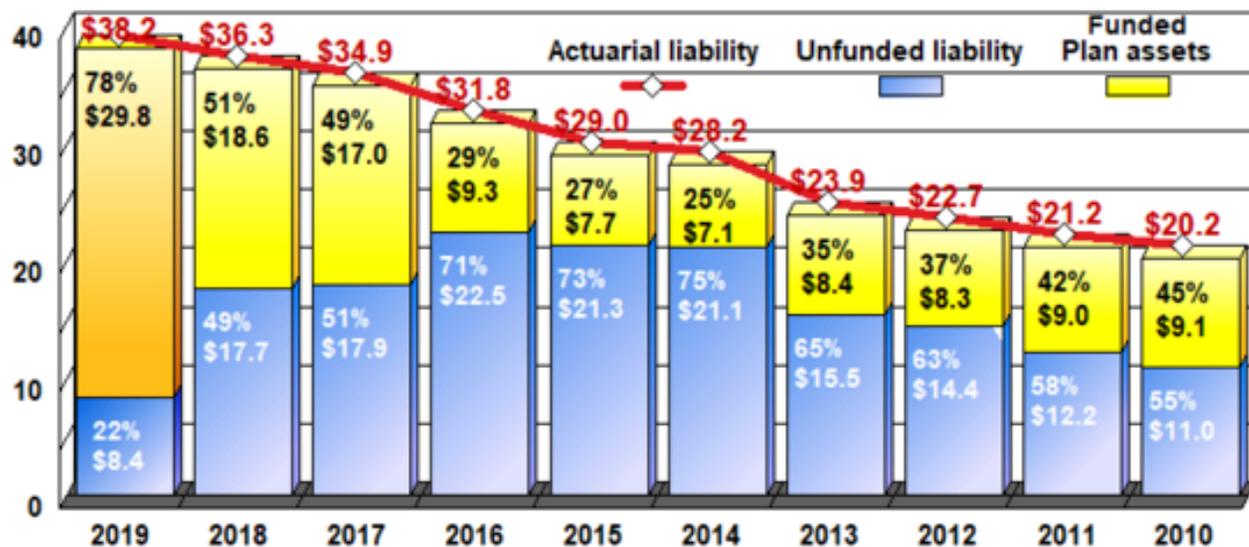


Overall Results

- Provides deterrents for those attempting to take advantage of the system
- Enables viability of funds to be used for those officers that truly have Disabilities
- Provided Path for Future
 - On track for significantly less disabilities in foreseeable future
- Dramatically Impacted Town's fiscal circumstances for years to come!



Unfunded Liability



PSPRS Measurement Year is one year arrears	Fiscal	Measurement Year 20xx									
	19	18	17	16	15	14	13	12	11	10	
Town's plan assets	\$29.8	\$18.6	\$17.0	\$ 9.3	\$ 7.7	\$ 7.1	\$ 8.4	\$ 8.3	\$ 9.0	\$ 9.1	
Unfunded liability	8.4	17.7	17.9	22.5	21.3	21.1	15.5	14.4	12.2	11.0	
Actuarial liability	\$38.2	\$36.3	\$34.9	\$31.8	\$29.0	\$28.2	\$23.9	\$22.7	\$21.2	\$20.2	
Normal base rate	17.5%	14.7%	15.0%	11.0%	11.7%	11.9%	12.4%	13.2%	11.9%	11.8%	
Unfunded liability rate	21.4%	44.5%	52.2%	59.2%	60.1%	48.5%	37.8%	35.8%	25.8%	20.1%	
Total contribution rate	38.9%	59.2%	67.3%	70.2%	71.8%	60.5%	50.2%	49.0%	37.8%	31.9%	



Asks of Council

- More Awareness of the Council and Its Important Mission
- Administrative Consistency & Support
- Adding Town Clerk role to Committee
 - Assistant Secretary for Public Records Compliance



Questions/Discussion

