

RULES AND REGULATIONS OF THE TUCSON  
SUPPLEMENTAL RETIREMENT SYSTEM  
BOARD OF TRUSTEES

CITY OF TUCSON  
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Sec. 10A-136. (2nd Mandated Copy)

Rec'd: Dec. 5, 2017

[Signature]  
Deputy City Clerk

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ADOPTED BY UNANIMOUS VOTE OF THE BOARD OF TRUSTEES  
OF THE TUCSON SUPPLEMENTAL RETIREMENT SYSTEM  
MARCH 18, 1982

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1.0 LEGAL REQUIREMENTS

1.1 These rules and regulations are made pursuant to Article III of Chapter 22 of the Tucson Code.

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2.0 ORGANIZATION

- 2.1 Pursuant to Sec. 22-44 (a) of the Tucson Code, the Board shall consist of seven members, as follows:
- 2.1 (a) A chairman, to be appointed by the Mayor, subject to the approval of the Council;
  - 2.1 (b) The Director of Personnel or their designee;
  - 2.1 (c) The Director of Finance or their designee;
  - 2.1 (d) Two contributing members, known as employee-representative trustees, nominated and elected by the contributing members of the system in the manner as the Board shall prescribe by regulation;
  - 2.1 (e) One retired member nominated and elected by the retired members of the system in a manner that the Board shall prescribe by regulation;
  - 2.1 (f) One member appointed by the City Manager.
- 2.2 Each member will vote on Board matters in person and proxy votes are not allowed.
- 2.3 Any ratification action by the Board shall only be by members of the Board

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3.0 QUALIFICATIONS AND COMPENSATION

- 3.1 The members of the Board shall serve without compensation but shall be reimbursed for expenses incurred by them in the performance of their duties. The term of office of the Board members, other than the Directors of Personnel and Finance, shall be for three years. Employee-representative trustees who have been elected to two consecutive terms shall not be eligible to succeed themselves. The Chairman of the Board shall be a qualified elector of the City and a person of business experience. His term of office shall expire on January 15<sup>th</sup> of even numbered years.

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4.0 TIME OF REGULAR MEETINGS

- 4.1 Regular meetings of the Board shall be held at 8:30 a.m. on the third Tuesday of each month.
- 4.2 Special meetings for any purpose may be held on call by the Chairman or any three members of the Board.
- 4.3 Notification of meeting shall be made subject to applicable State statutes

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5.0 EMPLOYEE REPRESENTATIVE TRUSTEES

- 5.1 Inasmuch as Section 22-42 (a) of the Tucson Code, as amended, reads in part as follows:

"Two contributing members, known as employee representative trustees, nominated and elected by the contributing members of the system in the manner as the Board shall prescribe by regulation,"

the Board adopts the following rules:

5.2 Nominations

- 5.2 (a) Not later than the regular November meeting, the Chairman of the Board of Trustees shall appoint a nominating committee consisting of three members:

5.2 (a) (1) The incumbent employee representative trustee who is not scheduled for re-election in the forthcoming election shall chair the committee; and

5.2 (a) (2) Two non-trustee contributing members of the system who have not served in any capacity on the nominating committee for the past five years.

5.2 (b) The Nominating Committee shall, not later than the following December meeting of the Board of Trustees, choose and forward to the Board for its consideration, an appropriate number of nominees for the position of employee representative; no fewer than two names shall be forwarded who shall be contributing members of the system. The nominating committee shall determine that the members nominated are agreeable to the placing of their names in nomination and will accept office if elected and perform to the best of his or her ability the duties required of the position.

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5.3 Restrictions

- 5.3 (a) Although the employee representative trustee may be nominated from departments already represented, pursuant to Article 2.1 (b) and (c) the two employee representative trustees may not be from the same department.
- 5.3 (b) Should, as a result of a city reorganization, the employee representative trustees represent the same department, the employee representative trustees shall be allowed to serve to the completion of their respective terms. The employee representative trustee's term which expires first will not be eligible to have his or her name replaced in nomination.

5.4 Elections

- 5.4 (a) A ballot form, approved by the Board, listing the names of the nominees (along with biographical information submitted by the nominated candidates) and balloting instructions shall be prepared by the Secretary of the Board of Trustees and distributed to each contributing member of the system not later than January 31. An envelope shall be enclosed with each ballot for return to the Secretary. Ballots are to be returned no later than 15 calendar days after distribution. Ballots received after that date will not be counted.
- 5.4 (b) As expeditiously as possible after the close of the election, the nominating committee, acting as the tellers committee, shall open and tabulate all valid ballots received and certify the results of the election to the Board of Trustees. The nominee receiving the highest number of valid votes shall be declared the winner and seated as an employee representative trustee at the next regular meeting of the Board of Trustees.
- 5.4 (c) In the event of a tie vote for the highest number of votes, such tie shall be resolved by the two nominees by the drawing of lots.

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- 5.4 (d) All ballots returned to the Board shall be retained for thirty (30) days after the new Board member is sworn in. Any ballots returned to the Board due to insufficient address shall be deemed invalid. Upon expiration of the thirty (30) day period, all ballots shall be destroyed by the Secretary to the Board.
- 5.4 (e) Should a vacancy occur in the employee representative trustee positions, the Board of Trustees shall appoint a qualified contributing member of the system to complete the unexpired term of the trustee.

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6.0 ELECTION OF RETIRED MEMBER

As set forth in T.C.C. Section 22-44(b)(5), the Retiree Representative on the Tucson Supplemental Retirement System (TSRS) Board of Trustees shall be **elected by retired members of the system** and shall be a voting member of the Board. The term of office shall be for three (3) years. A Retiree Representative who has been elected for two consecutive terms shall not be eligible to succeed themselves.

**Any City of Tucson retiree who is a member of the Tucson Supplemental Retirement System is eligible to compete in the nominating/election process for the Retiree Representative position.**

- 6.1 The process for nominating and electing a Retiree Representative to the Tucson Supplemental Retirement System Board of Trustees shall be administered by the Executive Board of the City of Tucson Retirees Association (CTRA) in accordance with this TSRS Board Rule and Regulation.
- 6.2 The Chairman of the CTRA Executive Board shall appoint a Nominating Committee of not fewer than three (3) retired members of TSRS no later than the CTRA Board's October meeting. Any retiree seeking nomination to the TSRS Board **shall not** serve on the Nominating Committee.

It shall be the duty of the Nominating Committee to nominate at least one, but not more than three (3), nominees for the position of TSRS Board Retiree Representative. The TSRS Administrator, on behalf of the Nominating Committee, shall mail a nomination application directly to all TSRS retired members. The deadline for TSRS retirees to submit nominations to the Nominating Committee shall be November 10<sup>th</sup>. The Nominating Committee shall file recommended nominations with the CTRA Chairman by November 14<sup>th</sup>. Before filing nominations, the Nominating Committee shall determine that the members nominated agree to have their names on the election ballot and will accept office if elected. A certificate of "agreement to serve" signed by each person nominated shall accompany the Nominating Committee's written recommendations.

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- 6.3 The Nominating Committee's report will be presented to the CTRA Executive Board for official action no later than November 15th. Election for the position of Retiree Representative on the TSRS Board of Trustees shall be conducted by mail ballot. An Election Committee of not fewer than three (3) TSRS retirees shall be appointed by the Chairman of the CTRA Executive Board no later than the November board meeting. A nominee seeking election to the Retiree Representative position shall not serve on the Election Committee.

The Election Committee shall see that a TSRS Board Retiree Representative ballot, clearly identified as such, is printed with candidate names in alphabetical order. "Incumbent" will be added to the candidate currently serving when running for a second term. A brief statement of qualifications and biographical data for each candidate shall be provided with the ballot.

As soon as possible, the Election Committee shall provide the ballot and candidate information to the TSRS Administrator for mailing to TSRS retirees. The TSRS Administrator will prepare and send a direct mailing to all TSRS retirees containing the ballot, candidate statement materials and any other election information being included in the CTRA Newsletter. The Election Committee shall prepare a summary regarding the election, including nominee names, candidate information and ballot instructions and deadlines, to be published in the November CTRA Newsletter.

**No voter identification will be required on the ballot form.** However, identification shall be required to verify that the person voting is an eligible TSRS retiree and to verify that no eligible voter has voted more than one time. The TSRS Administrator will prepare and include in the direct mailing a return envelope for the ballot which includes the name of the voting member in the upper left corner of the envelope. **Completed ballots must be returned to the Election Committee in an envelope stating the TSRS retiree's name in the upper left corner to identify the voting TSRS retiree.**

Completed ballots must be mailed to the Election Committee at the post office box identified at the bottom of the ballot, in a sealed envelope. The ballot envelope must be postmarked before the voting deadline.

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It shall be the duty of the Election Committee to verify that the name of the voter appearing on the envelope is a TSRS member and has not voted more than once, and that there are no obvious signs of tampering with a ballot or return envelope. The sealed envelopes shall be kept in a secure location pending tabulation of the ballots. After the expiration of the voting deadline, voting shall be closed and the ballots shall be tallied by the Election Committee. The Election Committee shall report election results to nominees, and the Chairman of the CTRA Executive Board no later than December 13<sup>th</sup>.

Completed election ballots, and those declared "void", shall be kept on file for thirty (30) days. At the expiration of 30 days, ballots may be destroyed.

- 6.5 The CTRA Executive Board shall notify the Chairman of the TSRS Board of Trustees no later than December 15<sup>th</sup> of the election results and the name of the retiree elected to serve as the TSRS Board Retiree Representative. The elected Retiree Representative shall be notified in writing by the TSRS Administrator of the election results and informed that his/her term of office begins with the January meeting of the TSRS Board of Trustees.
- 6.6 No member shall be entitled to vote by proxy.
- 6.7 No member shall have more than one vote.
- 6.8 A ballot shall be considered totally void and shall not be counted if the voting member votes for more than one candidate.
- 6.9 A ballot shall be considered totally void and not counted if mailed envelope does not show identification of voter, is submitted by non-TSRS retiree, or is postmarked after voting deadline.
- 6.10 The candidate receiving the most votes shall be declared the Retiree Representative elected to serve a 3-year term on the TSRS Board of Trustees
- 6.11 The Chairman of the CTRA Executive Committee shall appoint two retirees to serve as election monitors. They will monitor the activities of both the Nominating Committee and Election Committee to ensure compliance with approved process. The election monitors will report findings and recommendations to the CTRA Executive Committee.

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ADOPTED BY UNANIMOUS VOTE OF THE BOARD OF TRUSTEES  
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- 6.12 Should an incumbent be unable to fulfill his term of office for any reason, the CTRA Executive Board shall appoint a replacement to fill the unexpired term. At the expiration of the regular term, an election will be held to fill the vacancy.

Beginning January 2003, the retired member on the Tucson Supplemental Retirement System (TSRS) Board of Trustees shall be elected by retired members of the system and shall be a voting member of the Board. The term of office shall be for three (3) years. A retired Representative who has been elected for two consecutive terms shall not be eligible to succeed themselves.

**Any City of Tucson retiree who is a member of the Tucson Supplemental Retirement System is eligible to compete in the nominating/election process for the retiree-representative trustee position.**

- 6.4 The process for nominating and electing a retiree representative to the Tucson Supplemental System Board of Trustees shall be administered by the Executive Board of the City of Tucson Retirees Association (CTRA).
- 6.5 The CTRA Newsletter shall be the instrument used to solicit nominees for the position and distribute election ballot to all TSRS retired members.
- 6.6 The Chairman of the CTRA Executive Board shall appoint a Nominating Committee of not fewer than three (3) retired members of the system no later than the board's October meeting. A retiree seeking nomination to the position **shall not** serve on the Nominating Committee.

It shall be the duty of the Nominating Committee to nominate at least one, but not more than three (3) nominees. The nomination application shall be published in the CTRA October Newsletter. Deadline for filing nominations shall be November 10<sup>th</sup>. The Nominating Committee shall file recommended nominations with the CTRA Chairman by November 14<sup>th</sup>. Before filing nominations, the Nominating Committee shall determine that the members nominated agree to have their names on the election ballot and will accept office if elected. A certificate of "agreement to serve" signed by each person nominated shall accompany the Nominating Committee's written recommendations.

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The Nominating Committee's report will be presented to the CTRA Executive Board for official action no later than November 15<sup>th</sup>. Names of nominees shall be published in the November CTRA Newsletter.

- 6.4 Election for the position of Retiree Representative on the TSRS Board of Trustees shall be conducted by mail ballot. An election Committee of not fewer than three (3) retirees shall be appointed by the Chairman of the CTRA Executive Board no later than the November board meeting. A nominee seeking election to the position **shall not** serve on the Election Committee.

The Election Committee shall see that a ballot, clearly identified as such, is printed with candidate names in alphabetical order. "Incumbent" will be added to the candidate currently serving when running for a second term. A brief statement of qualifications and biographical data for each candidate shall be provided with the ballot.

Election ballot and qualification and biographical data shall be published in the November CTRA Newsletter mailed to all TSRS retirees. Completed ballots shall be returned in a sealed envelope to the post office mailbox identified at the bottom of the ballot.

**No voter identification will be required on the ballot form.** However, one form of identification shall be required to verify person voting is an eligible retiree and to verify that no eligible voter has voted more than one time. **The mailed envelope containing the ballot shall include the name of the voting member and returned before the voting deadline to the Election Committee at the post office box listed on the ballot. The voter's name shall be printed in the upper left corner of the envelope. The envelope will serve as the identification form.**

It shall be the duty of the Election Committee to verify that the name of the voter appearing on the envelope is a TSRS member and has not voted more than once. The sealed envelope shall be kept in a secure location pending tabulation of the ballots. Mailed ballots must be postmarked on or before the deadline indicated on the ballot. After the expiration of the voting deadline, voting shall be closed and the ballots shall be tallied by the Election Committee. The Election Committee shall report election results to nominees, and the Chairman of the CTRA Executive Board no later than December 13<sup>th</sup>.

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Completed election ballots, and those declared "void", shall be kept on file for thirty (30) days. At the expiration of 30 days, ballots may be destroyed.

- 6.5 The CTRA Executive Board shall notify the Chairman of the TSRS Board of Trustees of election results and the name of the retiree elected to serve as a voting member of the TSRS Board of Trustees. The elected retiree representative shall be notified in writing of election results and informed that his/her term of office begins with the January meeting of the TSRS Board of Trustees.
- 6.6 No member shall be entitled to vote by proxy.
- 6.7 No member shall have more than one vote.
- 6.8 A ballot shall be considered totally void and shall not be counted if the voting member votes for more than one candidate.
- 6.9 A ballot shall be considered totally void and not counted if mailed envelope does not show identification of voter, is submitted by non-TSRS retiree, or is postmarked after voting deadline.
- 6.10 The candidate receiving the most votes shall be declared the Retiree Representative elected to serve a 3-year term on the TSRS Board of Trustees.
- 6.11 The Chairman of the CTRA Executive Committee shall appoint two retirees to serve as election monitors. They will monitor the activities of both the Nominating Committee and Election Committee to ensure compliance with approved process. The election monitors will report findings and recommendations to the CTRA Executive Committee.
- 6.12 Should an incumbent be unable to fulfill his term of office for any reason, the CTRA Executive Board shall appoint a replacement to fill the unexpired term. At the expiration of the regular term, an election will be held to fill the vacancy.

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7.0 Officers

7.1 Chairman

- 7.1 (a) The Chairman shall preside at all meetings and hearings. In the event of absence or disability of the Chairman, the Vice-Chairman shall preside. In the absence of both, the members shall appoint a Chairman.
- 7.1 (b) The Chairman may designate members of the Board to make personal inspections when necessary from time to time and, unless otherwise directed by a majority of the Board, shall appoint such committees as may be found necessary.
- 7.1 (c) The Chairman shall report on all official transactions that have not otherwise come to the attention of the Board.
- 7.1 (d) The Chairman shall, subject to these rules and further instructions from the Board, direct the official business of the Board, supervise the work of the secretary, request necessary help, direct the work of staff and exercise general disciplinary power.

7.2. Vice Chairman

- 7.2 (a) The Vice-Chairman shall be the senior elected employee-representative and shall perform the Chairman's duties in his/her absence.

7.3 Secretary

- 7.3 (a) Sec. 22-46 (b) of the Tucson Code specifies that the Director of Finance shall serve as Secretary to the Board and in that capacity shall furnish the personnel, equipment, materials and supplies necessary to carry out the business of the Board.
- 7.3 (b) The Secretary of the Board, or designee, is further charged with the responsibility of keeping all members of the system informed of their obligations, rights and retirement options.

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7.3 (c) The secretary of the Board, or designee, may advise and inform a member of the various ramifications of retirement options but will not advise the member as to the option to select. While assistance may be rendered to a member in recording his designation, final responsibility for the legal effect thereof shall rest solely with the member.

7.3 (d) Only the Finance Director shall act as Secretary of the Board.

7.4 Legal Counsel

7.4 (a) The City Attorney, or his designee, will act as legal counsel to the Board and to the Investment Advisory Committee.

7.5 Investment Advisory Committee

7.5 (a) In accordance with Sec. 22-45 (c) of the Tucson Code, there shall be an Investment Advisory Committee.

7.5 (b) The Finance Director, as a member of the Board, may, as necessary, cause meetings to be held jointly with the TSRS Board. Additionally, other meetings may be held with the Finance Director, or designee, in order to review and update and answer any questions on investments by the Board. This will enable the Investment Advisory Committee to advise the Board as to any future course of investment strategy.

**NOTE:** the Board voted to recommend termination of the Investment Advisory Committee during the August 2005 meeting. This recommendation will be forwarded to the Mayor and Council in the near future.

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8.0 MINUTES

- 8.1 Minutes of all official meetings of the Board shall be kept and be of public record in accord with Arizona Revised Statutes.

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9.0 RATIFICATION OF INVESTMENT TRANSACTIONS

- 9.1 Investment Division staff shall secure oral ratification from three members of the Board of Trustees prior to making any investment. Formal ratification by the Board of Trustees shall occur at the next regular Board meeting.

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10.0 PREPARATION OF ANNUAL BUDGET

10.1 Inasmuch as Section 22-42 (d) of the Tucson Code reads as follows:

“Actuary and expenses. The Board may employ an actuary and other technical advisors and make such expenditures as it deems necessary for the efficient administration of this article,”

the Board hereby adopts the following regulation:

10.2 The Secretary of the Board shall annually, in the month of December, prepare and present to the Board a list of actuarial and all other expenses estimated to be required for the ensuing fiscal year. After due consideration and approval the Board shall adopt an operating budget for the administration and operation of the Tucson Supplemental Retirement System for the ensuing year.

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11.0 SURVIVORS ALLOWANCE

- 11.1 Reference Sec. 22-38 (d) (1) (A), subpara. a., relating to the Survivor Allowance, and Sec. 22-38 (d) (1) (B), relating to the Special Rules for Payments Under Survivor Allowance, the intent of the language developed by the Board is that the Survivor Allowance shall be one-half of the monthly allowance of a single life annuity computation based on the number of years of creditable service at the date of death, the total payments of which shall not exceed the actuarial equivalent amount at age 62 (normal retirement date), or later if death occurs at a later age, subject to the special provision for payments to dependent children.
  
- 11.2 The computation shall be 2.25% of the average final monthly compensation (AFMC), multiplied by the number of years of creditable service at the date of death, the product of which shall be converted to an actuarial equivalent amount based on a normal retirement data of age 62 (or later in cases where the member was past age 62 at date of death). The survivor's monthly allowance shall be 50% of the member's single life annuity monthly allowance computation, the total payments of which shall not exceed the actuarial equivalent amount, subject to the special provision of payments for dependent children.

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12.0 LUMP SUM PAYMENT OF CONTRIBUTIONS

- 12.1 Reference Sec. 22-38 (d) (1) (A), subpara. b., relating to the Lump Sum Payment of both the member and employer accumulated contributions, the intent of the language developed by the Board is that the Lump Sum Payment shall consist of the member's individual accumulated contribution account with accrued interest plus an equal amount from the employer.

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13.0 CREDITABLE SERVICE

- 13.1 Service prior to July 1, 1980, will be recorded as previous service in years and months.
  
- 13.2 Service after July 1, 1980, will be recorded as pension hours. A member shall earn  $1/2080^{\text{th}}$  of a year of service for each hour of regular time compensation, including authorized periods of absence for which the member receives compensation. Each 2080 hours will equal one year of creditable service. Hours not equaling 2080 will be converted to the decimal equivalent of a partial year by dividing the number of hours by 2080 and rounding to the fourth decimal place. (Example: 240 hours would equal .1154 years (240/2080).)

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14.0 TOTAL CREDITABLE SERVICE

- 14.1 Total creditable service will include previous service (prior to July 1, 1980), pension hours (after July 1, 1980) or transferred including purchase of service credits, unused sick leave (per ordinance) and unused vacation leave.

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15.0 UNUSED SICK LEAVE AND VACATION

- 15.1 Unused sick leave and unused vacation will be calculated into the total creditable service as prescribed by ordinance.

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16.0 EXAMPLE OF CALCULATIONS

16.1 Service Record at Retirement

Previous Service	17 years 4 months
Pension Hours	11,200
Unused Vacation Days	30
Unused Sick Leave Days	90

16.2 Decimal Equivalents:

Previous Service	17.3333 years
Hours after July 1, 1980	5.8462 years
<b>TOTAL CREDITABLE SERVICE</b>	<u>23.1795 years</u>

16.3 Hours After July 1, 1980:

Pension Hours	11,200
Unused Vacation Days:	
30 x 8 Hours	240
Unused Sick Leave Days:	
90 x 8 Hours	720
<b>Hours After July 1, 1980</b>	<u>12,160</u>

12,160 hours

2080 (1 year equivalent)

5.8462 years

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17.0 RULE OF 80 ELIGIBILITY

17.1 Determination of age at planned retirement date

17.1 (a) Age will be determined by using full years and the decimal equivalent part of a year equivalent to months and days (Table 1)

Example:

Planned Retirement Date	8-30-85
Member's Date of Birth	5-16-28
Member's age in months, days and years	3 mo/14 day/57 years
Decimal equivalent	57.2889 years

17.2 Determination of Creditable Service towards Rule of 80

17.2 (a) Service Record at retirement same as Rule 16.0, excluding unused vacation and sick leave days.

Previous Service 17 yrs. 4 mos	17.3333
Pension Hours 11,200/2080	<u>5.3846</u>
Creditable years of Service towards the Rule of 80	22.7179 years

17.3 Determination of Eligibility

Member's age at planned retirement (Rule 17.1)	57.2889
Creditable Service at planned retirement (Rule 17.2)	<u>22.7179</u>
Total of Age and Creditable Service at Planned Retirement	80.0068

Member is eligible to retire with full benefits under the Rule of 80.

RULES AND REGULATIONS OF THE TUCSON  
 SUPPLEMENTAL RETIREMENT SYSTEM  
 BOARD OF TRUSTEES  
 TABLE 1

DECIMAL PART OF A YEAR EQUIVALENT TO MONTHS AND DAYS

	Jan. 0	Feb. 1	Mar. 2	Apr 3	May 4	June 5	July 6	Aug 7	Sept. 8	Oct. 9	Nov 10	Dec 11	Days of 30-day Month
0		.0833	.1667	.2500	.3333	.4167	.5000	.5833	.6667	.7500	.8333	.9167	
1	.0028	.0861	.1694	.2528	.3361	.4194	.5028	.5861	.6694	.7528	.8361	.9194	.0333
2	.0056	.0889	.1722	.2556	.3389	.4222	.5056	.5889	.6722	.7556	.8389	.9222	.0667
3	.0083	.0917	.1750	.2583	.3417	.4250	.5083	.5917	.6750	.7583	.8417	.9250	.1000
4	.0111	.0944	.1778	.2611	.3444	.4278	.5111	.5944	.6778	.7611	.8444	.9278	.1333
5	.0139	.0972	.1806	.2639	.3472	.4306	.5139	.5972	.6806	.7639	.8472	.9306	.1667
6	.0167	.1000	.1833	.2667	.3500	.4333	.5167	.6000	.6833	.7667	.8500	.9333	.2000
7	.0194	.1028	.1861	.2694	.3528	.4361	.5194	.6028	.6861	.7694	.8528	.9361	.2333
8	.0222	.1056	.1889	.2722	.3556	.4389	.5222	.6056	.6889	.7722	.8556	.9389	.2667
9	.0250	.1083	.1917	.2750	.3583	.4417	.5250	.6083	.6917	.7750	.8583	.9417	.3000
10	.0278	.1111	.1944	.2778	.3611	.4444	.5278	.6111	.6944	.7778	.8611	.9444	.3333
11	.0306	.1139	.1972	.2806	.3639	.4472	.5306	.6139	.6972	.7806	.8639	.9472	.3667
12	.0333	.1167	.2000	.2833	.3667	.4500	.5333	.6167	.7000	.7833	.8667	.9500	.4000
13	.0361	.1194	.2028	.2861	.3694	.4528	.5361	.6194	.7028	.7861	.8695	.9528	.4333
14	.0389	.1222	.2056	.2889	.3722	.4556	.5389	.6222	.7056	.7889	.8722	.9556	.4667
15	.0417	.1250	.2083	.2917	.3750	.4583	.5417	.6250	.7083	.7917	.8750	.9583	.5000
16	.0444	.1278	.2111	.2944	.3778	.4611	.5444	.6278	.7111	.7944	.8778	.9611	.5333
17	.0472	.1306	.2139	.2972	.3806	.4639	.5472	.6306	.7139	.7972	.8806	.9639	.5667
18	.0500	.1333	.2167	.3000	.3833	.4667	.5500	.6333	.7167	.8000	.8833	.9667	.6000
19	.0528	.1361	.2194	.3028	.3861	.4694	.5528	.6361	.7194	.8028	.8861	.9694	.6333
20	.0556	.1389	.2222	.3056	.3889	.4722	.5556	.6389	.7222	.8056	.8889	.9722	.6667
21	.0583	.1417	.2250	.3083	.3917	.4750	.5583	.6417	.7250	.8083	.8917	.9750	.7000
22	.0611	.1444	.2278	.3111	.3944	.4778	.5611	.6444	.7278	.8111	.8944	.9778	.7333
23	.0639	.1472	.2306	.3139	.3972	.4806	.5639	.6472	.7306	.8139	.8972	.9806	.7667
24	.0667	.1500	.2333	.3167	.4000	.4833	.5667	.6500	.7333	.8167	.9000	.9833	.8000
25	.0694	.1528	.2361	.3194	.4028	.4861	.5694	.6528	.7361	.8194	.9028	.9861	.8333
26	.0722	.1556	.2389	.3222	.4056	.4889	.5722	.6556	.7389	.8222	.9056	.9889	.8667
27	.0750	.1583	.2417	.3250	.4083	.4917	.5750	.6583	.7417	.8250	.9083	.9917	.9000
28	.0778	.1611	.2444	.3278	.4111	.4944	.5778	.6611	.7444	.8278	.9111	.9944	.9333
29	.0806	.1639	.2472	.3306	.4139	.4972	.5806	.6639	.7472	.8306	.9139	.9972	.9667

ADOPTED BY UNANIMOUS VOTE OF THE BOARD OF TRUSTEES  
 OF THE TUCSON SUPPLEMENTAL RETIREMENT SYSTEM  
 OCTOBER 17, 1985