




Pine-Strawberry Fire District Compensation and Benefits 4.10

Subject: Retirement Plans	Page: 1 of 3
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I. PURPOSE:

For the Pine-Strawberry Fire District (PSFD) to provide eligible members plans that assist them in financial preparation for retirement.

II. POLICY:

- A. It is the policy of PSFD to reward full-time suppression personnel for their service and aid them in preparing for their retirement by providing a contribution to the Public Safety Personnel Retirement System (PSPRS).
- B. It is the policy of PSFD to reward eligible non-suppression members and eligible part-time suppression members for their service and aid them in preparing for their retirement by providing a contribution to the Arizona State Retirement System (ASRS).

III. SCOPE:

- A. This policy applies to all eligible members.

IV. DEFINITIONS:

- A. Public Safety Personnel Retirement System (PSPRS) is a state agency retirement system that provides safety personnel with a uniform, consistent, and equitable program for eligible safety personnel who are regularly assigned to hazardous duty in the employ of the state of Arizona and affiliate organizations with retirement benefits.

- B. Arizona State Retirement System (ASRS) is a state agency that administers a pension plan, long term disability plan, retiree health insurance plans, and other benefits to qualified Arizona's public servants, government, and affiliate workers. This includes universities, colleges, school districts, counties, cities, towns, and political subdivisions such as fire and water districts.
- C. Administrative members are full or part-time members who assist in the management of the District providing administrative and professional support to the organization. Such positions can include office manager, fire marshal, administrative assistant, human resources personnel, and payroll staff.
- D. Career members are full-time members who occupy any position or rank within the District, engaged in emergency operations and duties required for the performance of essential firefighting functions.

V. ELIGIBILITY:

- A. Public Safety Personnel Retirement System (PSPRS) covers full-time members in a suppression position.
- B. Arizona State Retirement System (ASRS) covers full and part-time members in administrative or non-suppression positions and qualifying part-time suppression members.

VI. PSPRS:

- A. Members become eligible based on the PSPRS statutes.
- B. PSFD follows the directions and procedures of the PSPRS and applicable Arizona Revised Statutes.
- C. Contributions and benefits are determined based upon the tier classification and are set forth in Arizona Revised Statutes.
- D. The PSFD will establish a Board to handle the PSFD PSPRS program.
- E. Further details of the PSPRS plan are available through the administrative office or the PSPRS website: www.psprs.com.

VII. ASRS:

- A. Members who are hired to work at least 20 hours per week for at least 20 weeks of the fiscal year become eligible for automatic participation in the ASRS upon their date of hire or date of eligibility to participate in ASRS.
- B. The District and member each contribute a percentage of the member's gross wages to the ASRS, and that percentage is established by the ASRS.
- C. The ASRS is administered in accordance with applicable IRS and ERISA regulations.
- D. Further details of plans are available through the administrative office or the ASRS website: azasrs.gov.