TOWN OF HUACHUCA CITY

The Sunset City

HUACHUCA CITY TOWN COUNCIL
PUBLIC HEARING AND REGULAR MEETING NOTICE
Thursday, July 9, 2026, 6:00 pm
COUNCIL CHAMBERS
500 N. GONZALES BLVD.
HUACHUCA CITY, AZ 85616
The meeting room will be open by 5:30 PM

AGENDA

A. Call to Order – Mayor

- **a.** Pledge of Allegiance
- **b.** Roll Call and Ascertain Quorum
- **c.** Invocation

Any prayer/invocation that may be offered before the start of regular Council business shall be the voluntary offering of a private citizen, for the benefit of the Council and the citizens present. The views or beliefs expressed by the prayer/invocation speaker have not been previously reviewed or approved by the Council, and the Council does not endorse the religious beliefs or views of this, or any other speaker. A list of volunteers is maintained by the Town Clerk's Office and interested persons should contact the Town Clerk's Office for further information.

B. Call to the Public – Mayor

A.R.S. 38-431.01 states the Public Body may make an open call to the public during a public meeting, subject to reasonable time, place and manner restrictions, to allow individuals to address the public body on any issue within the jurisdiction of the Public Body. At the conclusion of an open call to the public, individual members of the Public Body may respond to criticism made by those who have addressed the Public Body, may ask staff to review a matter or may ask that a matter be put on a future agenda. However, members of the Public Body shall not discuss or take legal action on matters raised during an open call to the public unless the matters are properly noticed for discussion and legal action.

C. Consent Agenda - Mayor

All items listed in the Consent Agenda are considered routine matters and will be enacted by one motion of the Council. There will be no separate discussion of these items unless a Member of the Town Council requests that an item or items be removed for discussion. Council Members may ask questions without removal of the item from the Consent Agenda. Items removed from the Consent Agenda are considered in their normal sequence as listed on the agenda, unless called out of sequence.

C.1 Consider approval of the Minutes of the Regular Council Meeting held on June 25, 2026.
C.2 Consider approval of the Payment Approval Report.

D. Unfinished Business before the Council – Mayor

Public comment will be taken at the beginning of each agenda item, after the subject has been announced by the Mayor and explained by staff. Any citizen, who wishes, may speak one time for five minutes on each agenda item before or after Council discussion. Questions from Council Members, however, may be directed to staff or a member of the public through the Mayor at any time.

E. New Business Before Council - Mayor

Public comment will be taken at the beginning of each agenda item, after the subject has been announced by the Mayor and explained by staff. Any citizen who wishes may speak one time for five minutes on each agenda item before or after Council discussion. Questions from Council Members, however, may be directed to staff or a member of the public through the Mayor at any time.

E.1 Discussion and/or Action [Suzanne Harvey]: The League of Arizona Cities and Towns is holding its annual conference in Phoenix, August 18-21. The conference offers valuable opportunities to engage in dialogue surrounding the challenges and opportunities faced by Arizona municipalities. There are expert panel discussions on relevant policy matters, training and other educational sessions. Council will discuss whether to attend the conference. The cost to attend is $425 per councilmember and employee.

E.2 Discussion and/or Action [Mayor Wallace]: Resolution 2006-10 – Approval of the Town's updated Public Safety Personnel Retirement System [PSPRS] funding policy – Each year the Town is required to update its policy regarding funding of the PSPRS for its enrolled public safety employees.

E.3 Discussion and/or Action [Suzanne Harvey]: The Council will appoint a representative and possibly an alternate to serve on Cochise County's Opioid Settlement Advisory Committee. The Advisory Committee advises the County Health and Social Services Department and provides recommendations regarding how opioid settlement funds should be used within participating jurisdictions. These recommendations help inform funding priorities and strategies that address opioid prevention, treatment, recovery, and related community needs.

E.4 Discussion and/or Action [Suzanne Harvey]: The Council will appoint a representative and possibly an alternate to serve on Cochise County's Economic Development Task Force. The County is beginning an Economic Development Roadmap Study to help identify local needs, priorities, opportunities, and strategies for long-term economic growth. The Task Force will provide input throughout the study process. Staff recommends appointing the Town Manager and the Finance Clerk as an alternate.

E.5 Discussion and/or Action [Suzanne Harvey/Planning Director]: Acceptance of the proposal of WLB Group for updating the Town's General Plan. The proposal is for updating the land use and circulation elements, which are required to be updated every ten years, plus the Town is also having a water resources element added due to its importance to the Town's long-term sustainability.

F. Reports of Current Events by Council

G. Adjournment

Posted at 5:00 PM on July __, 2026, at the following locations:

Town Hall Bulletin Board 500 N. Gonzales Blvd. Huachuca City, AZ 85616	**Town Hall Lobby** 500 N. Gonzales Blvd. Huachuca City, AZ 85616	**Town Website** https://huachucacityaz.gov
Huachuca City U.S. Post Office 690 N. Gonzales Blvd. Huachuca City, AZ 85616	**Huachuca City Library** 506 N. Gonzales Blvd. Huachuca City, AZ 85616	**Huachuca City Police Department** 500 N. Gonzales Blvd. Huachuca City, AZ 85616

Ms. Brandye Thorpe
Town Clerk

Note: This meeting is open to the public. All interested people are welcome to attend. A copy of agenda background material provided to the Councilmembers, with the exception of confidential material relating to possible executive sessions, is available for public inspection at the Town Clerk's Office, 500 N. Gonzales Blvd., Huachuca City, AZ 85616, Monday through Friday from 8:00 a.m. to 5:00 p.m. or online at www.huachucacityaz.gov

Individuals with disabilities who need a reasonable accommodation to attend or communicate at a town meeting, or who require this information in alternate format, may contact the Town at 456-1354 (TTY 456-1353) to make their needs known. Requests should be made as early as possible so there is sufficient time to respond.

TOWN OF HUACHUCA CITY

The Sunset City

MEETING MINUTES OF THE
HUACHUCA CITY TOWN COUNCIL
June 25, 2026 AT 6:00 PM
COUNCIL CHAMBERS
500 N. GONZALES BLVD.
HUACHUCA CITY, AZ 85616

A. Call to Order – Mayor

   a. Pledge of Allegiance
   b. Roll Call and Ascertain Quorum

B. Roll Call.

Roll Call.
Present: Johann Wallace, Danielle Cardella (via phone), Debra Trate, Cynthia Butterworth, Nallely Arreola (online, joined at 6:04pm), Town Manager Suzanne Harvey (Not voting), Town Clerk Brandye Thorpe (not voting), Town Attorney Thomas Benavidez (Not voting).
Absent: Christy Hirshberg, Geovona Thompson

c. Invocation

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Mayor Wallace recognizes Andre Newcomb. Mr. Newcomb speaks. Mayor Wallace interrupts Mr. Newcomb and states that what he is speaking about has nothing to do with anything the Council can act on. Mr. Newcomb is escorted out of the room by an officer.

C. Consent Agenda - Mayor

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C.1 Consider approval of the Minutes of the Regular Council Meeting held on June 11, 2026.
C.2 Consider approval of the Payment Approval Report.
C.3 Consider approval of the disposal of a Caterpillar D8R VIN #07XM02302GV93 and a Caterpillar road grader VIN #K159DH through public surplus.

Motion: Items listed on the Consent Agenda Action: Open for discussion and/or Action, moved by Johann Wallace, Seconded by Cynthia Butterworth.

Motion: Approval of the items on the Consent Agenda**, Action:** Approve**, moved by** Johann Wallace**, Seconded by Cynthia Butterworth.**
Motion passed unanimously.

D. Unfinished Business before the Council – Mayor

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E.1 Discussion and/or Action [Suzanne Harvey]: Resolution No. 2026-09 - Approval of an Intergovernmental Agreement [IGA] with Cochise County for election supplies and services.

The Town must contract with the County for supplies and services to conduct the Town's general election for Mayor and Councilmembers on November 3, 2026.

Motion: Item E.1 Action: Open for discussion and/or Action, moved by Johann Wallace, Seconded by Cynthia Butterworth .

Motion: Resolution 2026-09 Action: Approve, moved by Johann Wallace, Seconded by Cynthia Butterworth.
Motion passed unanimously.

E.2 Discussion and/or Action [Mayor Wallace]: Second Reading and adoption of Ordinance No. 2026-09 AMENDING THE TOWN CODE TITLE 15 "BUILDINGS AND CONSTRUCTION" TO ESTABLISH A PREAPPROVED HOUSING DESIGN PLAN PROGRAM AND AN ONLINE PREAPPROVED PLAN LIBRARY, PURSUANT TO A.R.S. § 9-461.19. This program would allow architects and design professionals to submit non-site-specific housing plan sets for Town pre-review. If deemed compliant with adopted building codes and local amendments, the plan sets would be listed in the Town's online Preapproved Plan Library. The Town may also accept housing plans that have been developed and preapproved by other municipalities, provided those municipalities have adopted the same building codes as the Town.

Motion: Item E.2 Action: Open for discussion and/or Action, moved by Johann Wallace, Seconded by Cynthia Butterworth.

Motion: Ordinance 2026-09. Action: Approve, moved by Johann Wallace, Seconded by Cynthia Butterworth.
Motion passed unanimously.

E.3 Discussion and/or Action [Mayor Wallace]: Acceptance of the resignation from Council of Mayor Pro Tem, Christy Hirshberg, effective July 1, 2026. Vice Mayor Hirshberg is resigning because she intends to run for the office of Mayor in the general election. Council may direct staff to announce the vacancy on the Council and solicit applications for possible appointment.

Motion: Discussion and/or Action Action: Open, moved by Johann Wallace, Seconded by Cynthia Butterworth.

Mayor Pro Tem Hirshberg's resignation letter is discussed. Attorney Benavidez explains that Council will need to appoint someone to fill her seat until the end of her term in 2028, which means a two year appointment.

Motion: The resignation from Council of Mayor Pro Tem Hirshberg and Direct Staff to go ahead and start posting the announcement for the vacancy on Council Action: Accept, moved by Johann Wallace, Seconded by Cynthia Butterworth.
Motion passed unanimously.

F. Reports of Current Events by Council

Councilmember Butterworth- We had the food distribution last Thursday.
I think we had a few fewer people show up than normal, but I think that's because it was on Thursday and on Friday, even though we had done Flyers, but it still went very smoothly.
We had the MPO meeting yesterday. Is looking for their next director. So I don't know how long that's gonna take for that. And then they're looking at the policies or the projects that were put that were approved before and then they're gonna be carried over primarily into the next budget year for request for approval and process and implementation. Then they're also gonna be looking at anything new that has to be entered in there. And Skyline and the multipurpose path are 10% complete.
Apparently there were some problems identifying the utility lines so so they should start getting underway with the weekend of July 4th. But for the crosswalk, about July 15 is when we're expecting a review of the design plans.And then they have to they're working with the contractor to order pole and the electrical box, and it may be in the late with that.
So we're maybe might possibly looking at September or maybe might possibly, hopefully if we if they get them in time in October, then we'll start working on the crosswalk, OK.
But I have no promises for you, and that's all that we have. And I will be working July 4th, the 1st shift.

Councilmember Cardella-Summer Splash is still going.

Councilmember Arreola- no report

Councilmember Trate- I'm just going to be helping to serve for a little bit of time at the Fourth of July

Mayor ProTem Hirshberg- absent
Councilmember Thompson- no report
Mayor Wallace- So we got our nothing big. Just a reminder we got our 4th of July celebration happening next Saturday on 4th of July, I think, right?
America's 250th. I know we're getting ramped up for that.
It's gonna be a good show this year and other than that, it's been just kind of quiet.
It is going to be.
Changing command change of responsibility.
So there's gonna be a lot of that happening as well.
You see a lot.
You know, folks coming in, folks leaving, and of course it's monsoon season rains are here which with rains comes bugs, craters, things.
As well as taller grass and weeds, so make sure folks are staying on top of that once everything starts growing. With that, I make a motion to adjourn.

Mr. Benavidez interrupts to ask if there is going to be an announcement about the pool project.
Manager Harvey advises that she was unable to update the Mayor on this but she can provide it now. So there's a gentleman from National Geographic that's going to be in this area.
OK, doing an ode to public pools, OK and he did submit information to us about his. He's doing a book now. He had done an article for National Geographic.
He's asking to visit our pool on the 3rd of July.
He will take photographs that he is responsible for getting releases in order to take those photographs. He's going to be at the Bisbee pool earlier before he comes to our pool. So I can't remember the date he's going to be over there.
They've been posting a notice on their Facebook page to let folks that there will be a photographer there and he's there as an author.
It's not something that we are doing, but we are allowing him to come to our pool and he's responsible for getting his own releases.

G. Adjournment

Motion: To Adjourn, **Action:** Adjourn, **Moved by** Johann Wallace, **Seconded by Christy Hirshberg.**
Motion passed unanimously.

Approved by Mayor Johann R. Wallace on July 9, 2026.

____
Mr. Johann R. Wallace
Mayor

Attest: ________________________________
Ms. Brandye Thorpe,
Town Clerk

Seal:

Certification

I hereby certify that the foregoing is a true and correct copy of the Minutes of the Meeting for the Huachuca City Town Council held on June 25, 2026. I further certify that the meeting was duly called and a quorum was present.

____

Ms. Brandye Thorpe,
Town Clerk

Report Criteria:
Detail report.
Invoices with totals above $0.00 included.
Paid and unpaid invoices included.

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	GL Account Number
AFLAC							
1030	AFLAC	340628	Supplemental Employee Insuranc	06/26/2026	1,398.26	1,398.26	10-22520
	Total AFLAC:				1,398.26	1,398.26	
AlphaGraphics							
3086	AlphaGraphics	104286	Mounted Posters Annex	05/07/2026	134.52	134.52	10-42-290
	Total AlphaGraphics:				134.52	134.52	
AT&T							
1398	AT&T	1080-6/19/26	City Hall	06/19/2026	42.02	42.02	10-43-271
1398	AT&T	1063-6/4/26	Library Landline	06/04/2026	34.76	34.76	10-62-271
	Total AT&T:				76.78	76.78	
AZ Department of Corrections Labor							
1315	AZ Department of Corrections Lab	D083628 2026	Labor PW	06/24/2026	5.25	5.25	10-57-366
1315	AZ Department of Corrections Lab	D083628 2026	Labor Water	06/24/2026	23.62	23.62	51-40-366
1315	AZ Department of Corrections Lab	D083628 2026	Labor Sewer	06/24/2026	23.63	23.63	52-40-366
1315	AZ Department of Corrections Lab	D083628 2026	Labor LF	06/24/2026	17.50	17.50	55-40-366
	Total AZ Department of Corrections Labor:				70.00	70.00	
AZ Department of Corrections Mileage							
10743	AZ Department of Corrections Mil	D084511 2026	Mileage- PW	06/23/2026	53.86	53.86	10-57-366
10743	AZ Department of Corrections Mil	D084511 2026	Mileage- Water	06/23/2026	242.41	242.41	51-40-366
10743	AZ Department of Corrections Mil	D084511 2026	Mileage- Sewer	06/23/2026	242.41	242.41	52-40-366
10743	AZ Department of Corrections Mil	D084511 2026	Mileage- LF	06/23/2026	179.56	179.56	55-40-366
	Total AZ Department of Corrections Mileage:				718.24	718.24	
Az State Treasurer							
1274	Az State Treasurer	707	monthly conversions	06/18/2026	5,900.15	5,900.15	20-40-200
	Total Az State Treasurer:				5,900.15	5,900.15	
Better Flood Insurance Inc.							
10942	Better Flood Insurance Inc.	1070604 6/16/2	Flood Insurance Comm Center	06/25/2026	790.20	790.20	10-43-280
	Total Better Flood Insurance Inc.:				790.20	790.20	
Caselle, Inc							
1745	Caselle, Inc	INV-20335	Management Software 7/2026-7/2	07/01/2025	20,412.98	20,412.98	10-48-210
1745	Caselle, Inc	INV-20335	Management Software	07/01/2025	1,134.05	1,134.05	51-40-480
1745	Caselle, Inc	INV-20335	Management Software	07/01/2025	1,224.78	1,224.78	52-40-480
1745	Caselle, Inc	INV-20335	Management Software	07/01/2025	1,451.59	1,451.59	55-40-480
	Total Caselle, Inc:				24,223.40	24,223.40	
CenturyLink							
4280	CenturyLink	2648-6/7/26	Local Phone Service - Town Hall	06/07/2026	188.59	188.59	10-43-271

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	GL Account Number
4280	CenturyLink	9728-6/7/26	Local Phone Service - Police Dept	06/07/2026	100.16	100.16	10-51-271
4280	CenturyLink	6652-6/7/26	Local Phone Service - Library	06/07/2026	42.30	42.30	10-62-271
	Total CenturyLink:				331.05	331.05	
Christina Wernette							
10940	Christina Wernette	06222026	Water Refund	06/22/2026	37.80	37.80	51-21350
10940	Christina Wernette	06222026	Sewer Refund	06/22/2026	25.00	25.00	52-21350
	Total Christina Wernette:				62.80	62.80	
Cintas Corporation No. 445							
10067	Cintas Corporation No. 445	4272475544	Office Supplies	06/15/2026	31.32	31.32	10-43-460
10067	Cintas Corporation No. 445	4273204632	Office Supplies	06/22/2026	17.31	17.31	10-43-460
10067	Cintas Corporation No. 445	4272475498	Uniforms- PW	06/15/2026	7.15	7.15	10-57-410
10067	Cintas Corporation No. 445	4272475544	Uniforms- PW	06/15/2026	2.06	2.06	10-57-410
10067	Cintas Corporation No. 445	4273204589	Uniforms- PW	06/22/2026	12.86	12.86	10-57-410
10067	Cintas Corporation No. 445	4273204632	Uniforms- PW	06/22/2026	2.97	2.97	10-57-410
10067	Cintas Corporation No. 445	4272475498	Uniforms- Road User	06/15/2026	21.44	21.44	23-40-410
10067	Cintas Corporation No. 445	4272475544	Uniforms- Road User	06/15/2026	6.17	6.17	23-40-410
10067	Cintas Corporation No. 445	4273204589	Uniforms- Road User	06/22/2026	38.56	38.56	23-40-410
10067	Cintas Corporation No. 445	4273204632	Uniforms- Road User	06/22/2026	8.87	8.87	23-40-410
10067	Cintas Corporation No. 445	4272475498	Uniforms- Water	06/15/2026	21.44	21.44	51-40-410
10067	Cintas Corporation No. 445	4272475544	Uniforms- Water	06/15/2026	6.17	6.17	51-40-410
10067	Cintas Corporation No. 445	4273204589	Uniforms- Water	06/22/2026	38.56	38.56	51-40-410
10067	Cintas Corporation No. 445	4273204632	Uniforms- Water	06/22/2026	8.87	8.87	51-40-410
10067	Cintas Corporation No. 445	4272475498	Uniforms- Sewer	06/15/2026	21.44	21.44	52-40-410
10067	Cintas Corporation No. 445	4272475544	Uniforms- Sewer	06/15/2026	6.17	6.17	52-40-410
10067	Cintas Corporation No. 445	4273204589	Uniforms- Sewer	06/22/2026	38.56	38.56	52-40-410
10067	Cintas Corporation No. 445	4273204632	Uniforms- Sewer	06/22/2026	8.87	8.87	52-40-410
10067	Cintas Corporation No. 445	4272475441	Landfill Supplies	06/15/2026	6.66	6.66	55-40-290
10067	Cintas Corporation No. 445	4273204574	Landfill Supplies	06/22/2026	6.66	6.66	55-40-290
10067	Cintas Corporation No. 445	4272475441	Landfill Uniforms	06/15/2026	44.24	44.24	55-40-410
10067	Cintas Corporation No. 445	4272475498	Landfill Uniforms	06/15/2026	26.22	26.22	55-40-410
10067	Cintas Corporation No. 445	4272475544	Landfill Uniforms	06/15/2026	62.06	62.06	55-40-410
10067	Cintas Corporation No. 445	4273204574	Landfill Uniforms	06/22/2026	44.24	44.24	55-40-410
10067	Cintas Corporation No. 445	4273204589	Uniforms- LF	06/22/2026	24.90	24.90	55-40-410
10067	Cintas Corporation No. 445	4273204632	Uniforms- LF	06/22/2026	63.74	63.74	55-40-410
	Total Cintas Corporation No. 445:				577.51	577.51	
Cochise County Treasurer							
1867	Cochise County Treasurer	708	Monthly Court Conversion	06/18/2026	40.46	40.46	20-40-200
	Total Cochise County Treasurer:				40.46	40.46	
COX Business							
10695	COX Business	8301-6/1/26	Internet Town Hall	06/01/2026	1,000.00	1,000.00	10-48-481
10695	COX Business	8601-3/1/26	Library Internet-Erate	03/01/2026	200.00	200.00	10-62-481
10695	COX Business	8601-5/1-6/1	Library Internet-Erate	06/01/2026	400.00	400.00	10-62-481
	Total COX Business:				1,600.00	1,600.00	
Discount Tire							
1982	Discount Tire	5072753646	2 new tires for PW5	05/12/2026	341.90	341.90	51-40-470

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	GL Account Number
	Total Discount Tire:				341.90	341.90	
Empire Southwest, LLC							
2220	Empire Southwest, LLC	EMWK433636	the 816k c0mpactors pm3 service	06/22/2026	3,090.04	3,090.04	55-40-610
2220	Empire Southwest, LLC	EMWK4341191	613c has an oil leak and over heat	06/29/2026	669.76	669.76	55-40-610
2220	Empire Southwest, LLC	EMWK434223	the 816k compactor needed the p	06/29/2026	2,299.43	2,299.43	55-40-610
2220	Empire Southwest, LLC	EMWK434807	the D6t dozer is been overheating	07/01/2026	12,846.52	12,846.52	55-40-610
	Total Empire Southwest, LLC:				18,905.75	18,905.75	
General Fund(Trust)							
2364	General Fund(Trust)	709	monthly court conversions	06/18/2026	7,292.42	7,292.42	20-40-200
	Total General Fund(Trust):				7,292.42	7,292.42	
Johnson Environmental Tech. Inc.							
10673	Johnson Environmental Tech. Inc.	260616	Quarterly Monitoring	06/16/2026	2,060.00	2,060.00	55-40-855
	Total Johnson Environmental Tech. Inc.:				2,060.00	2,060.00	
Kurt Legnon Music LLC							
10943	Kurt Legnon Music LLC	06302026	4th of July Band	06/30/2026	800.00	800.00	10-60-530
	Total Kurt Legnon Music LLC:				800.00	800.00	
Legend Technical Services of Arizona Inc							
10774	Legend Technical Services of Ariz	2610016	GW Monitoring	06/11/2026	459.00	459.00	52-40-702
10774	Legend Technical Services of Ariz	2610017	GW Monitoring	06/11/2026	138.00	138.00	52-40-702
10774	Legend Technical Services of Ariz	2610394	GW Monitoring	06/29/2026	621.00	621.00	52-40-702
	Total Legend Technical Services of Arizona Inc:				1,218.00	1,218.00	
MBI Industrial Medicine							
10917	MBI Industrial Medicine	1841888	Pre-employment Medical for Davi	06/09/2026	257.00	257.00	10-51-465
10917	MBI Industrial Medicine	1841888	Pre-employment Medical Martin A	06/09/2026	257.00	257.00	10-51-465
	Total MBI Industrial Medicine:				514.00	514.00	
McCoys Septic Services LLC							
10819	McCoys Septic Services LLC	6451	Pump Station Dump	04/29/2026	190.00	190.00	55-40-360
10819	McCoys Septic Services LLC	6469	Pump Station Dump	05/27/2026	190.00	190.00	55-40-360
10819	McCoys Septic Services LLC	6494	Pump Station Dump	06/22/2026	190.00	190.00	55-40-360
	Total McCoys Septic Services LLC:				570.00	570.00	
Moyes Sellers & Hendricks							
10370	Moyes Sellers & Hendricks	44953	Gila River Adjudication Proceedin	06/16/2026	450.50	450.50	51-40-650
	Total Moyes Sellers & Hendricks:				450.50	450.50	
Ryder Rosacker McCue & Huston							
10849	Ryder Rosacker McCue & Huston	06302026	Insurance Fireworks	06/30/2026	1,935.00	1,935.00	10-60-530
	Total Ryder Rosacker McCue & Huston:				1,935.00	1,935.00	

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	GL Account Number
S.S.V.E.C							
3920	S.S.V.E.C	6100-6/4/26	City Hall	06/04/2026	815.46	815.46	10-43-340
3920	S.S.V.E.C	9100-6/4/26	Sign Meter	06/04/2026	64.10	64.10	10-43-340
3920	S.S.V.E.C	1200PD-6/4/26	Police Dept	06/04/2026	322.93	322.93	10-51-340
3920	S.S.V.E.C	1200FD-6/4/26	Fire Dept	06/04/2026	322.92	322.92	10-53-340
3920	S.S.V.E.C	8300-6/4/26	City Pool	06/04/2026	558.68	558.68	10-58-340
3920	S.S.V.E.C	2300-6/4/26	Community Center	06/04/2026	189.56	189.56	10-60-340
3920	S.S.V.E.C	6101-6/4/26	Keeline Park	06/04/2026	44.00	44.00	10-60-340
3920	S.S.V.E.C	6200-6/4/26	keeline park Skyline	06/04/2026	674.17	674.17	10-60-340
3920	S.S.V.E.C	7200-6/4/26	tennis Courts	06/04/2026	266.60	266.60	10-60-340
3920	S.S.V.E.C	1100-6/4/26	Library	06/04/2026	553.65	553.65	10-62-340
3920	S.S.V.E.C	1300-6/4/26	senior Center	06/04/2026	170.61	170.61	10-68-340
3920	S.S.V.E.C	2200-6/4/26	streetlight Master	06/04/2026	2,453.63	2,453.63	23-40-340
3920	S.S.V.E.C	0500-6/4/26	Well Howard St	06/04/2026	1,431.99	1,431.99	51-40-340
3920	S.S.V.E.C	1400-6/4/26	skyline Well	06/04/2026	1,039.07	1,039.07	51-40-340
3920	S.S.V.E.C	1800-6/4/26	Well at Cochise	06/04/2026	834.50	834.50	51-40-340
3920	S.S.V.E.C	6000-6/4/26	Gila St Well	06/04/2026	645.17	645.17	51-40-340
3920	S.S.V.E.C	00500-6/4/26	Hunt rd Sewer Pond	06/04/2026	320.65	320.65	52-40-340
3920	S.S.V.E.C	2500-6/4/26	Scales at Landfill	06/04/2026	69.15	69.15	55-40-340
3920	S.S.V.E.C	6800-6/4/26	Landfill	06/04/2026	948.86	948.86	55-40-340
	Total S.S.V.E.C:				11,725.70	11,725.70	
Senergy Petroleum LLC							
10215	Senergy Petroleum LLC	415527505	CLEAR- ULSD #2	05/19/2026	57.76	57.76	10-57-476
10215	Senergy Petroleum LLC	415527505	DYED-ULSD #2	05/19/2026	32.04	32.04	10-57-476
10215	Senergy Petroleum LLC	415527505	CLEAR- ULSD #2	05/19/2026	259.90	259.90	51-40-476
10215	Senergy Petroleum LLC	415527505	DYED-ULSD #2	05/19/2026	144.19	144.19	51-40-476
10215	Senergy Petroleum LLC	415527505	CLEAR- ULSD #2	05/19/2026	259.89	259.89	52-40-476
10215	Senergy Petroleum LLC	415527505	DYED-ULSD #2	05/19/2026	144.18	144.18	52-40-476
10215	Senergy Petroleum LLC	415527505	DYED-ULSD #2	05/19/2026	2,883.69	2,883.69	55-40-476
	Total Senergy Petroleum LLC:				3,781.65	3,781.65	
Sierra Vista Fry Fire District							
10600	Sierra Vista Fry Fire District	2026-041	FY26 Q4 Contract (minus per die	06/30/2026	116,250.00	116,250.00	10-53-360
	Total Sierra Vista Fry Fire District:				116,250.00	116,250.00	
Sky Islands Regional Partnership							
10199	Sky Islands Regional Partnership	5847	Civic Level Members	06/05/2026	250.00	250.00	10-43-640
	Total Sky Islands Regional Partnership:				250.00	250.00	
Southern AZ Hispanic Chamber of Commerce							
10608	Southern AZ Hispanic Chamber of	14004	Membership Dues	06/25/2026	750.00	750.00	10-43-640
	Total Southern AZ Hispanic Chamber of Commerce:				750.00	750.00	
Southwest Gas Corporation							
3879	Southwest Gas Corporation	1686-6/2/26	Gas Utility- Town Hall	06/02/2026	49.20	49.20	10-43-340
3879	Southwest Gas Corporation	4214-6/2/26	Gas Utility- Fire Station	06/02/2026	54.98	54.98	10-53-340
3879	Southwest Gas Corporation	3971-6/02/26	Gas Utility- Community Center	06/02/2026	30.37	30.37	10-60-340
3879	Southwest Gas Corporation	9520-6/2/26	Gas Utility- Library	06/02/2026	45.19	45.19	10-62-340
3879	Southwest Gas Corporation	3972-6/2/26	Gas Utility- Senior Center	06/02/2026	38.84	38.84	10-68-340

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	GL Account Number
	Total Southwest Gas Corporation:				218.58	218.58	
SW Building Inspection Service							
4025	SW Building Inspection Service	11120	Code Enforcement/Zoning	06/30/2026	4,725.00	4,725.00	10-54-360
4025	SW Building Inspection Service	11120	Council Meeting	06/30/2026	100.00	100.00	10-54-360
4025	SW Building Inspection Service	11120	Council Meeting	06/30/2026	100.00	100.00	10-54-360
	Total SW Building Inspection Service:				4,925.00	4,925.00	
Tierra Water Management							
10566	Tierra Water Management	1935	Operator of Record Water	05/30/2026	500.00	500.00	51-40-650
10566	Tierra Water Management	1935	Mileage	05/30/2026	54.95	54.95	51-40-650
10566	Tierra Water Management	1935	Operator of Record Sewer	05/30/2026	1,000.00	1,000.00	52-40-650
10566	Tierra Water Management	1935	Mileage	05/30/2026	54.95	54.95	52-40-650
10566	Tierra Water Management	1935	Move Water Tap ADEQ request	05/30/2026	393.75	393.75	52-40-650
	Total Tierra Water Management:				2,003.65	2,003.65	
Town of Huachuca City							
3132	Town of Huachuca City	6/30/26	Garbage Fees	06/30/2026	50.37	50.37	10-43-340
3132	Town of Huachuca City	6/30/26	Garbage Fees	06/30/2026	50.35	50.35	10-51-340
3132	Town of Huachuca City	6/30CC	Garbage Fees	06/30/2026	64.07	64.07	10-60-340
3132	Town of Huachuca City	6-30LFP	Garbage Fees	06/30/2026	87.69	87.69	10-60-340
3132	Town of Huachuca City	6/30/26	Garbage Fees	06/30/2026	50.35	50.35	10-62-340
3132	Town of Huachuca City	6-30LB	Garbage Fees	06/30/2026	36.28	36.28	10-62-340
	Total Town of Huachuca City:				339.11	339.11	
Verizon Wireless							
4343	Verizon Wireless	6145479782	Admin Phones	06/29/2026	169.36	169.36	10-43-271
4343	Verizon Wireless	6145479782	Cell Phone	06/29/2026	1,553.37	1,553.37	10-48-275
4343	Verizon Wireless	6145479782	PD Phones	06/29/2026	211.70	211.70	10-51-271
4343	Verizon Wireless	6145479782	FD Phone	06/29/2026	21.17	21.17	10-53-340
4343	Verizon Wireless	6145479782	PW Phone	06/29/2026	21.17	21.17	10-57-271
4343	Verizon Wireless	6145479782	Pool Phone	06/29/2026	21.17	21.17	10-58-340
4343	Verizon Wireless	6145479782	LB Phones	06/29/2026	63.51	63.51	10-62-271
4343	Verizon Wireless	6145479782	LF Phones	06/29/2026	42.34	42.34	55-40-271
	Total Verizon Wireless:				2,103.79	2,103.79	
Wells Fargo Remittance Center							
4377	Wells Fargo Remittance Center	051326	Supplies	05/14/2026	160.36	160.36	10-42-290
4377	Wells Fargo Remittance Center	061226	Employee Appreciation	06/13/2026	574.15	574.15	10-42-292
4377	Wells Fargo Remittance Center	051326	column Notice	05/14/2026	446.71	446.71	10-43-250
4377	Wells Fargo Remittance Center	061226	Column Notice	06/13/2026	265.38	265.38	10-43-250
4377	Wells Fargo Remittance Center	061226	Bond	06/13/2026	50.00	50.00	10-43-280
4377	Wells Fargo Remittance Center	051326	Paper	05/14/2026	78.01	78.01	10-43-460
4377	Wells Fargo Remittance Center	061226	Supplies	06/13/2026	50.34	50.34	10-43-460
4377	Wells Fargo Remittance Center	051326	Finance Charges	05/14/2026	211.57	211.57	10-43-483
4377	Wells Fargo Remittance Center	061226	Finance Charges	06/13/2026	263.72	263.72	10-43-483
4377	Wells Fargo Remittance Center	051326	Notary Millias/thorpe	05/14/2026	494.32	494.32	10-43-660
4377	Wells Fargo Remittance Center	061226	Left hand SafariLand Holster for G	06/13/2026	174.33	174.33	10-51-466
4377	Wells Fargo Remittance Center	051326	Hotel stay for ACO Lipich ($247.4	05/14/2026	370.86	370.86	10-51-660
4377	Wells Fargo Remittance Center	051326	AC Conf	05/14/2026	370.86	370.86	10-51-660
4377	Wells Fargo Remittance Center	051326	CPR Rescue Mask x 10	05/14/2026	79.95	79.95	10-51-850
4377	Wells Fargo Remittance Center	051326	10inx30in multi trauma dressings	05/14/2026	45.99	45.99	10-51-850

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	GL Account Number
4377	Wells Fargo Remittance Center	051326	israeli bandage x8	05/14/2026	110.97	110.97	10-51-850
4377	Wells Fargo Remittance Center	051326	ches seals x10	05/14/2026	235.96	235.96	10-51-850
4377	Wells Fargo Remittance Center	051326	zfold gauze x 8	05/14/2026	159.90	159.90	10-51-850
4377	Wells Fargo Remittance Center	051326	Cat 7 Tourniquets	05/14/2026	576.33	576.33	10-51-850
4377	Wells Fargo Remittance Center	051326	Sandwich Baggies	05/14/2026	6.06	6.06	10-51-850
4377	Wells Fargo Remittance Center	051326	Snakestaff Systems Tourniquets	05/14/2026	599.80	599.80	10-51-850
4377	Wells Fargo Remittance Center	051326	self adhesive bandage wraps	05/14/2026	27.98	27.98	10-51-850
4377	Wells Fargo Remittance Center	051326	4in rolled gauze	05/14/2026	46.47	46.47	10-51-850
4377	Wells Fargo Remittance Center	051326	trauma shears	05/14/2026	18.98	18.98	10-51-850
4377	Wells Fargo Remittance Center	051326	paper medical tape	05/14/2026	44.95	44.95	10-51-850
4377	Wells Fargo Remittance Center	051326	100 ct assorted bandages x2	05/14/2026	15.98	15.98	10-51-850
4377	Wells Fargo Remittance Center	051326	Hand Sanitizer Wipes	05/14/2026	39.26	39.26	10-51-850
4377	Wells Fargo Remittance Center	051326	Emergency blankets	05/14/2026	59.49	59.49	10-51-850
4377	Wells Fargo Remittance Center	051326	CPR Pocket masks x25	05/14/2026	21.95	21.95	10-51-850
4377	Wells Fargo Remittance Center	051326	4x4 bulk gauze	05/14/2026	26.91	26.91	10-51-850
4377	Wells Fargo Remittance Center	051326	SOG Responder Bag	05/14/2026	190.98	190.98	10-51-850
4377	Wells Fargo Remittance Center	051326	4x tactical backpack	05/14/2026	128.00	128.00	10-51-850
4377	Wells Fargo Remittance Center	061226	Irrigation parts for Town Hall Plant	06/13/2026	28.65	28.65	10-57-460
4377	Wells Fargo Remittance Center	051326	Lowe's Trailer Light Kit	05/14/2026	29.89	29.89	10-57-470
4377	Wells Fargo Remittance Center	051326	Credit	05/14/2026	43.20-	43.20-	10-57-500
4377	Wells Fargo Remittance Center	051326	Light Ballasts for Town Hall	05/14/2026	121.99	121.99	10-57-500
4377	Wells Fargo Remittance Center	051326	Home Depot 30pk Light Bulbs for	05/14/2026	102.63	102.63	10-57-500
4377	Wells Fargo Remittance Center	061226	Mop heads and ceiling anchor bolt	06/13/2026	88.01	88.01	10-57-500
4377	Wells Fargo Remittance Center	061226	Zep Floor Cleaner for buildings	06/13/2026	45.89	45.89	10-57-500
4377	Wells Fargo Remittance Center	061226	Plywood and conduit	06/13/2026	184.57	184.57	10-57-500
4377	Wells Fargo Remittance Center	061226	Stan Greer library and fire station	06/13/2026	85.00	85.00	10-57-500
4377	Wells Fargo Remittance Center	061226	Tools/storage for new vehicle and	06/13/2026	737.97	737.97	10-57-540
4377	Wells Fargo Remittance Center	061226	Lifeguard Fanny Pack x2	06/13/2026	38.54	38.54	10-58-460
4377	Wells Fargo Remittance Center	061226	Pool Chairs	06/13/2026	69.59	69.59	10-58-460
4377	Wells Fargo Remittance Center	061226	Pool test kit	06/13/2026	13.93	13.93	10-58-460
4377	Wells Fargo Remittance Center	061226	Locks and latches for pool per wor	06/13/2026	20.03	20.03	10-58-460
4377	Wells Fargo Remittance Center	061226	Shirts For Lifeguards	06/13/2026	153.27	153.27	10-58-460
4377	Wells Fargo Remittance Center	061226	LifeGuard Certs	06/13/2026	470.00	470.00	10-58-660
4377	Wells Fargo Remittance Center	051326	2 cycle engine oil for weed eaters.	05/14/2026	145.87	145.87	10-60-460
4377	Wells Fargo Remittance Center	051326	Purple Heart Wood and Polyureth	05/14/2026	202.75	202.75	10-60-460
4377	Wells Fargo Remittance Center	051326	Supplies	05/14/2026	24.79	24.79	10-60-460
4377	Wells Fargo Remittance Center	051326	2 Rock Glue for Walkway	05/14/2026	109.74	109.74	10-60-460
4377	Wells Fargo Remittance Center	051326	Pulleys and bolts for mower	05/14/2026	92.39	92.39	10-60-460
4377	Wells Fargo Remittance Center	051326	Bed edging/steaks, 4x50 Weed C	05/14/2026	801.23	801.23	10-60-460
4377	Wells Fargo Remittance Center	051326	Vibrating compactor rental for the	05/14/2026	129.23	129.23	10-60-460
4377	Wells Fargo Remittance Center	061226	Weed eater bump feed heads	06/13/2026	103.62	103.62	10-60-460
4377	Wells Fargo Remittance Center	061226	Weed Killer	06/13/2026	77.67	77.67	10-60-505
4377	Wells Fargo Remittance Center	061226	Bubble for Hunt Park	06/13/2026	538.92	538.92	10-60-505
4377	Wells Fargo Remittance Center	061226	4th July Supplies	06/13/2026	211.81	211.81	10-60-530
4377	Wells Fargo Remittance Center	061226	Fireworks prep	06/13/2026	54.62	54.62	10-60-530
4377	Wells Fargo Remittance Center	061226	Wood screws and mailbox for the	06/13/2026	90.00	90.00	10-60-530
4377	Wells Fargo Remittance Center	051326	LB Supplies	05/14/2026	94.90	94.90	10-62-460
4377	Wells Fargo Remittance Center	061226	Magnetic Screen Door 39 x 82	06/13/2026	35.24	35.24	10-62-460
4377	Wells Fargo Remittance Center	051326	Incidentals	05/14/2026	21.82	21.82	10-62-660
4377	Wells Fargo Remittance Center	061226	Pizza for Summer Programs	06/13/2026	633.94	633.94	10-69-808
4377	Wells Fargo Remittance Center	051326	Pallet of concrete	05/14/2026	412.73	412.73	23-40-460
4377	Wells Fargo Remittance Center	061226	Cones for Public works and PD	06/13/2026	102.59	102.59	23-40-460
4377	Wells Fargo Remittance Center	051326	Supplies to fix concrete mixer	05/14/2026	160.19	160.19	23-40-610
4377	Wells Fargo Remittance Center	051326	Hydraulic Hose for backhoe.	05/14/2026	79.56	79.56	23-40-610
4377	Wells Fargo Remittance Center	051326	Tags for meters.	05/14/2026	196.90	196.90	51-40-460
4377	Wells Fargo Remittance Center	051326	Cases and mounts for tablets	05/14/2026	207.90	207.90	51-40-460
4377	Wells Fargo Remittance Center	051326	Locks for meters	05/14/2026	75.26	75.26	51-40-460

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	GL Account Number
4377	Wells Fargo Remittance Center	051326	Backflow Preventer	05/14/2026	31.05	31.05	51-40-460
4377	Wells Fargo Remittance Center	051326	Amazon	05/14/2026	136.05	136.05	51-40-460
4377	Wells Fargo Remittance Center	051326	UPC Tape for wells.	05/14/2026	252.40	252.40	51-40-460
4377	Wells Fargo Remittance Center	061226	Struts for PW2 Bed Cover	06/13/2026	35.62	35.62	51-40-470
4377	Wells Fargo Remittance Center	061226	Ball studs for struts for PW2.	06/13/2026	18.34	18.34	51-40-470
4377	Wells Fargo Remittance Center	051326	Pyro School	05/14/2026	24.93	24.93	51-40-660
4377	Wells Fargo Remittance Center	051326	Ink/Paper/Supplies	05/14/2026	79.90	79.90	55-40-290
4377	Wells Fargo Remittance Center	061226	LF toner	06/13/2026	152.21	152.21	55-40-290
4377	Wells Fargo Remittance Center	051326	Porta Pot	05/14/2026	63.00	63.00	55-40-340
4377	Wells Fargo Remittance Center	061226	Porta Pot	06/13/2026	63.00	63.00	55-40-340
4377	Wells Fargo Remittance Center	051326	Lowe's Amazon	05/14/2026	325.27	325.27	55-40-460
4377	Wells Fargo Remittance Center	061226	Supplies	06/13/2026	5.93	5.93	55-40-460
4377	Wells Fargo Remittance Center	051326	Able tire	05/14/2026	207.00	207.00	55-40-470
4377	Wells Fargo Remittance Center	061226	Napa, Oreillys	06/13/2026	276.34	276.34	55-40-470
4377	Wells Fargo Remittance Center	061226	the RO1 needs 2 tires one side w	06/13/2026	1,249.56	1,249.56	55-40-470
4377	Wells Fargo Remittance Center	061226	Vehicle Maint	06/13/2026	156.51	156.51	55-40-610
4377	Wells Fargo Remittance Center	051326	Veh Maint	05/14/2026	73.46	73.46	65-40-480
4377	Wells Fargo Remittance Center	061226	Fords Part	06/13/2026	134.23	134.23	65-40-480
4377	Wells Fargo Remittance Center	051326	Pyro School	05/14/2026	25.94	25.94	65-40-660
	Total Wells Fargo Remittance Center:				16,007.69	16,007.69	
WEX BANK							
10401	WEX BANK	113210657	Fuel AD	06/16/2026	25.02	25.02	10-43-475
10401	WEX BANK	113210657	Unassigned	06/16/2026	25.85	25.85	10-43-475
10401	WEX BANK	113210657	Fuel PD	06/16/2026	41.02	41.02	10-51-475
10401	WEX BANK	113210657	Fuel FD	06/16/2026	25.02	25.02	10-53-475
10401	WEX BANK	113210657	Fuel PW	06/16/2026	70.48	70.48	10-57-475
10401	WEX BANK	113210657	Fuel LB	06/16/2026	21.02	21.02	10-62-476
10401	WEX BANK	113210657	Fuel Bus	06/16/2026	23.02	23.02	10-65-475
10401	WEX BANK	113210657	Fuel Water	06/16/2026	96.21	96.21	51-40-475
10401	WEX BANK	113210657	Fuel Sewer	06/16/2026	147.67	147.67	52-40-475
10401	WEX BANK	113210657	Fuel LF	06/16/2026	208.20	208.20	55-40-475
10401	WEX BANK	113210657	Fuel Transit	06/16/2026	329.38	329.38	65-40-475
	Total WEX BANK:				1,012.89	1,012.89	
Zoe Elizabeth Gonzalez							
10941	Zoe Elizabeth Gonzalez	706	M0248CT2025000181	06/18/2026	1,637.00	1,637.00	20-40-200
	Total Zoe Elizabeth Gonzalez:				1,637.00	1,637.00	
	Grand Totals:				231,016.00	231,016.00	

Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Net Invoice Amount	Amount Paid	GL Account Number

Dated: ____

Mayor: ____

City Council: ____

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____

____

____

____

City Recorder: ____

Report Criteria:

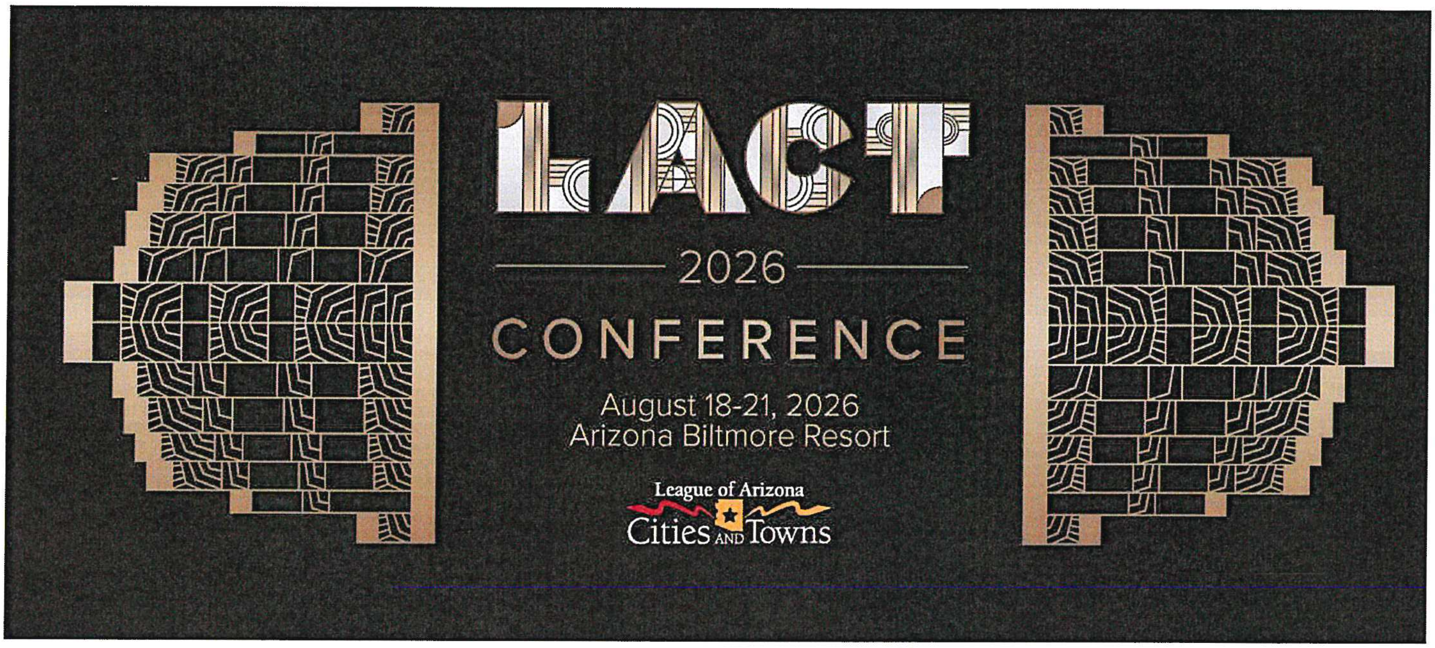
Detail report.
Invoices with totals above $0.00 included.
Paid and unpaid invoices included.

Outlook

League of AZ Cities and Towns Annual Conference Information

From Matt Lore <mlore@azleague.org>
Date Wed 4/1/2026 9:01 AM
To League <League@azleague.org>

[EXTERNAL SENDER] This message was sent by someone outside of your organization. Please verify the sender, and always be cautious when following links or opening attachments.



2026 League Annual Conference
Arizona Biltmore Resort
August 18 – 21

Mark your calendars for the 2026 League Conference to be held August 18 – 21 at the Arizona Biltmore Resort

If you have ideas or suggestions for topics, speakers, and sessions, please fill out the information in the link below.

League Conference Suggestion Form.

Registration will open in May and be sent to all cities and towns. To help you budget, you will find the registration fees for 2026 below.

2026 League Conference Fees *(Registration and hotel block will open in late May)*

Member Registration Fees

Members are all AZ city and town elected officials and employees
Member (Early Registration: May – July 10): $400
Member (Pre-Registration: July 11 – July 24): $425
Member (Late Registration: July 25 – August 7): $450
Member On-Site Registration: $550

Non-Member Registration Fees

Non-Member (Early Registration: May – July 10): $500
Non-Member (Pre-Registration: July 11 – July 24): $525

Non-Member (Late Registration: July 25 – August 7): $550
Non-Member On-Site Registration: $650

Spouse Fees

Spouse Name Badge Only: $90
Additional Spouse Fees (must purchase the Name Badge Only to order additional items)

- General Lunch Ticket: $75
- Dinner Ticket: $110
- Spouse/Guest Tour: $65

Showcase of Cities

City/Town Booth: $365
Electricity in booth: $100
Additional table: $60
Visqueen (floor covering for those serving food/drink): $75

One Day Youth Program

Youth and Youth Chaperone Registration: $90

Golf at Arizona Biltmore:

Tuesday Golf Event: $150

Room rate at the Arizona Biltmore Resort

$179.00 plus tax. The room block will open in May.

We look forward to seeing you in August!

If you have any questions, please contact league@azleague.org.

Town of Huachuca City

The Sunset City

500 N Gonzales Blvd • Huachuca City, Arizona 85616

Phone: (520) 456-1354 • TDD: (520) 456-1353 • Fax: (520) 456-2230

RESOLUTION NO. 2026-10

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE TOWN OF HUACHUCA CITY, ARIZONA, ADOPTING A PUBLIC SAFETY PERSONNEL RETIREMENT SYSTEM ["PSPRS"] FUNDING POLICY.

WHEREAS, HB2097, adopted in the 2018 Arizona Legislative Session, requires all governing bodies of entities participating in the PSPRS to establish a Pension Funding Policy and post that policy on the jurisdictions' websites; and

WHEREAS, the Town Manager has developed an updated policy, attached hereto as Exhibit "A," and incorporated herein by this reference; and

WHEREAS, the Town Council has reviewed the proposed policy and finds that adopting it is in the best interests of the Town, its residents and public safety employees.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Town of Huachuca City, Arizona, that the policy attached hereto as Exhibit "A" is hereby approved.

BE IT FURTHER RESOLVED that the Town Manager is hereby authorized and directed to implement the policy forthwith.

PASSED AND ADOPTED BY THE MAYOR AND TOWN COUNCIL OF THE TOWN OF HUACHUCA CITY, COCHISE COUNTY, ARIZONA, THIS 25th DAY OF JUNE, 2026.

____
Johann Wallace, Mayor

ATTEST:

Approved as to Form:

____
Brandye Thorpe, Town Clerk

Thomas Benavidez
Thomas Benavidez, Town Attorney

[Exhibit A]

[*PSPRS Funding Policy Must Be Attached*]

Arizona Public Safety Personnel Retirement System

HUACHUCA CITY POLICE DEPT. (253)

Actuarial Valuation

As of June 30, 2025
Contributions Applicable to the Plan/
Fiscal Year Ending June 30, 2027

FOSTER & FOSTER
ACTUARIES AND CONSULTANTS

November 2025

Board of Trustees
Arizona Public Safety Personnel Retirement System

Re: Actuarial Valuation as of June 30, 2025 for Huachuca City Police Dept. (253)

Dear Members of the Board,

This report details the annual actuarial valuation of the Arizona Public Safety Personnel Retirement System (PSPRS) as of June 30, 2025. The valuation was performed to measure the plan's liability and funding levels and to determine the actuarially appropriate funding requirements for the applicable plan year. This report was prepared for use by the Board and those designated or approved by the Board. Use of the results for other purposes may not be applicable and could produce significantly different results.

DATA AND ASSUMPTIONS

In preparing this report, we have relied on personnel, plan design, and asset information supplied by PSPRS. In our opinion, the assumptions used in the valuation, as adopted by the Board, represent reasonable expectations of anticipated fund experience. Other sets of assumptions and methods could also be reasonable and could produce materially different results. While we cannot verify the accuracy of all this information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy of the information and believe that it has produced appropriate results. This information, along with any adjustments or modifications, is summarized in various sections of this report.

DISCLOSURES AND LIMITATIONS

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and changes in plan provisions or applicable law. Due to the limited scope of this report, we did not provide an analysis of these potential differences.

The computed contribution rates shown in the "Contribution Results" section should be considered minimum contribution rates that comply with the Board's funding policy and Arizona Statutes. Users of this report should be aware that contributions made at that rate do not guarantee benefit security. Given the importance of benefit security to any retirement system, we suggest that contributions to the System in excess of those presented in this report be considered.

The funding percentages and unfunded accrued liability as measured based on the actuarial value of assets will differ from similar measures based on the market value of assets. These measures, as provided, are appropriate for determining the adequacy of future contributions, but may not be appropriate for the purpose of settling a portion or all of its liabilities.

This valuation assumes the continuing ability of the participating employers to make the contributions necessary to fund this plan. A determination regarding whether or not the participating employers are actually able to do so is outside our scope of expertise. Consequently, we did not perform such an analysis.

In performing the analysis, we used third-party software to model (calculate) the underlying liabilities and costs. These results are reviewed in the aggregate and for individual sample lives. The output from the software is either used directly or input into internally developed models to generate the costs. All internally developed models are reviewed as part of the process. As a result of this review, we believe that the models have produced reasonable results. We do not believe there are any material inconsistencies among assumptions or unreasonable output produced due to the aggregation of assumptions.

ACTUARIAL CERTIFICATION

The valuation has been conducted in accordance with all applicable laws and regulations, as well as generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board; specifically No. 6 for Measuring Retiree Group Benefit Obligations/No. 4 for Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, No. 23 for Data Quality, No. 27 for Selection of Economic Assumptions for Measuring Pension Obligations, No. 35 for Selection of Demographic and Other Noneconomic Assumptions for Measuring Pension Obligations, No. 44, Selection and Use of Asset Valuation Methods for Pension Valuations, and No. 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations.

In our opinion, the Minimum Required Contribution set forth in this report constitutes a reasonable actuarially determined contribution under Actuarial Standard of Practice No. 4.

The undersigned are familiar with the immediate and long-term aspects of pension/OPEB valuations and meet the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. All of the sections of this report are considered an integral part of the actuarial opinions.

To our knowledge, no associate of Foster & Foster, Inc. working on this report has any direct financial interest or indirect material interest in the Arizona Public Safety Personnel Retirement System, nor does anyone at Foster & Foster, Inc. act as a member of the PSPRS Board of Trustees. Thus, there is no relationship existing that might affect our capacity to prepare and certify this actuarial report.

Respectfully submitted,
Foster & Foster, Inc.

Bradley R. Heinrichs, FSA, EA, MAAA

Paul M. Baugher, FSA, EA, MAAA

TABLE OF CONTENTS

SUMMARY

The regular annual actuarial valuation of the Arizona Public Safety Personnel Retirement System for the Huachuca City Police Dept., performed as of June 30, 2025, has been completed and the results are presented in this Report. The purpose of this valuation is to:

- Compute the employers' recommended contribution rates for the fiscal year ending June 30, 2027. This information is contained in the section entitled "Contribution Results".
- Compute the liabilities associated with benefits likely to be paid on behalf of current retired and active members and compare accumulated assets with the liabilities to assess the funded condition. This information is contained in the section entitled "Liability Support."

Valuation Date Applicable to Fiscal Year Ending	June 30, 2025 2027	June 30, 2024 2026
EMPLOYER CONTRIBUTION REQUIREMENTS (AS A PERCENTAGE OF PAYROLL)		
Tiers 1 & 2 Members		
Pension	36.94%	40.78%
Health	0.00%	0.00%
Total	36.94%	40.78%
Tier 3 Members [1]		
Pension	8.58%	8.41%
Health	0.11%	0.11%
Total	8.69%	8.52%
FUNDED STATUS		
Tiers 1 & 2 Members		
Pension	77.3%	72.9%
Health	194.5%	206.0%
Total	79.0%	74.7%
Tier 3 Members		
Pension	102.4%	107.9%
Health	198.3%	216.2%
Total	103.6%	109.5%

[1] The Tier 3 rates shown are the calculated rates as of the valuation date and do not reflect any Legacy costs that the employer must also contribute.

CHANGES FROM PRIOR YEAR

Changes in the results from the prior year's valuation can be illustrated in the following tables along with high-level explanations for the entire System below:

CONTRIBUTION RATE

	Tiers 1 & 2		Tier 3 Members	
	Pension	Health	Pension	Health
Contribution Rate Last Valuation	40.78%	0.00%	8.41%	0.11%
Asset Experience	(0.43%)	(0.02%)	(0.17%)	0.00%
Payroll Base	(0.61%)	0.01%	0.00%	0.00%
Liability Experience	0.15%	0.00%	(0.32%)	0.00%
Additional Contribution	0.00%	0.00%	0.00%	0.00%
Assumption/Method Change	0.12%	0.00%	0.00%	0.00%
Compensation Limit Update	0.00%	0.00%	0.67%	0.00%
Other	(3.07%)	0.01%	(0.01%)	0.00%
Contribution Rate This Valuation	36.94%	0.00%	8.58%	0.11%

FUNDED STATUS

	Tiers 1 & 2		Tier 3 Members	
	Pension	Health	Pension	Health
Funded Status Last Valuation	72.9%	206.0%	107.9%	216.2%
Asset Experience	0.5%	1.5%	1.9%	4.1%
Liability Experience	(0.1%)	(2.1%)	3.6%	0.7%
Additional Contribution	0.0%	0.0%	0.0%	0.0%
Assumption/Method Change	0.0%	0.0%	0.0%	0.0%
Compensation Limit Update	0.0%	0.0%	0.0%	0.0%
Other	4.0%	(10.9%)	(11.0%)	(22.7%)
Funded Status This Valuation	77.3%	194.5%	102.4%	198.3%

Asset Experience – Asset gains and losses (relative to the assumed earnings rate) are smoothed over seven years for Tiers 1 and 2 and over five years for Tier 3. The return on the market value of assets for the year ending June 30, 2025 was 11.0% for Tiers 1 and 2 and 12.5% for Tier 3. On a smoothed, actuarial value of assets basis, the average return was 7.9% for Tiers 1 and 2 and 9.2% for Tier 3. The returns exceeded the 2024 assumed earnings rate for Tiers 1 and 2 of 7.2% and the 2024 assumed earnings rate for Tier 3 of 7.0%.

Payroll Base – Under the current amortization policy for Tiers 1 and 2, the contribution rate is developed as a level percentage of payroll. Payroll for this purpose includes members of this plan and the defined contribution plan's members that would have been in this plan. To the extent that actual payroll is lower/greater than last year's projected payroll, the contribution rate will increase/decrease as a result.

Liability Experience – Experience overall was unfavorable, with key sources of loss coming from inactive mortality, actual COLAs, and other data changes.

Additional Contribution – Monies contributed in excess of the required contribution rate in order to pay down the unfunded liability.

Assumption / Method Change – The Board continued the decrease in the payroll growth assumption from 1.50% to 0.75%.

Compensation Limit Update – The Tier 3 compensation limit was updated, as scheduled, with a sizable increase over expectation.

Other – This is the combination of all other factors that could impact liabilities year-over-year, with the primary sources being changes in benefits for continuing inactives. Tier 3 members were also impacted by the increase in the compensation limit.

CONTRIBUTION RESULTS

DEVELOPMENT OF EMPLOYER CONTRIBUTIONS – TIERS 1 & 2 MEMBERS

Valuation Date	June 30, 2025		June 30, 2024	
Applicable to Fiscal Year Ending	2027		2026	
	Rate	Dollar	Rate	Dollar
PENSION				
Normal Cost				
Total Normal Cost	22.41%	$ 57,824	24.08%	$ 60,156
Employee Cost	(7.65%)	(19,739)	(7.65%)	(19,111)
Employer (Net) Normal Cost	14.76%	38,085	16.43%	41,045
Amortization of Unfunded Liability	22.18%	57,230	24.35%	60,831
Total Employer Cost (Pension)	36.94%	95,315	40.78%	101,876
HEALTH				
Normal Cost	0.48%	1,239	0.59%	1,474
Amortization of Unfunded Liability	(0.48%)	(1,239)	(0.59%)	(1,474)
Total Employer Cost (Health)	0.00%	0	0.00%	0
Total Employer Cost (Pension + Health)	**36.94%**	**95,315**	**40.78%**	**101,876**
Alternate Contribution Rate (ACR) [1]	22.18%		24.35%	
Underlying Payroll (as of valuation date)		256,105		246,127

The results above are based on the current amortization schedule approved by the Board of Trustees for your individual plan (see "Actuarial Assumptions and Methods").

[1] The Alternate Contribution Rate is the sum of the positive amortization rates for Tiers 1 & 2 Pension and Health (subject to an 8% minimum) and is charged when retirees return to active status.

DEVELOPMENT OF EMPLOYER CONTRIBUTIONS – TIER 3 DEFINED BENEFIT (DB) MEMBERS

Valuation Date Applicable to Fiscal Year Ending	June 30, 2025 2027		June 30, 2024 2026	
	Rate	Dollar	Rate	Dollar
PENSION				
Total Normal Cost	17.15%	$ 0	16.82%	$ 0
Amortization of Unfunded Liability	0.00%	0	0.00%	0
Total Pension Cost	17.15%	0	16.82%	0
HEALTH				
Total Normal Cost	0.21%	0	0.22%	0
Amortization of Unfunded Liability	0.00%	0	0.00%	0
Total Health Cost	0.21%	0	0.22%	0
TOTAL				
Calculated Tier 3 Required EE/ER Individual Cost	8.69%	0	8.52%	0
Funding Policy Tier 3 Required EE/ER Individual Cost [1]	8.66%	0	8.69%	0
ER Legacy Cost of Tiers 1 & 2 Amort of Unfunded Liabilities [2]	22.18%	0	24.35%	0
Funding Policy Tier 3 ER Defined Benefit Cost	**30.84%**	**0**	**33.04%**	**0**
Underlying Payroll (as of valuation date)		0		0

[1] The "Funding Policy" cost was adopted in 2023 and first reflected in the June 30, 2023 valuation. This cost is a 3-year rolling average of the actual calculated costs. The total cost is split equally between employer and employee, in compliance with state statutes. Note that pension and health monies are split differently for the two parties based on IRS requirements. More information on this breakout is included in the "Historical Summary of Rates".

[2] Pursuant to ARS § 38-843(B), the amortization of positive unfunded liabilities for Tiers 1 & 2 shall be applied to all Tier 3 payroll on a level percent basis. However, while it is statutorily required to present the rates in this manner, these are the minimums where alternate methods for paying down that unfunded liability is at the discretion of each employer. Further, to understand the effects of reform in relation to Tier 3, compare the total rate of Tier 3 before application of those legacy costs.

DEVELOPMENT OF CONTRIBUTIONS – TIER 3 DEFINED CONTRIBUTION (DC) MEMBERS

Valuation Date	June 30, 2025		June 30, 2024	
Applicable to Fiscal Year Ending	2027		2026	
	Rate	Dollar	Rate	Dollar
TIER 2 & 3 DB / NON-SOCIAL SECURITY				
Employee Cost	3.00%		3.00%	
Employer Cost [1]	3.00%		3.00%	
TIER 3 DC ONLY				
Employee Cost	9.00%	$ 0	9.00%	$ 0
Employee Health Subsidy Program Cost	0.18%	0	0.20%	0
Employee Disability Program Cost	1.60%	0	1.54%	0
Total Employee Cost	**10.78%**	**0**	**10.74%**	**0**
Employer Cost	9.00%	0	9.00%	0
Employer Health Subsidy Program Cost	0.18%	0	0.20%	0
Employer Disability Program Cost	1.60%	0	1.54%	0
Total Employer Cost (before Legacy)	**10.78%**	**0**	**10.74%**	**0**
ER Legacy Cost of Tiers 1 & 2 Amort of Unfunded Liabilities [2]	22.18%	0	24.35%	0
Total Employer Cost (with Legacy)	**32.96%**	**0**	**35.09%**	**0**
Underlying Payroll (as of valuation date)		0		0

[1] Employer rate is 4% for Tier 2 members for a period of time depending on the individual's membership date.

[2] Pursuant to ARS § 38-843(B), the amortization of positive unfunded liabilities for Tiers 1 & 2 shall be applied to all Tier 3 payroll on a level percent basis. However, while it is statutorily required to present the rates in this manner, these are the minimums where alternate methods for paying down that unfunded liability is at the discretion of each employer. Further, to understand the effects of reform in relation to Tier 3, compare the total rate of Tier 3 before application of those legacy costs.

CONTRIBUTION RATE SUMMARY

	Tier 1	Tier 2		Tier 3		
Membership Date On or After	7/1/1968	1/1/2012		7/1/2017		
Participates in Social Security	N/A	Yes	No	Yes	No	N/A
Available Retirement Plan [1]	DB Only	DB Only	Hybrid	DB Only	Hybrid	DC Only
EMPLOYEE CONTRIBUTION RATE						
PSPRS DB Rate	7.65%	7.65%	7.65%	8.66%	8.66%	
PSPRS DC Rate			3.00%		3.00%	9.00%
Employer Health Subsidy Program Cost						0.18%
PSPDCRP Disability Program Rate						1.60%
Total EE Contribution Rate	7.65%	7.65%	10.65%	8.66%	11.66%	10.78%
EMPLOYER CONTRIBUTION RATE						
PSPRS DB Normal Cost	15.24%	15.24%	15.24%	8.66%	8.66%	
PSPRS DB Tier 1 & 2 Legacy Cost [2]	21.70%	21.70%	21.70%	22.18%	22.18%	22.18%
PSPRS DC Rate			3.00%		3.00%	9.00%
Employer Health Subsidy Program Cost						0.18%
PSPDCRP Disability Program Rate						1.60%
Total ER Contribution Rate	36.94%	36.94%	39.94%	30.84%	33.84%	32.96%
Employer Alternate Contribution Rate [3]	22.18%	22.18%	22.18%	22.18%	22.18%	22.18%

Exhibit summarizes employee and employer contributions based on Statute and the results of June 30, 2025 actuarial valuation. Pension and health components are combined, where applicable.

[1] Employers that pay into Social Security on behalf of their members do not participate in the Hybrid Plan.

[2] Per statute (ARS § 38-843(B)), any positive unfunded liability for Tiers 1 and 2 is to be applied to all Tier 3 (DB and DC) payrolls

[3] The Alternate Contribution Rate is the sum of the positive amortization rates for Tiers 1 & 2 Pension and Health (subject to an 8% minimum) and is charged when retirees return to active status.

IMPACT OF ADDITIONAL CONTRIBUTIONS

	Additional Contribution (000s)										
Impact On	$0	$10	$20	$30	$40	$50	$60	$70	$80	$90	$100
Funded Status - June 30, 2025	77.3%	77.8%	78.2%	78.7%	79.2%	79.7%	80.2%	80.7%	81.1%	81.6%	82.1%
FYE 2027 Contribution Rate	36.94%	36.54%	36.14%	35.73%	35.33%	34.93%	34.53%	34.13%	33.72%	33.32%	32.92%

Table shows the hypothetical change in the funded status and contribution rate from the June 30, 2025 actuarial valuation results for Tiers 1 & 2 if an additional contribution of the amount shown had been made to the Fund on June 30, 2025. This illustration can help estimate the impact of contributing additional monies to the fund in the future.

Historical Summary of Rates

	Valuation Date June 30	Fiscal Year Ending June 30	Pension Normal Cost	Pension Unfunded Amortization	Pension Total	Health Normal Cost	Health Unfunded Amortization	Health Total
Tiers 1 & 2	2021	2023	11.40%	13.96%	25.36%	0.74%	(0.43%)	0.31%
(Employer)	2022	2024	9.52%	11.86%	21.38%	0.65%	(0.21%)	0.44%
	2023	2025	10.75%	29.91%	40.66%	0.64%	(0.64%)	0.00%
	2024	2026	16.43%	24.35%	40.78%	0.59%	(0.59%)	0.00%
	2025	2027	14.76%	22.18%	36.94%	0.48%	(0.48%)	0.00%
Tier 3 [1]	2021	2023	9.68%	0.00%	9.68%	0.26%	0.00%	0.26%
(Employer)	2022	2024	9.30%	0.00%	9.30%	0.26%	0.00%	0.26%
	2023	2025	8.77%	0.00%	8.77%	0.12%	0.00%	0.12%
	2024	2026	8.46%	0.00%	8.46%	0.23%	0.00%	0.23%
	2025	2027	8.43%	0.00%	8.43%	0.23%	0.00%	0.23%
Tier 3	2021	2023	9.68%	0.00%	9.68%	0.26%	0.00%	0.26%
(Employee)	2022	2024	9.30%	0.00%	9.30%	0.26%	0.00%	0.26%
	2023	2025	8.77%	0.00%	8.77%	0.12%	0.00%	0.12%
	2024	2026	8.69%	0.00%	8.69%	0.00%	0.00%	0.00%
	2025	2027	8.66%	0.00%	8.66%	0.00%	0.00%	0.00%

[1] All Tier 3 rates shown (employer and employee) are Board approved Funding Policy rates. Starting in 2023, these rates are a 3-year rolling average of calculated EE/ER rates. Does not reflect Legacy costs that the employer must also contribute.

LIABILITY SUPPORT

LIABILITIES AND FUNDED RATIOS BY BENEFIT - TIERS 1 & 2

	June 30, 2025	June 30, 2024
PENSION		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	$ 1,170,347	$ 1,188,125
DROP Members	0	0
Vested Members	149	149
Active Members	1,237,118	1,125,513
Total Actuarial Present Value of Benefits	2,407,614	2,313,787
Actuarial Accrued Liability (AAL)		
All Inactive Members	1,170,496	1,188,274
Active Members	898,605	769,015
Total Actuarial Accrued Liability	2,069,101	1,957,289
Actuarial Value of Assets (AVA)	1,599,007	1,426,442
Unfunded Actuarial Accrued Liability	470,094	530,847
PVB Funded Ratio (AVA / PVB)	66.4%	61.6%
AAL Funded Ratio (AVA / AAL)	77.3%	72.9%
HEALTH		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	$ 0	$ 0
DROP Members	0	0
Active Members	38,408	35,132
Total Present Value of Benefits	38,408	35,132
Actuarial Accrued Liability (AAL)		
All Inactive Members	0	0
Active Members	31,306	27,380
Total Actuarial Accrued Liability	31,306	27,380
Actuarial Value of Assets (AVA)	60,881	56,410
Unfunded Actuarial Accrued Liability	(29,575)	(29,030)
PVB Funded Ratio (AVA / PVB)	158.5%	160.6%
AAL Funded Ratio (AVA / AAL)	194.5%	206.0%

Health liabilities were increased by $1,917 under the lateral transfer methodology. Pension liabilities were not impacted.

LIABILITIES AND FUNDED RATIOS BY BENEFIT - TIER 3

	June 30, 2025	June 30, 2024
PENSION		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	$ 7,291,337	$ 7,268,826
Vested Members	14,157,384	9,523,410
Active Members	986,667,595	710,626,649
Total Actuarial Present Value of Benefits	1,008,116,316	727,418,885
Actuarial Accrued Liability (AAL)		
All Inactive Members	21,448,721	16,792,236
Active Members	225,991,622	148,879,454
Total Actuarial Accrued Liability	247,440,343	165,671,690
Actuarial Value of Assets (AVA)	253,309,023	178,758,433
Unfunded Actuarial Accrued Liability	(5,868,680)	(13,086,743)
PVB Funded Ratio (AVA / PVB)	25.1%	24.6%
AAL Funded Ratio (AVA / AAL)	102.4%	107.9%
HEALTH		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	$ 33,666	$ 34,351
Active Members	12,076,315	9,825,773
Total Present Value of Benefits	12,109,981	9,860,124
Actuarial Accrued Liability (AAL)		
All Inactive Members	33,666	34,351
Active Members	3,279,150	2,398,606
Total Actuarial Accrued Liability	3,312,816	2,432,957
Actuarial Value of Assets (AVA)	6,568,894	5,259,235
Unfunded Actuarial Accrued Liability	(3,256,078)	(2,826,278)
PVB Funded Ratio (AVA / PVB)	54.2%	53.3%
AAL Funded Ratio (AVA / AAL)	198.3%	216.2%

The liabilities shown on this page are the liabilities for all Tier 3 members grouped together in the Risk Sharing group. These liabilities are NOT the liabilities solely for Huachuca City Police Dept. Tier 3 members.

DERIVATION OF EXPERIENCE (GAIN)/LOSS

		Tiers 1 & 2		Tier 3	
		Pension	Health	Pension	Health
(1)	Unfunded Actuarial Accrued Liability as of June 30, 2024	530,847	(29,030)	(13,086,743)	(2,826,278)
(2)	Normal Cost Developed in Last Valuation	41,045	1,474	25,222,643	329,904
(3)	Actual Contributions	130,449	0	28,231,800	783,130
(4)	Expected Interest On (1), (2), and (3)	36,562	(1,984)	(124,896)	(207,442)
(5)	Expected Unfunded Actuarial Accrued Liability as of June 30, 2025: (1)+(2)-(3)+(4)	478,005	(29,540)	(16,220,796)	(3,486,946)
(6)	Changes to UAAL Due to Assumptions, Methods and Benefits	0	0	0	0
(7)	Change to UAAL Due to Actuarial (Gain)/Loss	(7,911)	(35)	10,352,116	230,868
(8)	Unfunded Actuarial Accrued Liability as of June 30, 2025	470,094	(29,575)	(5,868,680)	(3,256,078)

AMORTIZATION OF UNFUNDED LIABILITIES - TIERS 1 & 2

	Date Established	Outstanding Balance	Years Remaining	Amortization Rate
PENSION	6/30/2019	76,391	11	3.73%
	6/30/2021	231,149	11	11.34%
	6/30/2022	(41,300)	12	(1.91%)
	6/30/2023	193,025	13	8.51%
	6/30/2024	44,618	14	1.88%
	6/30/2025	(33,789)	15	(1.37%)
	Total	470,094		22.18%
HEALTH	6/30/2019	0	10	0.00%
	6/30/2021	0	10	0.00%
	6/30/2022	0	10	0.00%
	6/30/2023	0	10	0.00%
	6/30/2024	0	10	0.00%
	6/30/2025	(22,473)	10	(1.18%)
	Total	(22,473)		(1.18%)

AMORTIZATION OF UNFUNDED LIABILITIES - TIER 3

	Date Established	Outstanding Balance	Years Remaining	Amortization Rate [1]
PENSION	6/30/2018	73,371	3	0.01%
	6/30/2019	(738,175)	4	(0.06%)
	6/30/2020	538,283	5	0.03%
	6/30/2021	(1,923,660)	6	(0.10%)
	6/30/2022	(3,334,717)	7	(0.16%)
	6/30/2023	(1,260,287)	8	(0.05%)
	6/30/2024	(5,258,441)	9	(0.21%)
	6/30/2025	6,034,946	10	0.22%
	Total	(5,868,680)		0.00%
HEALTH	6/30/2018	(1,556)	3	0.00%
	6/30/2019	(67,490)	4	(0.01%)
	6/30/2020	(136,697)	5	(0.01%)
	6/30/2021	(277,936)	6	(0.01%)
	6/30/2022	(396,707)	7	(0.02%)
	6/30/2023	(639,631)	8	(0.03%)
	6/30/2024	(1,050,040)	9	(0.04%)
	6/30/2025	(686,021)	10	(0.02%)
	Total	(3,256,078)		0.00%

[1] By Statute, negative total amortization rates are not subtracted in Tier 3 rate calculations.

ASSET SUPPORT

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION FOR YEAR ENDED JUNE 30, 2025

	Tiers 1 & 2		Tier 3	
	Pension	Health	Pension	Health
ADDITIONS				
Contributions				
Member Contributions	$ 108,640,873	$ 0	$ 61,005,633	$ 0
Employer Contributions	1,069,823,308	0	59,252,766	0
Health Insurance Contributions	0	4,098,668	0	1,553,978
Total Contributions	1,178,464,181	4,098,668	120,258,399	1,553,978
Investment Income				
Net Increase in Fair Value	1,390,120,909	34,877,805	45,105,036	1,105,501
Interest and Dividends	259,062,270	6,499,811	8,405,753	206,021
Other Income	150,210,467	3,767,860	4,873,856	119,427
Less Investment Expenses	(35,364,426)	(728,394)	(1,147,464)	(23,087)
Net Investment Income	1,764,029,220	44,417,082	57,237,181	1,407,862
Non-investment Income	0	0	0	0
Transfers In	288,360	0	206,733	0
Total Additions	2,942,781,761	48,515,750	177,702,313	2,961,840
DEDUCTIONS				
Distributions to Members				
Benefit Payments	1,218,594,305	0	852,434	0
Health Insurance Subsidy	0	18,660,709	0	6,480
Refund of Contributions	12,178,168	0	2,803,612	0
Total Distributions	1,230,772,473	18,660,709	3,656,046	6,480
Administrative Expenses	7,838,369	201,658	254,475	6,392
Transfers Out	67,338	0	0	0
Other	0	0	0	0
Total Deductions	1,238,678,180	18,862,367	3,910,521	12,872
NET INCREASE / (DECREASE)	1,704,103,581	29,653,383	173,791,792	2,948,968
NET POSITION HELD IN TRUST				
Prior Valuation	15,933,751,686	411,840,936	398,698,171	11,044,818
Beginning of the Year Adjustment	0	0	0	0
End of the Year	17,637,855,267	441,494,319	572,489,963	13,993,786

DEVELOPMENT OF PENSION ACTUARIAL VALUE OF ASSETS - TIERS 1 & 2

A. Investment Income	
A1. Actual Investment Income	$ 1,756,190,851
A2. Expected Amount for Immediate Recognition	1,145,387,569
A3. Amount Subject to Amortization	610,803,282

	Year Ended June 30						
B. Amortization Schedule	2025	2026	2027	2028	2029	2030	2031
2025 Experience (A3 / 7)	87,257,612	87,257,612	87,257,612	87,257,612	87,257,612	87,257,612	87,257,610
2024 Experience	62,439,795	62,439,795	62,439,795	62,439,795	62,439,795	62,439,792	
2023 Experience	10,197,720	10,197,720	10,197,720	10,197,720	10,197,717		
2022 Experience	(204,451,249)	(204,451,249)	(204,451,249)	(204,451,249)			
2021 Experience	238,978,744	238,978,744	238,978,745				
2020 Experience	(68,882,158)	(68,882,160)					
2019 Experience	(22,859,275)						
Total Amortization	102,681,189	125,540,462	194,422,623	(44,556,122)	159,895,124	149,697,404	87,257,610

C. Actuarial Value of Assets	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	15,769,616,678	
C2. Non-investment Net Cash Flow	(52,087,270)	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	16,965,598,166	
C4. Market Value of Assets, June 30, 2025	17,637,855,267	1,662,367
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	16,965,598,166	1,599,007

D. Rates of Return	
D1. Market Value Rate of Return	11.0%
D2. Actuarial Value Rate of Return	7.9%

Development of Health Actuarial Value of Assets - Tiers 1 & 2

A. Investment Income	
A1. Actual Investment Income	$ 44,215,424
A2. Expected Amount for Immediate Recognition	29,137,425
A3. Amount Subject to Amortization	15,077,999

	Year Ended June 30						
B. Amortization Schedule	2025	2026	2027	2028	2029	2030	2031
2025 Experience (A3 / 7)	2,154,000	2,154,000	2,154,000	2,154,000	2,154,000	2,154,000	2,153,999
2024 Experience	1,556,610	1,556,610	1,556,610	1,556,610	1,556,610	1,556,608	
2023 Experience	193,035	193,035	193,035	193,035	193,036		
2022 Experience	(6,416,469)	(6,416,469)	(6,416,469)	(6,416,471)			
2021 Experience	9,257,478	9,257,478	9,257,481				
2020 Experience	(2,898,713)	(2,898,716)					
2019 Experience	(1,075,572)						
Total Amortization	2,770,369	3,845,938	6,744,657	(2,512,826)	3,903,646	3,710,608	2,153,999

C. Actuarial Value of Assets	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	406,302,544	
C2. Non-investment Net Cash Flow	(14,562,041)	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	423,648,297	
C4. Market Value of Assets, June 30, 2025	441,494,319	63,446
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	423,648,297	60,881

D. Rates of Return	
D1. Market Value Rate of Return	10.9%
D2. Actuarial Value Rate of Return	8.0%

DEVELOPMENT OF PENSION ACTUARIAL VALUE OF ASSETS - TIERS 3

A. Investment Income	
A1. Actual Investment Income	$ 56,982,706
A2. Expected Amount for Immediate Recognition	31,928,044
A3. Amount Subject to Amortization	25,054,662

	Year Ended June 30				
B. Amortization Schedule	2025	2026	2027	2028	2029
2025 Experience (A3 / 5)	5,010,932	5,010,932	5,010,932	5,010,932	5,010,934
2024 Experience	3,027,823	3,027,823	3,027,823	3,027,823	
2023 Experience	885,521	885,521	885,520		
2022 Experience	(3,259,379)	(3,259,381)			
2021 Experience	3,551,938				
Total Amortization	9,216,835	5,664,895	8,924,275	8,038,755	5,010,934

C. Actuarial Value of Assets	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	386,897,139	
C2. Non-investment Net Cash Flow	116,809,086	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	544,851,104	
C4. Market Value of Assets, June 30, 2025	572,489,963	266,158,721
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	544,851,104	253,309,023

D. Rates of Return	
D1. Market Value Rate of Return	12.5%
D2. Actuarial Value Rate of Return	9.2%

DEVELOPMENT OF HEALTH ACTUARIAL VALUE OF ASSETS - TIERS 3

A. Investment Income	
A1. Actual Investment Income	$ 1,401,470
A2. Expected Amount for Immediate Recognition	826,384
A3. Amount Subject to Amortization	575,086

	Year Ended June 30				
B. Amortization Schedule	2025	2026	2027	2028	2029
2025 Experience (A3 / 5)	115,017	115,017	115,017	115,017	115,018
2024 Experience	84,292	84,292	84,292	84,290	
2023 Experience	23,872	23,872	23,870		
2022 Experience	(101,792)	(101,790)			
2021 Experience	128,961				
Total Amortization	250,350	121,391	223,179	199,307	115,018

C. Actuarial Value of Assets	Total	Employer
C1. Actuarial Value of Assets, June 30, 2024	10,710,659	
C2. Non-investment Net Cash Flow	1,547,498	
C3. Preliminary Actuarial Value of Assets, June 30, 2025: (A2 + B + C1 + C2)	13,334,891	
C4. Market Value of Assets, June 30, 2025	13,993,786	6,893,472
C5. Final Actuarial Value of Assets, June 30, 2025 (C3 Within 20% Corridor of C4)	13,334,891	6,568,894

D. Rates of Return	
D1. Market Value Rate of Return	11.9%
D2. Actuarial Value Rate of Return	9.4%

MEMBER STATISTICS

STATISTICAL DATA – ACTIVE MEMBERS

	June 30, 2025		June 30, 2024	
	Tiers 1 & 2	Tier 3	Tiers 1 & 2	Tier 3
ACTIVES				
Number	3	0	3	0
Average Current Age	49.2	N/A	48.2	N/A
Average Age at Employment	34.7	N/A	34.7	N/A
Average Past Service	14.5	N/A	13.5	N/A
Average Annual Salary	$62,689	N/A	$59,624	N/A
ACTIVES (TRANSFERRED)				
Number	1	0	1	0
Average Current Age	53.5	N/A	52.5	N/A
Average Age at Employment	39.1	N/A	39.1	N/A
Average Past Service	14.4	N/A	13.4	N/A
Average Annual Salary	$58,681	N/A	$58,213	N/A
Total Number (Active)	4	0	4	0

Statistical Data – Inactive Members

	June 30, 2025		June 30, 2024	
	Tiers 1 & 2	Tier 3	Tiers 1 & 2	Tier 3
Retirees				
Number	2	0	2	0
Average Current Age	62.1	N/A	61.1	N/A
Average Annual Benefit	$35,125	N/A	$34,437	N/A
DROP Retirees				
Number	0	N/A	0	N/A
Average Current Age	N/A	N/A	N/A	N/A
Average Annual Benefit	N/A	N/A	N/A	N/A
Beneficiaries				
Number	1	0	1	0
Average Current Age	80.4	N/A	79.4	N/A
Average Annual Benefit	$21,142	N/A	$22,947	N/A
Disability Retirees				
Number	0	0	0	0
Average Current Age	N/A	N/A	N/A	N/A
Average Annual Benefit	N/A	N/A	N/A	N/A
Inactive / Vested				
Number	1	0	1	0
Average Current Age	43.1	N/A	42.1	N/A
Average Accumulated Contributions	$149	N/A	$149	N/A
Total Number (Inactive)	4	0	4	0
Former Members (Transferred)	0	1	0	1

ACTIVE AGE, SERVICE AND PAY DISTRIBUTIONS – TIERS 1 & 2

	Past Service									
Age	0-4	5-9	10-14	15-19	20-24	25-29	30+	Total Count	Total Pay	Average Pay
<20	0	0	0	0	0	0	0	0	0	0
20 - 24	0	0	0	0	0	0	0	0	0	0
25 - 29	0	0	0	0	0	0	0	0	0	0
30 - 34	0	0	0	0	0	0	0	0	0	0
35 - 39	0	1	0	0	0	0	0	1	65,451	65,451
40 - 44	0	0	0	0	0	0	0	0	0	0
45 - 49	0	0	0	1	0	0	0	1	60,527	60,527
50 - 54	0	0	1	0	0	0	0	1	58,681	58,681
55 - 59	0	0	0	0	0	0	0	0	0	0
60 - 64	0	0	0	1	0	0	0	1	62,090	62,090
65+	0	0	0	0	0	0	0	0	0	0
Total	0	1	1	2	0	0	0	4	246,749	61,687

ACTIVE AGE, SERVICE AND PAY DISTRIBUTIONS – TIER 3

	Past Service									
Age	0-4	5-9	10-14	15-19	20-24	25-29	30+	Total Count	Total Pay	Average Pay
<20	0	0	0	0	0	0	0	0	0	0
20 - 24	0	0	0	0	0	0	0	0	0	0
25 - 29	0	0	0	0	0	0	0	0	0	0
30 - 34	0	0	0	0	0	0	0	0	0	0
35 - 39	0	0	0	0	0	0	0	0	0	0
40 - 44	0	0	0	0	0	0	0	0	0	0
45 - 49	0	0	0	0	0	0	0	0	0	0
50 - 54	0	0	0	0	0	0	0	0	0	0
55 - 59	0	0	0	0	0	0	0	0	0	0
60 - 64	0	0	0	0	0	0	0	0	0	0
65+	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

AGE DISTRIBUTIONS – INACTIVE MEMBERS

	Retirees, Disableds and Beneficiaries	
Age	Count	Average Annual Pensions
<40	0	0
40-45	0	0
45-49	0	0
50-54	0	0
55-59	1	31,494
60-64	0	0
65-69	1	38,756
70-74	0	0
75-79	0	0
80-84	1	21,142
85-89	0	0
90-94	0	0
95-99	0	0
100+	0	0
Total	3	30,464

ACTUARIAL ASSUMPTIONS AND METHODS

Interest Rate	This is the assumed earnings rate on System assets, compounded annually, net of investment and administrative expenses. • **Tiers 1 & 2**: 7.20% per year. • **Tier 3**: 7.00% per year.
Mortality Rate	***Active Lives:*** PubS-2010 Employee mortality, adjusted by a factor of 1.03 for male members and 1.08 for female members, with generational improvements using 85% of the most recent projection scale (currently Scale MP-2021). 100% of active deaths are assumed to be in the line of duty. ***Inactive Lives:*** PubS-2010 Healthy Retiree mortality, adjusted by a factor of 1.03 for male retirees and 1.11 for female retirees, with generational improvements using 85% of the most recent projection scale (currently Scale MP-2021). ***Beneficiaries:*** PubS-2010 Survivor mortality, adjusted by a factor of 0.98 for male beneficiaries and adjusted by a factor of 1.06 for female beneficiaries, with generational improvements using 85% of the most recent projection scale (currently Scale MP-2021). ***Disabled Lives:*** PubS-2010 Disabled mortality, adjusted by a factor of 1.08 for male disabled members and 1.01 for female disabled members, with generational improvements using 85% of the most recent projection scale (currently Scale MP-2021). The mortality assumptions sufficiently accommodate anticipated future mortality improvements.
Retirement / DROP Rates	These rates are used to project future decrements from the active population due to retirement. The rates below are based on a 2022 experience study using actual plan experience. **Tier 1 – reaching age 62 before attaining 20 years of service:** Age-related rates based on age at retirement:

	Police - 40% assumed at age 62 and 63, 35% assumed at age 64, 25% assumed at ages 65 and 66, 50% assumed at ages 67 – 69, and 100% assumed at age 70. Fire - 25% assumed at age 62 and 63, 35% assumed at age 64, 25% assumed at ages 65 and 66, 50% assumed at ages 67 – 69, and 100% assumed at age 70. **Tier 1 – reaching age 62 after attaining 20 years of service:** Service-related rates based on service at retirement. See complete tables at the end of this section. 65% are assumed to enter the DROP program while the remaining 35% are assumed to retire and commence benefits immediately. DROP periods are assumed to be 5 years in length for future DROP elections. **Tiers 2 & 3:** Age-related rates based on age at retirement. 50% assumed at age 53, 30% assumed at ages 54 – 59, 60% assumed at ages 60 – 63, and 100% assumed at age 64.
Disability Rate	These rates are used to project future decrements from the active population due to disability. Complete table of rates based on age at disability are provided at the end of this section. These rates are based on a 2022 experience study using actual plan experience. 90% of disablements are assumed to be duty-related.
Termination Rate	These rates are used to project future decrements from the active population due to termination. Complete table of rates based on service at termination are provided at the end of this section. The rates apply to members prior to retirement eligibility and are based on a 2022 experience study using actual plan experience.
Inflation	2.50%.
Tier 3 Compensation Limit	$140,952 for calendar 2024. Assumed increases of 2.00% per year thereafter.
Cost-of-Living Adjustment	1.85%.

Salary Increases	See table at the end of this section. This is an annual increase for individual member's salary. These rates are based on a 2022 experience study using actual plan experience.
Marital Status	For active members, 85% of males and 60% of females are assumed to be married. Actual marital status is used, where applicable, for inactive members.
Spouse's Age	Males are assumed to be three years older than females.
Benefit Commencement	Deferred members are assumed to commence benefits as follows: • Tier 1: immediate refund of contributions • Tiers 2 & 3 (less than 15 years service): immediate refund of contributions • Tier 2 (15+ years service): life annuity payable at age 52.5 • Tier 3 (15+ years service): life annuity payable at age 55
Health Care Utilization	For active members, 70% of retirees are expected to utilize retiree health care. Actual utilization is used for inactive members.
Funding Method	Entry Age Normal Cost Method.
Lateral Transfers	When active members transfer between employers, the new employer's liability starts from their new date of hire with no past service liability (i.e., all liability is accrued through normal cost). Per PSPRS administrative decision, once the new employer's liability is fully funded, the liability will reflect all past service liability.
Actuarial Asset Method	Each year the assumed investment income is recognized in full while the difference between actual and assumed investment income are smoothed over a fixed period (7 years for Tiers 1 & 2; 5 years for Tier 3). Actuarial Assets shall not be less than 80% nor greater than 120% of the Market Value of Assets. Note that during periods when investment performance exceeds (falls short) of the assumed rate, the actuarial value of assets will tend to be less (greater) than the market value of assets.

Amortization Method	See Funding Policy for complete details. In short: **Tiers 1 & 2:** • Any positive UAAL (assets less than funding policy targets) is amortized using a layered approach according to a Level Dollar method over a closed period of 15 years (phased into from current period). • Any negative UAAL (assets greater than funding policy targets) is amortized according to a Level Dollar method over an open period of 10 years. **Tier 3:** • Any positive UAAL (assets less than liabilities) is amortized according to a Level Dollar method over a closed period of 10 years. • No amortization is made of any negative UAAL (assets greater than liabilities).
Payroll Growth	0.75% per year. This is the annual increase expected on total employer payroll.

CHANGES SINCE THE PRIOR VALUATION

The payroll growth assumption was lowered from 1.50% to 0.75%.

There were no method changes since the prior valuation.

SALARY INCREASE RATES

Age	Maricopa Police	Pima Police	Other Police	Maricopa Fire	Pima Fire	Other Fire
20	15.00%	12.00%	14.00%	15.00%	12.00%	13.00%
21	14.00%	6.00%	12.00%	14.00%	11.00%	12.00%
22	13.00%	6.00%	10.00%	13.00%	10.00%	11.00%
23	12.00%	6.00%	9.00%	12.00%	9.50%	10.00%
24	11.00%	6.00%	8.00%	11.00%	9.00%	9.00%
25	10.00%	6.00%	7.00%	10.00%	8.50%	8.00%
26	9.00%	5.50%	6.50%	9.50%	7.50%	7.50%
27	8.00%	5.50%	6.25%	9.00%	6.50%	7.50%
28	7.50%	5.50%	6.00%	8.50%	5.75%	7.00%
29	7.00%	5.50%	5.80%	8.00%	5.75%	6.50%
30	6.50%	5.25%	5.60%	8.00%	5.50%	6.50%
31	6.00%	5.25%	5.40%	7.50%	5.50%	6.00%
32	5.50%	5.00%	5.20%	7.00%	5.00%	5.50%
33	5.10%	5.00%	5.00%	6.50%	5.00%	5.50%
34	4.90%	5.00%	4.90%	6.50%	5.00%	5.50%
35	4.70%	4.50%	4.80%	6.00%	5.00%	5.50%
36	4.50%	4.50%	4.70%	5.50%	5.00%	5.50%
37	4.30%	4.50%	4.60%	5.25%	4.50%	5.00%
38	4.10%	4.00%	4.50%	5.00%	4.50%	5.00%
39	4.00%	4.00%	4.40%	4.75%	4.50%	5.00%
40	3.90%	4.00%	4.30%	4.75%	4.50%	5.00%
41	3.80%	3.80%	4.20%	4.50%	4.50%	4.50%
42	3.70%	3.60%	4.10%	4.50%	4.00%	4.50%
43	3.60%	3.40%	4.00%	4.50%	4.00%	4.50%
44	3.50%	3.20%	3.90%	4.50%	4.00%	4.00%
45	3.50%	3.00%	3.80%	4.25%	4.00%	4.00%
46	3.50%	3.00%	3.70%	4.25%	3.75%	4.00%
47	3.50%	3.00%	3.60%	4.25%	3.75%	3.75%
48	3.50%	3.00%	3.50%	4.00%	3.75%	3.75%
49	3.50%	3.00%	3.50%	4.00%	3.50%	3.75%
50	3.25%	3.00%	3.50%	3.75%	3.50%	3.75%
51	3.25%	3.00%	3.50%	3.75%	3.50%	3.75%
52	3.25%	2.75%	3.50%	3.75%	3.50%	3.75%
53+	3.25%	2.75%	3.50%	3.75%	3.25%	3.75%

TIER 1 RETIREMENT RATES– REACHING AGE 62 AFTER ATTAINING 20 YEARS OF SERVICE

Service	Maricopa Police	Pima Police	Other Police	Maricopa Fire	Pima Fire	Other Fire
20	28%	28%	35%	14%	20%	20%
21	25%	25%	35%	17%	20%	25%
22	15%	16%	22%	7%	13%	15%
23	12%	12%	12%	7%	7%	10%
24	8%	9%	12%	7%	7%	10%
25	30%	22%	25%	17%	22%	30%
26	42%	42%	40%	30%	26%	30%
27	32%	30%	28%	23%	30%	30%
28	32%	30%	28%	30%	30%	30%
29	32%	20%	28%	30%	30%	30%
30	35%	25%	35%	30%	30%	35%
31	35%	33%	30%	40%	30%	35%
32	60%	50%	70%	55%	30%	35%
33	60%	50%	70%	55%	60%	60%
34+	100%	100%	100%	100%	100%	100%

TERMINATION RATES

Service	Maricopa Police	Pima Police	Other Police	Maricopa Fire	Pima Fire	Other Fire
0	13.0%	14.0%	13.5%	4.5%	10.0%	10.5%
1	8.0%	9.0%	11.5%	3.5%	6.0%	8.5%
2	6.0%	7.5%	10.5%	2.5%	4.5%	8.0%
3	4.5%	7.0%	9.5%	2.0%	4.0%	8.0%
4	3.6%	6.5%	9.0%	1.5%	4.0%	7.0%
5	3.3%	5.0%	8.0%	1.5%	4.0%	5.0%
6	3.3%	5.0%	7.0%	1.5%	4.0%	5.0%
7	3.3%	4.0%	6.5%	1.5%	3.0%	4.0%
8	2.4%	4.0%	6.5%	1.5%	3.0%	4.0%
9	2.4%	4.0%	6.0%	1.5%	3.0%	3.5%
10	2.4%	4.0%	5.0%	1.0%	2.0%	3.0%
11	1.8%	3.0%	4.0%	1.0%	2.0%	2.5%
12	1.8%	3.0%	4.0%	1.0%	1.5%	2.0%
13	1.3%	2.0%	3.5%	1.0%	1.0%	1.5%
14	1.3%	2.0%	3.0%	0.5%	1.0%	1.4%
15	0.8%	1.5%	2.5%	0.5%	1.0%	1.4%
16	0.8%	1.5%	2.0%	0.5%	0.5%	1.4%
17	0.8%	1.0%	2.0%	0.5%	0.5%	1.4%
18	0.8%	1.0%	1.8%	0.5%	0.5%	1.4%
19	0.8%	1.0%	1.8%	0.5%	0.5%	0.5%
20+	0.5%	1.0%	1.8%	0.4%	0.5%	0.5%

DISABILITY RATES

Age	Maricopa Police	Pima Police	Other Police	Maricopa Fire	Pima Fire	Other Fire
20	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
21	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
22	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
23	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
24	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
25	0.050%	0.050%	0.120%	0.020%	0.020%	0.020%
26	0.100%	0.100%	0.160%	0.035%	0.020%	0.020%
27	0.100%	0.100%	0.160%	0.035%	0.020%	0.020%
28	0.100%	0.100%	0.160%	0.035%	0.020%	0.020%
29	0.100%	0.100%	0.160%	0.035%	0.020%	0.020%
30	0.100%	0.100%	0.160%	0.035%	0.020%	0.020%
31	0.230%	0.180%	0.240%	0.090%	0.100%	0.060%
32	0.230%	0.180%	0.240%	0.090%	0.100%	0.060%
33	0.230%	0.180%	0.240%	0.090%	0.100%	0.060%
34	0.230%	0.180%	0.240%	0.090%	0.100%	0.060%
35	0.230%	0.180%	0.240%	0.090%	0.100%	0.060%
36	0.450%	0.350%	0.320%	0.150%	0.150%	0.140%
37	0.450%	0.350%	0.320%	0.150%	0.150%	0.140%
38	0.450%	0.350%	0.320%	0.150%	0.150%	0.140%
39	0.450%	0.350%	0.320%	0.150%	0.150%	0.140%
40	0.450%	0.350%	0.320%	0.150%	0.150%	0.140%
41	0.520%	0.650%	0.550%	0.170%	0.300%	0.250%
42	0.520%	0.650%	0.550%	0.170%	0.300%	0.250%
43	0.520%	0.650%	0.550%	0.170%	0.300%	0.250%
44	0.520%	0.650%	0.550%	0.170%	0.300%	0.250%
45	0.520%	0.650%	0.550%	0.170%	0.300%	0.250%
46	0.650%	0.750%	0.750%	0.300%	0.420%	0.420%
47	0.650%	0.750%	0.750%	0.300%	0.420%	0.420%
48	0.650%	0.750%	0.750%	0.300%	0.420%	0.420%
49	0.650%	0.750%	0.750%	0.300%	0.420%	0.420%
50	0.650%	0.750%	0.750%	0.300%	0.420%	0.420%
51	0.800%	0.800%	0.800%	0.700%	0.750%	0.750%
52	0.800%	0.800%	0.800%	0.700%	0.750%	0.750%
53	0.800%	0.800%	0.800%	0.700%	0.750%	0.750%
54	0.800%	0.800%	0.800%	0.700%	0.750%	0.750%
55	0.800%	0.800%	0.800%	0.700%	0.750%	0.750%
56+	1.000%	0.850%	0.900%	1.100%	0.800%	1.000%

PLAN PROVISIONS

The following is a summary of the benefit provisions provided in Title 38, Chapter 5, Article 4 of the Arizona Revised Statutes.

Membership	Full-time employees of an eligible group, prior to attaining age 65, who are engaged to work for more than six months in a calendar year. Tier 3 Defined Contribution members are able to elect participation in post-retirement health insurance subsidy.
Benefit Tiers	Benefits differ for members based on their hire date: **Tier 1:** Hired before January 1, 2012 **Tier 2:** Hired on or after January 1, 2012 but before July 1, 2017 **Tier 3:** Hired on or after July 1, 2017
Compensation	Compensation is the amount including base salary, overtime pay, shift and military differential pay, compensatory time used in lieu of overtime pay, and holiday pay, paid to an employee on a regular payroll basis and longevity pay paid at least every six months for which contributions are made to the System. For Tier 3 members, compensation is limited by statutory cap ($110,000 with adjustments by the Board).
Average Monthly Benefit Compensation	**Tier 1:** The highest compensation paid to member during three consecutive years out of the last 20 years of Credited Service, divided by months. **Tier 2:** The highest compensation paid to member during five consecutive years out of the last 20 years of Credited Service, divided by months. **Tier 3:** The highest compensation paid to member during five consecutive years out of the last 15 years of Credited Service, divided by months.
Credited Service	Total periods of service, both before and after the member's date of participation, for which the member made contributions to the fund.

Normal Retirement

Date

Tier 1: First day of month following attainment of 1) 20 years of service or 2) 62nd birthday and completion of 15 years of service.

Tier 2: First day of month following the attainment of age 52.5 and completion of 15 years of service.

Tier 3: First day of month following the attainment of age 55 and completion of 15 years of service.

Benefit

Tier 1: 50% of Average Monthly Benefit Compensation, adjusted based on Credited Service as follows (maximum benefit of 80% of Average Monthly Benefit Compensation):

Credited Service	Benefit Adjustment
15 years, but less than 20	Reduced 4% per year less than 20
20 years, but less than 25	Plus 2% per year between 20 and 25
25+ years	Plus 2.5% per year above 20

Tier 2: Benefit multiplier (below) times Average Monthly Benefit Compensation times Credited Service (maximum benefit of 80% of Average Monthly Benefit Compensation):

Credited Service	Benefit Multiplier
15 years, but less than 17	1.50%
17 years, but less than 19	1.75%
19 years, but less than 22	2.00%
22 years, but less than 25	2.25%
25+ years	2.50%

Tier 3: Benefit multiplier (below) times Average Monthly Benefit Compensation times Credited Service (maximum benefit of 80% of Average Monthly Benefit Compensation):

Credited Service	Benefit Multiplier
15 years, but less than 17	1.50%
17 years, but less than 19	1.75%
19 years, but less than 22	2.00%
22 years, but less than 25	2.25%
25+ years	2.50%

Form of Benefit	For married retirees, an annuity payable for the life of the member with 80% continuing to the eligible spouse upon death. For unmarried retirees, the normal form is a single life annuity.

Early Retirement	***Only applicable to Tier 3 members***
Date	Attainment of age 52.5 and 15 years of Credited Service.
Benefit	Actuarial equivalent of Normal Retirement benefit.
Form of Benefit	Same as Normal Retirement

Disability Benefit – Accidental (duty-related)

Eligibility	Total and permanent disability incurred in performance of duty.
Benefit Amount	A maximum of: a.) 50% of Average Monthly Benefit Compensation, and; b.) The monthly retirement pension that the Member is entitled to receive if he or she retired immediately.

Disability Benefit – Ordinary (not duty-related)

Eligibility	Total and permanent disability not incurred in performance of duty.
Benefit Amount	Normal Retirement pension that the member is entitled to receive, prorated based on Credited Service earned over the required Credited Service for Normal Retirement (maximum ratio of 1).

Disability Benefit – Other

Temporary	Benefit equals 1/12 of 50% of compensation during year preceding date of disability. Payments terminate after 12 months.
Catastrophic	Benefit equals 90% of Average Monthly Benefit Compensation. After 60 months member receives greater of 62.5% Average Monthly Benefit Compensation and accrued normal pension.

Pre-Retirement Death Benefit	***Payable following death of active member***
Service Incurred	100% of Average Monthly Benefit Compensation, reduced by child's pension.

Non-Service Incurred	80% of benefit based on calculation for accidental disability retirement.
Child's Pension	10% of pension for each child (maximum 20% paid) based on calculation for accidental disability retirement. Payable to dependent child under age 18 (23 if full-time student).
Guardian's Pension	Same as spouse's pension. Payable (along with child's pension) when no spouse is being paid and there is at least one child under 18 (23, if full-time student).
Accumulated Contributions	Any contributions remaining upon the death of the last beneficiary shall be paid as a lump sum.

Vesting (Termination)

Vesting Service Requirement

Tier 1: 10 years.

Tiers 2 & 3: 15 years.

Non-Vested Benefit

Tier 1: Lump sum payment of accumulated contributions, plus additional amount based on years of Credited Service.

Service	Additional % of Contributions
Less than 5 years	0%
5 years	25%
6 years	40%
7 years	55%
8 years	70%
9 years	85%
10+ years	100%

Tiers 2 & 3: Lump sum payment of accumulated contributions, with interest at rate determined by the Board.

Vested Benefit

Tier 1: Deferred retirement annuity based on two times member's accumulated contributions, deferred to age 62. Member is not entitled to survivor benefits, benefit increases, or group health insurance subsidy.

Tiers 2 & 3: Calculated same as normal retirement pension. Payable if contributions left in fund until reach age requirement. Member is entitled to survivor benefits, benefit increases, and group health insurance subsidy.

Cost-of-Living Adjustment

Payable to retired member or survivor of retired member

Tiers 1 & 2: Compound cost-of-living adjustment on base benefit. First payment is made on July 1, 2018, with annual adjustments effective every July 1 thereafter. Adjustment does not apply while in DROP.

Cost-of-living adjustment will be based on the average annual percentage change in the Metropolitan Phoenix-Mesa Consumer Price Index published by the United States Department of Labor, Bureau of Statistics. Maximum increase of 2%.

Tier 3: Compound cost-of-living adjustment on base benefit beginning earlier of first calendar year after the 7th anniversary of retirement or when the retired member reaches 60 years of age.

A cost-of-living adjustment shall be paid on July 1 each year that the funded ratio for members hired on or after July 1, 2017 is 70% or more.

The cost-of-living adjustment will be based on the average annual percentage change in the Metropolitan Phoenix-Mesa Consumer Price Index published by the United States Department of Labor, Bureau of Statistics. The cost-of-living adjustment will not exceed:

- 2%, if funded ratio for members who are hired on or after July 1, 2017 is 90% or more;
- 1.5%, if funded ratio for members who are hired on or after July 1, 2017 is 80-90%;
- 1%, if funded ratio for members who are hired on or after July 1, 2017 is 70-80%.

Deferred Retirement Option Plan (DROP)

Eligibility: Tier 1 and 20 years of Credited Service.

DROP Period: Maximum 84 months.

Member Contributions: Cease upon DROP entry.

Benefit Amount: Calculated based on Credited Service and average monthly compensation as of the beginning of the DROP period, credited to DROP participation account for DROP period.

Interest on DROP Participation Account:

Beginning Year	Interest Rate
July 1, 2016	7.40%
July 1, 2018	7.30%
July 1, 2022	7.20%

Payment of DROP Participation Account	Payable as lump sum distribution to Public Safety Personnel Defined Contribution Retirement Plan at earlier of 1) end of DROP period, 2) at termination, or 3) five years.
Payment Monthly Benefit	System commences payment of benefit amount at the earlier of 1) the end of the DROP period and 2) at termination

Post-Retirement Health Insurance Subsidy

Eligibility	Retired member or survivor who elect health coverage provided by the state or participating employer.

Maximum Subsidy Amounts (monthly)

	Member Only	With Dependents
Medicare Eligible	$100	$170
One w/ Medicare	N/A	$215
Not Medicare Eligible	$150	$260

Contributions

Employee	**Tiers 1 & 2:** 7.65% (effective July 1, 2023). **Tier 3:** 50% of total contribution, which is Normal Cost plus a level-dollar amortization of unfunded actuarial accrued liability over a closed period not to exceed 10 years.
Employer	**Tiers 1 & 2:** Normal Cost plus amortization of unfunded actuarial accrued liability over a closed period not to exceed 20 years (subject to one-time election to extend to closed period not to exceed 30 years). **Tier 3:** 50% of total contribution, which is Normal Cost plus a level-dollar amortization of unfunded actuarial accrued liability over a closed period not to exceed 10 years.

Changes Since the Prior Valuation

None.

ACTUARIAL FUNDING POLICY

A pension plan funding policy describes how pension funding will improve for underfunded plans or maintain funded benefits for funded plans over time for those benefits defined in Arizona Revised Statutes (ARS). Those benefits defined in ARS are to be equitably managed and administered by the Arizona Public Safety Personnel Retirement System (PSPRS agency).

This Actuarial Funding Policy identifies the funding objectives and elements of the actuarial funding policy set by the Board for the PSPRS agency. The Board adopted this Funding Policy to help ensure the systematic funding of future benefit payments for members of the retirement systems as established by the legislature.

This policy covers all retirements systems administered by the Board: The Public Safety Personnel Retirement System (PSPRS); the Correction Officers Retirement Plan (CORP); and the Elected Officials Retirement Plan (EORP).

To achieve the systematic funding of future benefits, metrics are identified to measure the progress, or the lack of progress, over time to identify trends. These trends inform the continuation of the current policies or identify areas of needed research for consideration.

This funding policy is reviewed annually and adopted by the Board in accordance with ARS 38-863.02. This policy was reviewed and adopted by the Board in September 2025.

PSPRS STATEMENT OF PURPOSE

The Purpose of the Public Safety Personnel Retirement System is to provide uniform, consistent, and equitable statewide retirement programs for those who have been entrusted to our care.

FUNDING OBJECTIVES

1. Maintain adequate assets so that current plan assets, plus future contributions and investment earnings, are sufficient to fund all benefits expected to be paid to members and their beneficiaries.
    a. Corollary 1a: Current and future contributions should be calculated based upon assumptions that reflect the Board's best estimate of future experience and methods that appropriately allocate costs to address generational equity.
    b. Corollary 1b: While the shorter-term objective is to fully fund the Actuarial Accrued Liability (AAL) that estimates benefits earned as of the valuation date, contributions should target the long-term Present Value of Benefits (PVB) to fund all benefits and help offset risks.
    c. As closed plans mature, the target funding should be 110% of AAL or 100% of PVB, whichever is greater.

2. Maintain public policy goals of accountability and transparency through stakeholder communication and education. Each policy element is clear in intent and effect, and each should be considered in a balanced approach to determine how and when the funding requirements of the plan will be met.
    a. Corollary 2a: Board shall provide stakeholders with separate reports and tools to help explain current results as well as to help model future funding requirements.

3. Promote intergenerational equity. Defined benefit pensions are designed with a long-term perspective and designed to minimize contribution volatility that cannot avoid some level of generational cost shift. However, the goal is that each generation of members and employers (taxpayers) should, to the extent possible, incur the cost of benefits for the employees who provide services to them, rather than shifting those costs to other generations of members and employers (taxpayers).
    a. Corollary 3a: A systematic reduction of the Unfunded Actuarial Accrued Liability (UAAL) over a reasonable time period is paramount to achieving this objective.

Consideration can be given to reduce volatility, to the extent possible, of employer and employee contribution rates as long as the integrity of the objectives listed above is not compromised.

ELEMENTS OF ACTUARIAL FUNDING POLICY

1. Actuarial Cost Method
    a. The Entry Age Normal level percent of pay actuarial cost method of valuation shall be used in determining the AAL and Normal Cost. Differences in the past between assumed experience and actual experience (“actuarial gains and losses”) shall become part of the AAL. The Normal Cost shall be determined on an individual basis for each active member.

2. Asset Smoothing Method
    a. The investment gains or losses of each valuation period, resulting from the difference between the actual investment return and assumed investment return, shall be recognized annually in level amounts over five years (Tier 3) or seven years (Tiers 1 and 2) in calculating the Actuarial Value of Assets (AVA).
    b. The AVA so determined shall be subject to a 20% corridor relative to the Market Value of Assets (MVA).

3. Amortization Method (Unfunded Amounts)
    a. The AVA is subtracted from the computed AAL. Any unfunded amount is amortized as a level percent of payroll over a closed period.
    b. The unfunded liabilities, for EORP and Tiers 1 & 2 for both PSPRS and CORP, determined in the 6/30/2019 actuarial valuation will become the initial layer for each employer beginning with the 6/30/2020 actuarial valuation and amortized using the current closed year period for that employer and continue to decrease each year.
        i. The payroll growth rate assumption used to amortize the PSPRS Unfunded Liability will be decreased by 0.75% each year with the intention of ultimately achieving 0.0%.

   ii. The payroll growth rate used to amortize the Correction Officers Retirement Plan (CORP) Unfunded Liability will be reduced by 0.5% until 0.0% is reached.
   iii. The payroll growth rate used to amortize the Elected Officials Retirement Plan (EORP) Unfunded Liability will be 0.0%.

c. Gains and losses, for EORP and Tiers 1 & 2 for both PSPRS and CORP, for each employer beginning with the 6/30/2020 actuarial valuation will be amortized as a new layer over the same amortization period as the regular unfunded liability to a minimum of 15 years. Once the amortization period for each employer decreases to 15 years, each subsequent year's gains and losses will be amortized as a new 15-year closed layer.
   i. The payroll growth rate used to amortize the unfunded liability for all Plans under this paragraph will be 0.0% (i.e. level-dollar amortization).

d. Tier 3 amortization methods are established in ARS 38-843.G and ARS 38-891.K.

4. Amortization Method (Overfunded Amounts)
   a. The AVA is subtracted from the target funding level (greater of 110% of AAL or 100% of PVB). Any overfunded amount is amortized as a level dollar amount over an open 10-year period.

5. Tier 3 Rate Calculation
   a. Tier 3 is distinct from Tiers 1 & 2 in PSPRS and CORP as the contributions are a shared percentage (50/50 split for PSPRS: for CORP, employer 1/3 and member 2/3 of the normal cost plus 50 percent each, member and employer, of the UAAL amortization) for employers and members based on the actuarially calculated rate. To reduce the impact of volatility to rates, the Tier 3 rates will be smoothed over a 3-year rolling period based on the actuarially calculated rates for each year's actuarial valuation.
      i. Beginning with the 6/30/2023 valuation, the prospective Tier 3 rates set by the Board of Trustees are planned to be a rolling average of the actuarial calculated Tier 3 rates using the 6/30/2023, 6/30/2022 and 6/30/2021 rates in the initial process.
      ii. As assumptions may be updated year-to-year, the prior calculated rates are not updated for those changes, the prior calculated rates are used to smooth in the new rates.
   b. At the May 2023 Board Meeting, the Board changed the assumed rate of return for CORP Tier 3, which was at 7.2%, to match the 7.0% assumed rate of return for PSPRS Tier 3. The Board committed to continue to monitor market conditions and directions with the intent to ultimately adopt a single assumed rate of return for all investments for retirement systems/plans administered by PSPRS agency.

6. Assumed Rate of Return (ARR)
    a. At the May 2023 Board Meeting, the Board changed the assumed rate of return for CORP Tier 3, which was at 7.2%, to match the 7.0% assumed rate of return for PSPRS Tier 3. The Board will continue to monitor market conditions and directions with the intent to ultimately adopt a single assumed rate of return for all investments for retirement systems/plans administered by PSPRS agency.

7. EORP Floor Considerations
    a. Establish a "floor" for EORP based on the immediately previous valuation by adjusting payroll growth, amortization periods of the original layer or other possible options, to improve funding in maintaining contribution levels opposed to reducing employer contributions.

METRICS TO MONITOR FUNDING OBJECTIVES

1. Appropriateness of Assumptions – Gain/Loss Experience (Corollary 1a)
    a. Metric: Do the cumulative gain/loss layers over the prior five years exceed 8% of plan assets?
    b. Measurement: History of annual gain/loss (split by asset and liability experience) and five-year cumulative results will be tracked.
    c. Action Plan: This metric assumes that a full experience study is performed at least every five years so objective of measurement is to monitor interim experience. If the metric answer is yes, a review of the sources or causes of gains and losses should be analyzed and presented to the Advisory Committee to provide a recommendation to the Board of Trustees. The analysis and presentation are intended to provide a basis for consideration if assumption changes are warranted between full experience studies.

2. Funding Targets (Corollary 1b)
    a. Metric: Has the funded status, on both an AAL and PVB basis when compared to the MVA, increased over a five-year period?
    b. Measurement: History of funded status measures will be tracked.
    c. Action Plan: If the answer is no and not readily explainable (e.g., significant assumption change), a review of the reason(s) for the decrease should be researched and presented to the Advisory Committee to provide a recommendation to the Board of Trustees. The analysis and presentation are intended to provide a basis for consideration if changes to assumptions and/or methods are warranted between full experience studies.

3. Communication with Stakeholders (Corollary 2a)
    a. Metric: Have reports and budgeting tools been provided to stakeholders in a timely fashion?
    b. Measurement: Yes/No answer based on input from PSPRS administrator. (An annual standard survey of stakeholders – 3 to 5 questions.)
    c. Action Plan: If the answer is no, and periodically regardless (e.g., every three years), PSPRS staff will revisit this metric to report to the Advisory Committee to provide a recommendation to the Board of Trustees if current reports / tools are sufficient and if the delivery timing is appropriate.

4. Timely Recognition of Costs (Corollary 3a)
    a. Metric: Has the percentage of unfunded liability subject to negative amortization decreased over a five-year lookback period?
    b. Measurement: History of unfunded liability subject to negative amortization as a percentage of total unfunded liability will be tracked.
    c. Action Plan: If the answer is no, and not readily explainable (e.g., adopted assumption changes being phased in are anticipated to address negative amortization), a review of the reason(s) for negative amortization should be researched and presented to the Advisory Committee to provide a recommendation to the Board of Trustees. The analysis and presentation are intended to provide a basis for consideration if changes to assumptions and/or methods are warranted between full experience studies.

SUPPLEMENTARY INFORMATION

GLOSSARY

Accrued Benefit	The benefit earned as of a specific date based on the provisions of the plan and the member's age, service, and salary as of that date.
Actuarial Accrued Liability	The portion of the anticipated future benefits allocated to years prior to the valuation date determined according to the plan's Actuarial Cost Method.
Actuarial Value of Assets	The asset value used in the valuation to determine contribution requirements. It represents the plan's Market Value of Assets (see below), with adjustments according to the plan's Actuarial Asset Method. These adjustments produce a "smoothed" value that is likely to be less volatile from year to year than the Market Value of Assets.
Actuarial Assumptions	Assumptions regarding the occurrence of future events affecting plan costs. These assumptions include rates of investment earnings, changes in compensation, rates of mortality, withdrawal, disablement, and retirement as well as statistics related to marriage and family composition.
Actuarial Cost Method	A method of determining the portion of the cost of a plan to be allocated to each year; sometimes referred to as the "actuarial funding method." Each cost method allocates a certain portion of the actuarial present value of benefits between the Actuarial Accrued Liability and future normal costs to ensure the plan is adequately and systematically funded.
Actuarial Gain or Loss	The change in Unfunded Actuarial Accrued Liability resulting from experience different from Actuarial Assumptions. Gains decrease the Unfunded Actuarial Accrued Liability and losses increase the Unfunded Actuarial Accrued Liability.

Actuarial Present Value	The estimated amount of funds required as of a specified date to provide a payment or series of payments in the future. It is determined by discounting future payments at predetermined rates of interest, and by probabilities of payments between the specified date and the expected date of payment.
Amortization Payment	The portion of the plan contribution designated to pay interest and reduce the outstanding principal balance of Unfunded Actuarial Accrued Liability. If the amortization payment is less than the accrued interest on the Unfunded Actuarial Accrued Liability the outstanding principal balance will increase.
Decrements	Events which result in the termination of membership in the system such as retirement, disability, withdrawal, or death.
Entry Age Normal Cost Method	Under this method, the normal cost is the sum of the individual normal costs for all active participants. For an active participant, the normal cost is the participant's normal cost accrual rate, multiplied by the participant's current compensation. The normal cost accrual rate equals: (i) the present value of future benefits for the participant, determined as of the participant's entry age, divided by (ii) the present value of the compensation expected to be paid to the participant for each year of the participant's anticipated future service, determined as of the participant's entry age. In calculating the present value of future compensation, the salary scale is applied both retrospectively and prospectively to estimate compensation in years prior to and subsequent to the valuation year based on the compensation used for the valuation. The accrued liability is the sum of the individual accrued liabilities for all participants and beneficiaries. A participant's accrued liability equals the present value, at the participant's attained age, of future benefits less the present value at the participant's attained age of the individual normal costs payable in the future. A beneficiary's accrued liability equals the present value, at the beneficiary's

	attained age, of future benefits. The unfunded accrued liability equals the total accrued liability less the actuarial value of assets. Under this method, the entry age used for each active participant is the participant's age at the time he or she would have commenced participation if the plan had always been in existence under current terms, or the age as of which he or she first earns service credits for purposes of benefit accrual under the current terms of the plan.
Funded Ratio	A measure of the ratio of the plan assets to liabilities of the system. Typically, the assets used in the measure are the Actuarial Value of Assets as determined by the asset valuation method. The Funded Ratio depends not only on the financial strength of the plan but also on the asset valuation method used to determine the assets and on the Actuarial Cost Method used to determine the liabilities.
Interest Rate	The assumed long-term rate of return on plan assets.
Market Value of Assets	The fair market value of plan assets as of the valuation date.
Normal Cost	The current year's cost for benefits yet to be funded. Under the Entry Age Normal cost method, it is determined for each participant as the present value of future benefits, determined as of the Member's entry age, amortized as a level percentage of compensation over the anticipated number of years of participation, determined as of the entry age.
Present Value of Benefits	The single sum value on the valuation date of all future benefits to be paid to current plan participants.
Projected Annual Payroll	The projected annual rate of pay for the fiscal year following the fiscal year beginning on the valuation date of all covered Members.
Projected Benefits	The benefits expected to be paid in the future based on the provisions of the plan and the Actuarial Assumptions. The projected values are based on anticipated future advancement in age and accrual of service as well as increases in salary paid to the participant.

Total Annual Payroll	The projected annual rate of pay for the fiscal year beginning on the valuation date of all covered Members.
Ultimate Cost	The total cost to the plan once the last benefit has been paid. The Ultimate Cost equals Benefit Payments Plus: Expenses Less: Investment Income The Ultimate Cost is independent of the Actuarial Cost Method selected.
Unfunded Actuarial Accrued Liability	The difference between the Actuarial Accrued Liability and the Actuarial Value of Assets. Under the Entry Age Normal Actuarial Cost Method, an actuarial gain or loss, based on actual versus expected UAAL, is determined in conjunction with each valuation of the plan.

DISCUSSION OF RISK

ASOP No. 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions, states that the actuary should identify risks that, in the actuary's professional judgment, may reasonably be anticipated to significantly affect the plan's future financial condition.

Throughout this report, actuarial results are determined using various actuarial assumptions. These results are based on the premise that all future plan experience will align with the plan's actuarial assumptions; however, there is no guarantee that actual plan experience will align with the plan's assumptions. It is possible that actual plan experience will differ from anticipated experience in an unfavorable manner that will negatively impact the plan's funded position.

Below are examples of ways in which plan experience can deviate from assumptions and the potential impact of that deviation. Typically, this results in an actuarial gain or loss representing the current-year financial impact on the plan's unfunded liability of the experience differing from assumptions; this gain or loss is amortized over a period of time determined by the plan's amortization method. When assumptions are selected that adequately reflect plan experience, gains and losses typically offset one another in the long term, resulting in a relatively low impact on the plan's contribution requirements associated with plan experience. When assumptions are too optimistic, losses can accumulate over time and the plan's amortization payment could potentially grow to an unmanageable level.

- Investment Return: When the rate of return on the Actuarial Value of Assets falls short of the assumption, this produces a loss representing assumed investment earnings that were not realized. Further, it is unlikely that the plan will experience a scenario that matches the assumed return in each year as capital markets can be volatile from year to year. Therefore, contribution amounts can vary in the future.
- Salary Increases: When a plan participant experiences a salary increase that was greater than assumed, this produces a loss representing the cost of an increase in anticipated plan benefits for the participant as compared to the previous year. The total gain or loss associated with salary increases for the plan is the sum of salary gains and losses for all active participants.
- Payroll Growth: The plan's payroll growth assumption, if one is used, causes a predictable annual increase in the plan's amortization payment in order to produce an amortization payment that remains constant as a percentage of payroll if all assumptions are realized. If payroll increases less than the plan's payroll growth assumption, the plan's amortization payment can increase significantly as a percentage of payroll even if all assumptions other than the payroll growth assumption are realized.
- Demographic Assumptions: Actuarial results take into account various potential events that could happen to a plan participant, such as retirement, termination, disability, and death. Each of these potential events is assigned a liability based on the likelihood of the event and the financial consequence of the event for the plan. Accordingly, actuarial liabilities reflect a blend of financial

consequences associated with various possible outcomes (such as retirement at one of various possible ages). Once the outcome is known (e.g. the participant retires) the liability is adjusted to reflect the known outcome. This adjustment produces a gain or loss depending on whether the outcome was more or less favorable than other outcomes that could have occurred.

- Contribution risk: This risk results from the potential that actual employer contributions may deviate from actuarially determined contributions, which are determined in accordance with the Board's funding policy. The funding policy is intended to result in contribution requirements that if paid when due, will result in a reasonable expectation that assets will accumulate to be sufficient to pay plan benefits when due. Contribution deficits, particularly large deficits and those that occur repeatedly, increase future contribution requirements and put the plan at risk for not being able to pay plan benefits when due.

IMPACT OF PLAN MATURITY ON RISK

For newer pension plans, most of the participants and associated liabilities are related to active members who have not yet reached retirement age. As pension plans continue in operation and active members reach retirement ages, liabilities begin to shift from being primarily related to active members to being shared amongst active and retired members. Plan maturity is a measure of the extent to which this shift has occurred. It is important to understand that plan maturity can have an impact on risk tolerance and the overall risk characteristics of the plan. For example, closed plans with a large amount of retired liability do not have as long of a time horizon to recover from losses (such as losses on investments due to lower than expected investment returns) as plans where the majority of the liability is attributable to active members. For this reason, less tolerance for investment risk may be warranted for highly mature closed plans with a substantial inactive liability. Similarly, mature closed plans paying substantial retirement benefits resulting in a small positive or net negative cash flow can be more sensitive to near term investment volatility, particularly if the size of the fund is shrinking, which can result in less assets being available for investment in the market.

To assist with determining the maturity of the plan, we have provided some relevant metrics in the table following titled "Plan Maturity Measures and Other Risk Metrics". For a better understanding of the overall Plan and the impact of these risks, please refer to the consolidated PSPRS valuation report.

LOW DEFAULT RISK OBLIGATION MEASURE

ASOP No. 4, Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, was revised as of December 2021 to include a "low-default-risk obligation measure" (LDROM). This liability measure is consistent with the determination of the actuarial accrued liability shown on page 8 in terms of member data, plan provisions, and assumptions/methods, including the use of the Entry Age Normal Cost Method, except that the interest rate is tied to low-default-risk fixed income securities. The S&P Municipal Bond 20 Year High Grade Rate Index (daily rate closest to, but not later than, the measurement date) was selected to represent a current market rate of low risk but longer-term investments that could be included in a low-risk asset portfolio. The interest rate used in this valuation was 4.81%, resulting in an LDROM of $2,835,638 for Tiers 1 and 2 and $496,952,639 for Tier 3. The LDROM should not be considered the "correct" liability measurement;

it simply shows a possible outcome if the Board elected to hold a very low risk asset portfolio. The Board actually invests the pension plan's contributions in a diversified portfolio of stocks and bonds and other investments with the objective of maximizing investment returns at a reasonable level of risk. Consequently, the difference between the plan's Actuarial Accrued Liability disclosed earlier in this section and the LDROM can be thought of as representing the expected taxpayer savings from investing in the plan's diversified portfolio compared to investing only in high quality bonds.

The actuarial valuation reports the funded status and develops contributions based on the expected return of the plan's investment portfolio. If instead, the plan switched to investing exclusively in high quality bonds, the LDROM illustrates that reported funded status would be lower (which also implies that the Actuarially Determined Contributions would be higher), perhaps significantly. Unnecessarily high contribution requirements in the near term may not be affordable and could imperil plan sustainability and benefit security.

PLAN MATURITY MEASURES AND OTHER RISK METRICS – TIERS 1 & 2

	6/30/2025	6/30/2024	6/30/2023	6/30/2022	6/30/2021
SUPPORT RATIO					
Total Actives	4	4	3	4	4
Total Inactives	4	4	4	3	3
Actives / Inactives	100.0%	100.0%	75.0%	133.3%	133.3%
ASSET VOLATILITY RATIO					
Market Value of Assets (MVA)	1,662,367	1,441,289	1,330,944	1,251,624	1,283,671
Total Annual Payroll	246,749	237,084	176,347	212,622	210,507
MVA / Total Annual Payroll	673.7%	607.9%	754.7%	588.7%	609.8%
ACCRUED LIABILITY (AL) RATIO					
Inactive Accrued Liability	1,170,496	1,188,274	1,187,274	690,520	683,569
Total Accrued Liability	2,069,101	1,957,289	1,863,576	1,598,399	1,512,682
Inactive AL / Total AL	56.6%	60.7%	63.7%	43.2%	45.2%
FUNDED RATIO					
Actuarial Value of Assets (AVA)	1,599,007	1,426,442	1,355,478	1,285,698	1,173,554
Total Accrued Liability	2,069,101	1,957,289	1,863,576	1,598,399	1,512,682
AVA / Total Accrued Liability	77.3%	72.9%	72.7%	80.4%	77.6%
NET CASH FLOW RATIO					
Net Cash Flow [1]	61,063	(22,327)	(13,268)	20,187	(6,188)
Market Value of Assets (MVA)	1,662,367	1,441,289	1,330,944	1,251,624	1,283,671
Net Cash Flow / MVA	3.7%	(1.5%)	(1.0%)	1.6%	(0.5%)

[1] Determined as total contributions minus benefit payments. Administrative expenses are typically included but are considered part of the net interest rate assumption for this plan.

PLAN MATURITY MEASURES AND OTHER RISK METRICS - TIER 3 [2]

	6/30/2025	6/30/2024	6/30/2023	6/30/2022	6/30/2021
SUPPORT RATIO					
Total Actives	4,241	3,661	3,052	2,417	2,560
Total Inactives	728	570	450	327	307
Actives / Inactives	582.6%	642.3%	678.2%	739.1%	833.9%
ASSET VOLATILITY RATIO					
Market Value of Assets (MVA)	266,158,721	184,210,874	119,338,352	74,774,123	51,992,240
Total Annual Payroll	367,097,197	295,480,312	226,680,964	165,151,543	115,883,115
MVA / Total Annual Payroll	72.5%	62.3%	52.6%	45.3%	44.9%
ACCRUED LIABILITY (AL) RATIO					
Inactive Accrued Liability	21,448,721	16,792,236	9,349,377	4,598,114	2,290,610
Total Accrued Liability	247,440,343	165,671,690	110,961,191	68,939,204	42,733,537
Inactive AL / Total AL	8.7%	10.1%	8.4%	6.7%	5.4%
FUNDED RATIO					
Actuarial Value of Assets (AVA)	253,309,023	178,758,433	119,101,476	76,171,857	45,863,401
Total Accrued Liability	247,440,343	165,671,690	110,961,191	68,939,204	42,733,537
AVA / Total Accrued Liability	102.4%	107.9%	107.3%	110.5%	107.3%
NET CASH FLOW RATIO					
Net Cash Flow [1]	55,470,509	47,922,185	36,208,171	25,802,686	18,607,209
Market Value of Assets (MVA)	266,158,721	184,210,874	119,338,352	74,774,123	51,992,240
Net Cash Flow / MVA	20.8%	26.0%	30.3%	34.5%	35.8%

[1] Determined as total contributions minus benefit payments. Administrative expenses are typically included but are considered part of the net interest rate assumption for this plan.
[2] Tier 3 results are shown for the Risk Sharing group, where applicable.

Town of Huachuca City
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 Town 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 Town's police 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 Town of Huachuca City has one trust fund for police employees.

Council formally accepts the assets, liabilities, and current funding ratio of the Town's PSPRS trust funds from the June 30, 2025 actuarial valuation (Page 53), which are detailed below.

Trust Fund	Assets	Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio
Huachuca City Police	1,662,367	2,069,101	406,734	77.3%
Town of Huachuca City Totals	1,662,367	2,069,101	406,734	77.3%

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

Council has taken 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 FY27 is $131,751 and will be able to be paid from operating funds without diminishing Town 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.

Outlook

FW: Request to Appoint a Representative to the Opioid Settlement Advisory Committee- ACTION REQUIRED

From Suzanne D. Harvey (HCAZ) <sdharvey@huachucacityaz.gov>
Date Tue 7/7/2026 5:26 PM
To Brandye L. Thorpe (HCAZ) <blthorpe@huachucacityaz.gov>

Hi Brandye,

This email is for the packet.

Thanks,
Suzanne

From: Lang, Barbara <BLang@cochise.az.gov>
Sent: Wednesday, June 24, 2026 2:56 PM
To: Greg Volker <gvolker@bensonaz.gov>; Ashlee Coronado <ACoronado@bisbeeaz.gov>; Ana Urquijo <ana.urquijo@douglasaz.gov>; Luis Pedroza <luis.pedroza@douglasaz.gov>; Suzanne D. Harvey (HCAZ) <sdharvey@huachucacityaz.gov>; charles.potucek@sierravistaaz.gov; Victoria Yarbrough <victoria.yarbrough@sierravistaaz.gov>; mayor@cityoftombstoneaz.gov
Cc: Gilman, Sharon <SGilman@cochise.az.gov>; Pinkney, Jonathan <JPinkney@cochise.az.gov>
Subject: Request to Appoint a Representative to the Opioid Settlement Advisory Committee- ACTION REQUIRED
Importance: High

[EXTERNAL SENDER] This message was sent by someone outside of your organization. Please verify the sender, and always be cautious when following links or opening attachments.

Dear City Managers, Deputy Managers and City Leadership,
As part of our collaborative efforts to ensure opioid settlement funds are allocated and administered in a manner that best serves our communities, participating cities and towns have the opportunity to appoint a representative to the Opioid Settlement Advisory Committee.
The Advisory Committee serves in an advisory role to the County Health and Social Services Department and provides recommendations regarding how opioid settlement funds should be used within participating jurisdictions. These recommendations help inform funding priorities and strategies that address opioid prevention, treatment, recovery, and related community needs.

Representation Guidelines

- Jurisdictions with a population of **less than 10,000** may appoint **one representative.**
- Jurisdictions with a population of **10,000 or more** may appoint **up to two representatives.**
- Representatives will participate in committee meetings and provide input on funding priorities and recommendations on behalf of their jurisdiction.

Committee Responsibilities

- Review and discuss potential uses of opioid settlement funds.
- Provide recommendations regarding the allocation and administration of settlement funds.

- Represent the interests and priorities of their community.
- Collaborate with other participating jurisdictions to support regional strategies and solutions.

Please submit the name, title, email address, and phone number of your appointed representative(s) by July 13th, 2026. Meeting schedules and additional committee information will be shared with appointed members following confirmation of appointments.

Thank you for your partnership and commitment to ensuring these funds are used effectively to address the impacts of the opioid crisis throughout our communities.

If you have any questions, please feel free to contact me.

Sincerely,

~Barb

Barbara Lang
Health Director
Cochise County Health
& Social Services
1415 Melody Lane,
Building A
Bisbee, AZ 85603
blang@cochise.az.gov
520-432-9400 phone
520-366-7412 mobile
www.cochise.az.gov

Life's Better Vaccinated!

Outlook

FW: Economic Development Roadmap Study Task Force

From Suzanne D. Harvey (HCAZ) <sdharvey@huachucacityaz.gov>
Date Wed 7/8/2026 9:04 AM
To Brandye L. Thorpe (HCAZ) <blthorpe@huachucacityaz.gov>

From: Casey, Joe <JCasey@cochise.az.gov>
Sent: Friday, June 12, 2026 8:52 AM
To: Suzanne D. Harvey (HCAZ) <sdharvey@huachucacityaz.gov>
Subject: RE: Economic Development Roadmap Study Task Force

[EXTERNAL SENDER] This message was sent by someone outside of your organization. Please verify the sender, and always be cautious when following links or opening attachments.

Staff members, additionally I am sending out invites to some of the larger local business and chamber of commerce. If there are others outside the staff that you think should be included please email me there name and organization and we will see about adding them.

Joe

From: Suzanne D. Harvey (HCAZ) <sdharvey@huachucacityaz.gov>
Sent: Thursday, June 11, 2026 4:29 PM
To: Casey, Joe <JCasey@cochise.az.gov>
Subject: RE: Economic Development Roadmap Study Task Force

CAUTION: EXTERNAL EMAIL*

Hi Joe,

Would the representatives be staff members or local business owners?

Thanks,
Suzanne

From: Casey, Joe <JCasey@cochise.az.gov>
Sent: Wednesday, June 10, 2026 1:02 PM
To: Suzanne D. Harvey (HCAZ) <sdharvey@huachucacityaz.gov>
Subject: Economic Development Roadmap Study Task Force

[EXTERNAL SENDER] This message was sent by someone outside of your organization. Please verify the sender, and always be cautious when following links or opening attachments.

Good afternoon Suzanne,

Cochise County is beginning an Economic Development Roadmap Study to help identify local needs, priorities, opportunities, and strategies for long-term economic growth.

As part of this effort, we are forming an economic development task force to provide input throughout the study process. We would like each city to **designate one or two representatives** who have strong knowledge of the city's economic development needs, priorities, and challenges.

We anticipate the first task force meeting will take place in mid-September, with additional meetings planned for December and February.

Please send us the names and contact information for your designated representative(s).

Thank you for your assistance.
Joe

Joe E. Casey
Deputy County Administrator
Cochise County, AZ
Desk 520-432-9205
Cell 520-234-7038
jcasey@cochise.az.gov
https://cochise.az.gov/

This E-mail is from an EXTERNAL address. DO NOT click on links or open attachments unless you trust the sender and know the content is safe. If you suspect this message to be phishing, please report it using the Phish Alert Button at the top of the email, or forward to cochise.az.gov@missedspam.com or contact IT support at 520-432-8301.

4444 East Broadway Boulevard
Tucson, AZ 85711

May 19, 2026 **PROPOSAL**
Revised June 17, 2026

Dr. Jim Johnson, PhD, CBO, CCI
Huachuca City Building Official

Re: Proposal for Professional Services
Huachuca City General Plan Update
Cochise County, Arizona
WLB No. 126000-A-073

Dear Dr. Johnson,

In accordance with your request, please accept this proposal to update the Huachuca City General Plan Update. According to Arizona State Statutes, cities having a population of more than two thousand five hundred persons but less than ten thousand and whose population growth rate exceeded an average of two percent per year for a ten-year period before the latest decennial census, the general plan shall include elements in addition to land use and circulation. According to the decennial census from 2010 the Huachuca City population was 1,853 and 1,626 as per the 2020 census, a reduction in population. Huachuca City therefore falls below the population and growth rate thresholds that require additional elements.

Due to the aforementioned thresholds, the Land Use Element and Circulation Element are the only two elements required by the State Statutes. **However, we understand that Huachuca City would like to add the Water Resources Element to the General Plan and it is included in this revised proposal.**

We are aware that Huachuca City no longer has a Planning and Zoning Commission and now has a Hearing Officer. The proposed process will include having the Hearing Officer review the General Plan document but there will be no public hearing with the Hearing Officer.

Our method and approach to this project will consist of four overall phases, those being as follows:

- Phase 1: Project Start-Up.
- Phase 2: Visioning and Gathering Input.
- Phase 3: Development of the Draft General Plan.
- Phase 4: Final Draft Review and Adoption.

On the following pages, we have provided a description per phase of the specific activities and deliverables. The completion of these phases would lead to the completion of an updated General Plan that meets the goals and objectives of the community of Huachuca City and its managing staff and elected officials.

We understand that Huachuca City has a limited budget to complete this task. As such, we have kept our fees to the minimum required to complete the update and will rely on Huachuca City staff to assist with the various phases of this project in order to keep costs down.

SCOPE OF SERVICES

A. PHASE 1: PROJECT START-UP

Activity: Kick Off Meeting

We will hold an initial meeting with you to initiate the project and to discuss the current condition of Huachuca City and how this affects the General Plan as currently written. We will also identify in this meeting the steps to be taken to update the General Plan and a general timeframe for completion of the update. This meeting will be held virtually.

Activity: Development of Public Participation Plan

We will prepare a written Public Participation Plan as is required by the Arizona Revised Statutes. This plan will include the following items:

- Identification of the purpose of the General Plan update.
- Identification of the extent of modifications needed in the General Plan update.
- Establish communication methods and techniques.
- Identify public workshops to be held.
- Identify community stakeholders.

Deliverables for Phase 1

The following deliverables will be provided to the Town of Huachuca City during Phase 1:

- Public Participation Plan.
- Final schedule for the entirety of the project.

B. PHASE 2: VISIONING AND GATHERING INPUT

Activity: Update and Refine the Town's Vision Statement

We will work with town staff and other stakeholders to update or refine the Town's Vision Statement. The Vision Statement will clearly articulate the future direction for the Town of Huachuca City. Public input will be used to evaluate the existing Vision Statement and identify needed changes. Once a final draft is achieved, it will be provided to the Huachuca City staff and the Hearing Officer (since Huachuca City does not have a Planning and Zoning Commission) for review and adoption will be sought by Town Council.

Activity: Community Outreach

Public and stakeholder input is a critical component of Phase 2 and all project phases. The following activities will ensure that the necessary input is received:

Activity:

- Open house/workshop. We plan to hold one of these meetings during the General Plan update. To save costs, we will rely on Huachuca City staff to post notices and send out letters advertising these open houses/workshops. We will discuss this further once the project commences.

Deliverables for Phase 2

The following deliverables will be provided to the Town of Huachuca City during Phase 2:

- Updated Vision Statement.
- Public input results.

C. PHASE 3: DEVELOPMENT OF THE DRAFT GENERAL PLAN

Activity: Prepare the Draft Update to the General Plan

During this phase we will be preparing the draft General Plan document for review by Huachuca City staff and other interested parties. Our work will include the following tasks:

- Updating the Land Use and Circulation Elements of the General Plan.
- Update the maps, plans and exhibits contained with the General Plan.
- **Include a Water Resources Element which includes the following items:**
    - **The known legally and physically available surface water, groundwater and effluent supplies.**
    - **The demand for water that will result from future growth projected in the general plan added to existing uses.**
    - **An analysis of how the demand for water that will result from future growth projected in the general plan will be served by the existing water supplies or a plan to obtain additional necessary water supplies.**

Deliverables for Phase 3

The following deliverables will be provided to the Town of Huachuca City during Phase 3:

- Draft General Plan document.
- Summary of public comments to date.

D. PHASE 4: PRESENTATION OF FINAL DRAFT FOR ADOPTION

Activity: Prepare 60-Day Draft General Plan

- Summarize all input on the draft General Plan.
- Create the 60-day Review General Plan Draft document using the information and comments obtained from public participation to date.

Activity: 60 Day Review Period

- Distribute the draft to all reviewing agencies and interested parties and the local and regional stakeholders for a 60-day review period as required by State law.
- Prepare a report addressed to the Hearing Officer summarizing the 60-day review comments and recommendations for specific revisions to the Draft General Plan.

Activity: Prepare Final Draft General Plan

- Based on direction from the Town Council, prepare the final updated General Plan document.
- Prepare the Final Draft General Plan Update based 60-day review input.

Activity: Public Hearings

- Present Final Draft General Plan document to Town Council for adoption at one public hearing.

In order to save costs, we will rely on Huachuca City staff to post required notices for all public hearings.

Deliverables for Phase 4

The following deliverables will be provided to the Town of Huachuca City during Phase 4:

- Report on General Plan 60-day review period comments and other public comments.
- Final electronic General Plan document in PDF format.
- Assistance with staff reports to the Town Council.

As mentioned in the body of this proposal, we will rely on Huachuca City staff to assist with advertising for the open houses/workshops and to post required notices for all public hearings. This will assist in keeping down the costs of the project. Where possible, meetings will be held virtually to keep the process as efficient as possible.

COMPENSATION FEE SCHEDULE 1 – ITEMS A - D

We propose to provide the scope of services described above on a **Fixed Fee (FF)** or **Time and Materials (T&M)** basis, as outlined below:

Task	Description	Fee Basis	Fee/Budget
A.	Phase 1 Project Start-Up	FF	$1,000
B.	Phase 2 Visioning and Gathering Input	T&M	$7,500

C.	Phase 3 Development of the Draft General Plan	T&M	$13,500*
D.	Phase 4 Presentation of Final Draft for Adoption	T&M	$6,500
	SUBTOTAL FEE/BUDGET		**$28,500**

***Includes $6,500 for the addition of the Water Resources Element.**

Exclusions

The following services are **specifically excluded** from this proposal:

1. Plan review or permit fees
2. Traffic engineering studies or reports
3. Cultural or biological resource investigations
4. Environmental site assessments
5. Any services not expressly included or detailed within this proposal

If this proposal meets with your approval, please sign and return a copy. Your signature will authorize us to proceed with the services as outlined herein.

We appreciate the opportunity to provide this proposal and look forward to supporting you on this project. If you have any questions or require additional information, please do not hesitate to contact me at (520) 664-4302 or rlongaker@lja.com

Sincerely,

THE WLB GROUP, INC.
AN LJA COMPANY

Robert G. Longaker III, PLA, AICP
Planning Director

Proposal Accepted By:
HUACHUCA CITY

By: ______________________________

Name: ______________________________

Title: ______________________________

Date: ______________________________

ATTACHMENT A
STANDARD TERMS AND CONDITIONS

1. STANDARD OF CARE. The Services shall be performed in accordance with the standard of professional practice ordinarily exercised by the applicable profession at the time and within the locality where the Services are performed. The Services are not subject to, and WLB cannot provide, any warranty or guarantee, express or implied, including those contained in any uniform commercial code, proposal, work authorization, or requisition, except as provided herein.

2. CHANGE OF SCOPE. The scope of Services set forth in any Proposal is based on facts known at the time of execution of the Proposal, including, if applicable, Client Data (defined below). As the Project progresses, facts discovered, including, but not limited to, site conditions or the existence of differing subsurface or physical conditions, may indicate that the scope, pricing, or other terms must be redefined, and the parties shall reasonably cooperate to equitably adjust the scope, pricing, or terms of this Agreement accordingly.

3. SAFETY. WLB has established and maintains corporate programs and procedures for the safety of its employees. Unless included as part of the Services, WLB specifically disclaims any authority or responsibility for general job site safety and safety of persons other than WLB employees.

4. DELAYS. Where WLB is prevented from completing any part of the Services within any Project schedule due to delay beyond its reasonable control, the schedule will be extended in an amount of time equal to the time lost due to such delay so long as WLB provides written explanation of the delay to Client. Except with regard to payment of any amounts due WLB from any Services, neither party shall be liable to the other for any delays or failure to act, due to unforeseeable causes reasonably beyond the control of the party claiming such circumstances.

5. TERMINATION/SUSPENSION. Either party may terminate this Agreement upon thirty (30) days written notice to the other party. In the event of termination, Client shall pay WLB for all Services, including profit relating thereto, rendered prior to termination, plus any expenses of termination. In the event either party defaults in its obligations under this Agreement (including Client's obligation to make the payments required hereunder), the non-defaulting party may suspend performance under this Agreement. In the event of a suspension of Services, WLB shall have no liability to the Client for delay or damage caused the Client because of such suspension of Services. Before resuming Services, WLB shall be paid all sums due prior to suspension and any expenses incurred in the interruption and resumption of WLB's Services. WLB's fees for the remaining Services and the time schedules shall be equitably adjusted. Obligations under this Agreement, which by their nature would continue beyond the suspension or termination of this Agreement (e.g., indemnification), shall survive such suspension or termination.

6. RELATIONSHIP WITH CONTRACTORS / REVIEW. WLB shall serve as Client's professional representative for the Services and may make recommendations to Client concerning actions relating to Client's contractors, but WLB specifically disclaims any authority to direct or supervise the means, methods, techniques, security or safety activities, personnel, compliance, sequences, or procedures of construction selected by Client's contractors. For Projects involving bid preparation, WLB may supply standard contract forms, templates, or other documents that will be executed between the Client and contractor(s). It is the Client's responsibility to review those documents and to obtain legal advice thereto. For Projects involving construction, Client acknowledges that under generally accepted professional practice, interpretations of construction documents in the field are normally required, and that performance of construction-related services by the design professional for the Project permits errors or omissions to be identified and corrected at comparatively low cost. Evaluations of Client's budget for construction and estimates prepared by WLB represent WLB's judgment as a design professional. It is recognized, however, that neither WLB nor Client have control over the cost of labor, materials, or equipment, the contractor's methods of determining bid prices, or competitive bidding, market, or negotiating conditions. Accordingly, WLB cannot and does not warrant or represent that bids or negotiated prices will not vary from Client's budget or from any estimate of costs prepared or agreed to by WLB. Client agrees to hold WLB harmless from any claims resulting from performance of construction-related services by persons other than WLB and WLB shall not be responsible for the contractor's failure to perform the Work in accordance with the requirements of the Contract Documents. In fulfilling its duties pursuant to the Agreement, Client permits WLB to elect to subcontract to others certain tasks in its scope of Services.

7. INSURANCE. WLB will maintain insurance coverage for Professional Liability, Commercial Liability, Auto, and Workers' Compensation in amounts in accordance with legal and business requirements. Certificates evidencing such coverage will be provided to Client upon request. For Projects involving construction, Client agrees to require its construction contractor, if any, to include WLB as an additional insured on its policies relating to the Project. WLB's coverages referenced above shall, in such case, be excess over any contractor's primary coverage. Client shall require its construction contractor to include WLB as an indemnitee under any indemnification obligation of contractor to Client to the fullest extent allowed by law.

8. PROJECTS WITH MULTIPLE CLIENTS. When WLB undertakes a Project for multiple Clients, each Client on the Project is jointly and severally liable for payments for WLB's Services. If any Client fails to make timely payment to WLB, and the remaining Clients wish to continue the Project, the remaining Clients will promptly notify WLB in writing to continue the Project and their joint and several obligations shall remain the same. WLB, at its option, may suspend the remaining performance under this Agreement until all past due payments are made and authorization to proceed and pay from all non-defaulting Clients is received, or continue work on the Project and invoice and collect from the remaining Clients any payment (including damages) of amounts past due and that become due.

9. SITE ACCESS & CONDITIONS. When entry to property is required for WLB to perform Services, Client shall provide or obtain right-of-entry to the applicable site. Hazardous, archaeological, paleontological, cultural, biological, or other materials, protected resources, unknown underground facilities, or other conditions ("Conditions") may exist at a site where there is no reason to believe they could or should be present. The Parties agree that the discovery of unanticipated Conditions constitutes a changed condition that may mandate a renegotiation of the scope of Services. WLB shall notify Client should unanticipated Conditions be encountered. Client retains title to all Conditions and shall report to the appropriate public agencies, as required, any Conditions that may present a potential danger to the public health, safety, or the environment. Client shall execute any manifests in connection with avoidance, containment, transportation, storage, or disposal of Conditions resulting from the site. Client waives any claim against WLB and shall indemnify, defend, and hold WLB harmless from or by reason of claims for injury or death to persons or damage to property to the extent arising from such Conditions, substance, element, material, or any combination of the foregoing produced, emitted, or released from the site or Project.

10. INDEMNITY. WLB shall indemnify and hold harmless Client from claims, costs, losses, or damage sustained by Client provided that any such claim, cost, loss, or damage is attributable to bodily injury, sickness, disease, or death, or to damage to or destruction of tangible property, but only to the extent actually and directly caused by WLB's failure to adhere to the standard of care described herein.

11. LIMITATIONS OF LIABILITY. Client agrees that no employee or agent of WLB shall have individual liability to Client for any claim for Loss (defined below), and any claims for Loss by Client against WLB shall be made solely against the entity WLB. Client agrees that, to the fullest extent permitted by law, WLB's total liability to Client for any and all injuries, claims, losses, expenses (including, without limitation, attorneys' fees and dispute expenses and costs) or damages whatsoever arising out of or in any way related to any Project(s) or this Agreement from any causes ("Loss") including, but not limited to, WLB's negligence, errors, omissions, strict liability, breach of contract, breach of the standard of care, or breach of any other legal duty owed by WLB to Client, whether claimed directly or by way of contribution or indemnity, shall not exceed the total compensation received by WLB for the particular Project from which the Loss is alleged by Client to have arisen . If Client desires a limit of liability greater than that provided above, Client and WLB shall include in Part III of this Agreement the amount of such limit and the additional compensation to be paid to WLB for assumption of such additional risk. Client waives all claims for Loss in excess of such limitations. This Subsection shall survive termination of this Professional Services Agreement or the applicable Agreement.

12. CONSEQUENTIAL DAMAGES. IN NO EVENT WILL WLB BE LIABLE TO THE CLIENT FOR CONSEQUENTIAL, INCIDENTAL, PUNITIVE, SPECIAL, OR EXEMPLARY DAMAGES, INCLUDING LOST REVENUES, LOSS OF USE, LOSS OF FINANCING, LOSS OF REPUTATION, LOST PROFITS, DELAYS, OR OTHER ECONOMIC LOSS ARISING FROM ANY CAUSE INCLUDING BREACH OF WARRANTY, BREACH OF CONTRACT, TORT, STRICT LIABILITY OR ANY OTHER CAUSE WHATSOEVER, NOTWITHSTANDING ANY PROVISION OF THIS AGREEMENT TO THE CONTRARY. REGARDLESS OF LEGAL THEORY, WLB SHALL BE LIABLE ONLY TO THE EXTENT THAT ANY DAMAGES SPECIFIED HEREIN ARE FOUND BY A FINAL COURT OF COMPETENT JURISDICTION TO HAVE BEEN THE SEVERAL LIABILITY OF WLB. TO THE EXTENT PERMITTED BY LAW, ANY STATUTORY REMEDIES THAT ARE INCONSISTENT WITH THIS PROVISION ARE WAIVED.

13. REUSE OF PROJECT DELIVERABLES. Reuse of any documents or other deliverables, including electronic media, pertaining to the Project by Client for any purpose other than for which they were originally prepared, or alteration of such without the written verification or adaptation by WLB for the specific purpose intended, shall be at the Client's risk. All title blocks and professional seal, if applicable, shall be removed if Client provides electronic deliverables to any third party. Any modification must be evidenced on the plans and be sealed by a licensed professional prior to re-use. Client agrees that relevant analyses, findings, and reports provided in electronic media shall also be provided in hard copy, which shall govern in the case of a discrepancy between the two versions and be held as the official set of drawings, as signed and sealed. Client shall be afforded a period of thirty (30) days to check any hard copy against the electronic media. In the event that any error or inconsistency is found during that time, upon notice, WLB will correct the inconsistency at no additional cost to Client. Client shall bear all responsibility for the care, custody, and control of the electronic media. Client agrees to indemnify and hold harmless WLB from all claims, damages, and expenses (including reasonable litigation costs) arising out of such reuse or alteration by Client or others acting through Client.

14. CLIENT DATA. Client or any third party designated by Client may provide information, reports, studies, site characterizations, advice, instructions, and similar information in its possession relating to the Project ("Client Data"). WLB may reasonably and in good faith rely upon the accuracy of Client Data and unless described as part of the Services, WLB is not required to audit, examine, or verify Client Data. WLB will not ignore the implications of information furnished to WLB and may make reasonable inquiries if Client Data as furnished appears to be incorrect or incomplete. WLB makes no representations or warranties (express or implied) as the quality, accuracy, usefulness, or completeness of any Services to the extent WLB relies on Client Data. WLB, its affiliates, its officers, directors, and employees shall have no liability whatsoever with respect to the use of unreliable, inaccurate, or incomplete Client Data.

15. ASSIGNMENT/BENEFICIARIES. Neither party may assign this Agreement without the written consent of the other party. With the exception of such assignments, nothing contained in this Agreement, nor the performance of the parties hereunder, is intended to benefit, nor shall inure to the benefit of, any third party, including Client's contractors, if any. The Services may be performed by any affiliated company of WLB under its common insurance program.

16. AMENDMENT, NO WAIVER, SEVERABILITY. This Agreement can be amended in writing and signed by the parties. No waiver by either party of any default by the other party in the performance of this Agreement shall invalidate any other section of this Agreement or operate as a waiver of any future default. The various terms, provisions, and covenants herein contained shall be deemed to be separate and severable, and the invalidity or unenforceability of any of them shall not affect or impair the validity or enforceability of the remainder.

17. INDEPENDENT PARTIES. Each party is an independent entity and is not a partner, agent, principal, or employee of the other party, unless otherwise agreed to by the parties in writing. Nothing in this Agreement shall restrict or otherwise prohibit either party or their respective affiliates in the conduct of their businesses.

18. STATUTE OF LIMITATION. To the fullest extent permitted by law, the parties agree that, except for Claims (defined below) for indemnification, the time period for bringing Claims under this Agreement with respect to any Project shall expire one (1) year after completion of Services for that Project.

19. DISPUTE RESOLUTION. Except for claims involving the payment of unpaid amounts due to WLB from Client for Services rendered, the parties shall attempt to settle all claims, disputes, and controversies ("Claims") arising out of this Agreement, including, but not limited to, breach thereof, by discussion between the parties' management. If any dispute cannot be resolved in this manner, within five (5) business days, the parties agree to refer such Claims to a mediator mutually agreed to and equally paid for by the parties before, and as a condition precedent to, the initiation of any lawsuit, adjudicative action, or proceeding. The mediator shall convene the mediation at the request of either party, and the mediation will last at such times and as long as the mediator reasonably believes agreement is probable. Notwithstanding the foregoing, prior to or during negotiation or mediation, either party may initiate litigation that would otherwise become barred by a statute of limitation, and WLB may pursue, at any time and without invoking dispute resolution as provided herein, any property liens or other rights it may have to obtain payment for its Services. In the event any actions are brought to enforce this Agreement, the prevailing party shall be entitled to collect its litigation costs and reasonable attorney's fees from the other party. EACH PARTY HEREBY WAIVES, TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, ANY RIGHT IT MAY HAVE TO A TRIAL BY JURY IN RESPECT TO ANY LITIGATION, DIRECTLY OR INDIRECTLY, ARISING OUT OF OR RELATING TO THIS AGREEMENT OR ANY TRANSACTION CONTEMPLATED BY THIS AGREEMENT.

20. LITIGATION SUPPORT. WLB will not be obligated to provide expert witness or other litigation support related to its Services, unless expressly agreed in writing. In the event WLB is required to respond to a subpoena, inquiry, or other legal process related to the Services in connection with a proceeding to which WLB is not a party, Client will reimburse WLB for its costs and compensate WLB at its then standard rates for the time it incurs in gathering information and documents and attending depositions, hearings, and the like.

21. GOVERNING LAW. This Agreement shall be governed by and construed and enforced in accordance with the laws of the State of Arizona without giving effect to any conflict or choice of law rules or principles under which the law of any other jurisdiction would apply. Each party hereby submits to the jurisdiction of the federal and state courts located in the county of WLB’s address and agrees that such courts shall be exclusive forum and venue for resolving any legal suit, action or proceeding arising out of or relating to this Agreement. Ver.19JUN2025