

**Arizona Public Safety Personnel
Retirement System**

Experience Study

July 1, 1998 through June 30, 2003

May 15, 2004

The Fund Manager
Arizona Public Safety Personnel Retirement System
Phoenix, Arizona

This report contains the results of an Experience Study for the Arizona Public Safety Personnel Retirement System covering the period from July 1, 1998 through June 30, 2003.

The Experience Study was based upon the data submitted by the Retirement System for the annual actuarial valuations as of June 30, 1998, 1999, 2000, 2001, 2002 and 2003.

The results of the Experience Study are used in the process of selecting the actuarial assumptions to be used in the annual actuarial valuations of the Retirement System.

Respectfully submitted,



Sandra W. Rodwan
Member, American Academy of
Actuaries

CC: Mr Jack Cross, Administrator
Arizona Public Safety Personnel
Retirement System

Table of Contents

Section One: Introduction & Summary of Experience

Purpose of Experience Study	1
Summary of Results	2

Section Two: Withdrawal Rates

Police Low	3
Police High	4
Fire Low	5
Fire High.....	6

Section Three:

Retirement and Deferred Retirement Option Plan Rates

Retirement Rates	7
Deferred Retirement Option Rates	11

Section Four: Disability Rates

Disability Rates.....	19
-----------------------	----

Section Five: Mortality Rates

Active Members.....	23
Retired Members	25

Section Six: Summary of Recommended Rates

Demographic Assumptions	26
Economic Assumptions	28
List of Participating Units	29



Section One:

Introduction and Summary of Experience

Purpose of the Experience Study

The purpose of this Experience Study is to compile and analyze the actual demographic experience of the Retirement System. This information is then used in the process of determining the actuarial assumptions for the annual actuarial valuations of the Retirement System.

Period Covered by the Study

This Experience Study covers the 5 year period from July 1, 1998 through June 30, 2003.

The demographic experience includes the following:

- Withdrawal rates
- Retirement rates (including Deferred Retirement Option Plan)
- Disability rates
- Mortality rates

Organization of the Study

For purposes of the actuarial valuations, the participating units have been divided into 4 assumption groups based on their expected rates of active member withdrawals. Generally larger, urban units have lower withdrawal rates than small, rural units.

The four assumption groups are:

- Police Low
- Police High
- Fire Low
- Fire High

The groups are listed beginning on page 29.

Summary of Results

Withdrawal Rates

Police Low: Lower withdrawal in first two years of employment. Higher in years 3 through 5 and ages in the 30's, then lower rates.

Police High: Lower withdrawal rates in first 2 years of employment, then higher rates.

Fire Low: Lower rate in first year of employment, then similar to current rates.

Fire High: Lower rates in first 2 years of employment. Higher rates in 20's and 30's age brackets, then lower rates.

Retirement and Deferred Retirement Option Plan (DROP) Rates

The Police Low and Fire Low groups generally had lower combined retirement rates than currently assumed for years of service 20 to 25, then higher rates.

The Police and Fire High groups had significantly higher combined retirement rates than currently assumed.

Disability Rates

Disability rates in all groups were very similar to the currently assumed rates.

Mortality Rates

The currently assumed mortality tables represent reasonable expectations of future mortality rates at this time based upon experience to date.



Section Two:
Withdrawal Rates

Withdrawal Rates

Police Low -- Withdrawal Rates

Ages	Service	Exposure	Withdrawals	Rate
ALL	0<1	1,471	42	0.02855
	1<2	2,481	106	0.04272
	2<3	2,346	70	0.02984
	3<4	2,195	61	0.02779
	4<5	2,053	65	0.03166
25-29	5 and up	717	24	0.03350
30-34		4,217	61	0.01447
35-39		5,695	61	0.01071
40-44		4,978	17	0.00342
45-49		4,034	14	0.00347
50-54		2,382	11	0.00462
55-59		710	3	0.00423
60-64		110		0.00000

Current and Recommended Assumptions

Ages	Service	Current	Recommended
ALL	0<1	20.00%	10.00%
	1<2	8.50%	7.50%
	2<3	3.00%	3.00%
	3<4	2.50%	3.00%
	4<5	2.00%	3.00%
25	5 and up	1.00%	3.00%
30		1.00%	2.00%
35		0.95%	1.50%
40		0.85%	0.95%
45		0.75%	0.65%
50		0.65%	0.50%
55		0.55%	0.45%
60		0.50%	0.40%

Withdrawal Rates (continued)

Police High -- Withdrawal Rates

Ages	Service	Exposure	Withdrawals	Rate
ALL	0<1	967	28	0.02897
	1<2	1,851	116	0.06269
	2<3	1,609	100	0.06215
	3<4	1,393	108	0.07753
	4<5	1,262	62	0.04915
25-29	5 and up	685	28	0.04091
30-34		2,216	80	0.03610
35-39		2,715	67	0.02468
40-44		2,123	45	0.02120
45-49		1,465	37	0.02526
50-54		855	18	0.02105
55-59		360	4	0.01113
60-64		98	2	0.02051

Current and Recommended Assumptions

Ages	Service	Current	Recommended
ALL	0<1	25.00%	15.00%
	1<2	15.00%	10.00%
	2<3	7.50%	8.00%
	3<4	7.00%	7.50%
	4<5	5.00%	5.00%
25	5 and up	2.50%	4.00%
30		2.50%	4.00%
35		2.35%	3.50%
40		2.10%	3.00%
45		1.85%	2.50%
50		1.75%	2.20%
55		1.75%	2.10%
60		1.75%	2.00%

Withdrawal Rates (continued)

Fire Low -- Withdrawal Rates

Ages	Service	Exposure	Withdrawals	Rate
ALL	0<1	319	2	0.00628
	1<2	624	8	0.01282
	2<3	607	6	0.00988
	3<4	574	2	0.00349
	4<5	574	6	0.01046
	5 and up			
25-29		337	1	0.00297
30-34		1,178	5	0.00425
35-39		2,249	12	0.00534
40-44		2,778	2	0.00072
45-49		2,105	2	0.00095
50-54		1,105	2	0.00181
55-59		236		0.00000
60-64		23		0.00000

Current and Recommended Assumptions

Ages	Service	Current	Recommended
ALL	0<1	8.00%	6.00%
	1<2	3.00%	3.00%
	2<3	2.00%	2.00%
	3<4	1.00%	1.00%
	4<5	0.60%	0.60%
25	5 and up	0.60%	0.60%
30		0.40%	0.45%
35		0.35%	0.40%
40		0.30%	0.35%
45		0.20%	0.20%
50		0.10%	0.10%
55		0.10%	0.10%
60		0.10%	0.10%

Withdrawal Rates (continued)

Fire High -- Withdrawal Rates

Ages	Service	Exposure	Withdrawals	Rate
ALL	0<1	480	5	0.01042
	1<2	1,014	40	0.03947
	2<3	862	31	0.03598
	3<4	747	24	0.03213
	4<5	655	22	0.03359
20-24	5 and up	39	0	0.00000
25-29		310	10	0.03226
30-34		981	27	0.02752
35-39		1,332	18	0.01351
40-44		1,331	16	0.01202
45-49	799	6	0.00751	
50-54	291	1	0.00344	
55-59	60	4	0.06667	
60-64	15		0	

Current and Recommended Assumptions

Ages	Service	Current	Recommended
ALL	0<1	10.00%	9.00%
	1<2	7.00%	6.00%
	2<3	4.00%	4.00%
	3<4	4.00%	4.00%
	4<5	4.00%	4.00%
25	5 and up	2.50%	3.50%
30		2.50%	3.30%
35		1.70%	3.00%
40		1.50%	1.30%
45		1.50%	1.20%
50	1.50%	1.20%	
55	1.50%	1.20%	
60	1.50%	1.20%	



Section Three:

***Retirement and Deferred Retirement
Option Plan Rates***

Retirement Rates

Police Low -- Retirement Rates

Service	Exposure	Retirements	Rate
20	908	183	0.20154
21	731	97	0.13279
22	653	53	0.08116
23	575	29	0.05048
24	526	19	0.03612
25	501	110	0.21956
26	384	62	0.16167
27	309	45	0.14563
28	255	43	0.16863
29	198	30	0.15152
30	142	31	0.21908
31	102	15	0.14706
32	65	30	0.46512
33	17	8	0.47059
34	13	1	0.08000
35	7	2	0.30769
36	5	0	0.00000
37	3	0	0.00000
38	3	1	0.40000
39	1		0.00000
40	1		

Retirement Rates (continued)

Police High -- Retirement Rates

Service	Exposure	Retirements	Rate
20	306	144	0.47059
21	174	36	0.20749
22	138	24	0.17391
23	114	16	0.14035
24	97	7	0.07216
25	91	31	0.34066
26	60	13	0.21849
27	35	8	0.23188
28	27	7	0.25926
29	21	2	0.09756
30	14	3	0.22222
31	7	2	0.28571
32	5	4	0.80000
33	2	0	0.00000
34	0	1	
35	0	0	
36	0	0	
37	0	0	
38	0	1	
39	1		
40	0		

Retirement Rates (continued)

Fire Low -- Retirement Rates

Service	Exposure	Retirements	Rate
20	416	33	0.07933
21	374	10	0.02674
22	337	7	0.02077
23	336	4	0.01192
24	340	4	0.01176
25	326	33	0.10138
26	293	27	0.09215
27	232	25	0.10799
28	174	11	0.06322
29	112	9	0.08072
30	81	8	0.09877
31	59	9	0.15385
32	31	12	0.39344
33	18	4	0.22857
34	15	3	0.20000
35	9	3	0.33333
36	6	4	0.72727
37	0	0	0.00000
38	1	0	0.00000
39	1		0.00000
40	3		

Retirement Rates (continued)

Fire High -- Retirement Rates

Service	Exposure	Retirements	Rate
20	127	43	0.33992
21	92	14	0.15301
22	83	7	0.08485
23	72	7	0.09722
24	53	4	0.07619
25	39	6	0.15385
26	17	2	0.11765
27	6	1	0.18182
28	7	6	0.92308
29	5	1	0.22222
30	4	3	0.75000
31	2	1	0.50000
32	1	1	1.00000
33	2	0	0.00000
34		1	0.00000
35		0	0.00000
36		0	0.00000
37		0	0.00000
38		0	0.00000
39			0.00000

DROP Rates

Police Low -- DROP Rates

Service	Exposure	DROP's	Rate
20	908	47	0.05176
21	731	32	0.04381
22	653	41	0.06279
23	575	26	0.04526
24	526	14	0.02662
25	501	82	0.16367
26	384	59	0.15385
27	309	46	0.14887
28	255	47	0.18431
29	198	49	0.24747
30	142	39	0.27562
31	102	22	0.21569
32	65	32	0.49612
33	17	9	0.52941
34	13	4	0.32000
35	7	1	0.15385
36	5	5	1.00000
37	3	2	0.66667
38	3	0	0.00000
39	1		0.00000
40	1		

DROP Rates (continued)

Police High -- DROP Rates

Service	Exposure	DROP's	Rate
20	306	40	0.13072
21	174	16	0.09222
22	138	9	0.06522
23	114	3	0.02632
24	97	4	0.04124
25	91	14	0.15385
26	60	11	0.18487
27	35	7	0.20290
28	27	5	0.18519
29	21	4	0.19512
30	14	2	0.14815
31	7	0	0.00000
32	5	4	0.80000
33	2	2	1.00000
34	0		
35	0		
36	0		
37	0		
38	0		
39	1		
40	0		

DROP Rates (continued)

Fire Low -- DROP Rates

Service	Exposure	DROP's	Rate
20	416	13	0.03125
21	374	17	0.04545
22	337	18	0.05341
23	336	8	0.02385
24	340	2	0.00588
25	326	47	0.14439
26	293	48	0.16382
27	232	45	0.19438
28	174	62	0.35632
29	112	30	0.26906
30	81	25	0.30864
31	59	16	0.27350
32	31	11	0.36066
33	18	5	0.28571
34	15	6	0.40000
35	9	2	0.22222
36	6	1	0.18182
37	0	1	0.00000
38	1		0.00000
39	1		0.00000
40	3		0.00000

DROP Rates (continued)

Fire High -- DROP Rates

Service	Exposure	DROP's	Rate
20	127	6	0.04743
21	92	10	0.10929
22	83	6	0.07273
23	72	2	0.02778
24	53	3	0.05714
25	39	7	0.17949
26	17	6	0.35294
27	6		0.00000
28	7	1	0.15385
29	5		0.00000
30	4		0.00000
31	2		0.00000
32	1		0.00000
33	2		0.00000
34			
35			
36			
37			
38			
39			
40			

Retirement and DROP Recommendations

Police Low -- Current and Recommended Retirement Rates

Service	Current	Recommended		
		Retirement	DROP	Total
20	40%	20%	5%	25%
21	16	13	5	18
22	16	8	5	13
23	16	5	5	10
24	5	4	3	7
25	40	20	16	36
26	15	16	16	32
27	20	16	16	32
28	30	16	16	32
29	50	16	25	41
30	75	20	30	50
31	75	15	20	35
32	75	45	50	95
33	75	45	50	95
34	75	45	50	95
35	75	50	50	100

Retirement and DROP Recommendations (continued)

Police High -- Current and Recommended Retirement Rates

Service	Current	Recommended		Total
		Retirement	DROP	
20	25%	30%	10%	40%
21	10	20	5	25
22	10	15	5	20
23	10	10	3	13
24	5	5	3	8
25	25	30	10	40
26	10	20	10	30
27	10	20	10	30
28	15	20	10	30
29	20	10	10	30
30	10	20	15	35
31	10	30	15	45
32	60	80	15	95
33	75	80	15	95
34	75	80	15	95
35	75	100		100

Retirement and DROP Recommendations (continued)

Fire Low -- Current and Recommended Retirement Rates

Service	Current	Recommended		Total
		Retirement	DROP	
20	30%	10%	5%	15%
21	10	5	5	10
22	15	5	5	10
23	10	2	2	4
24	10	2	1	3
25	40	10	15	25
26	15	10	15	25
27	20	10	20	30
28	30	5	35	40
29	50	5	25	30
30	75	10	30	40
31	75	15	25	40
32	75	40	35	75
33	75	20	30	50
34	75	20	40	60
35	75	50	40	90

Retirement and DROP Recommendations (continued)

Fire High -- Current and Recommended Retirement Rates

Service	Current	Recommended		Total
		Retirement	DROP	
20	15%	25%	5%	30%
21	5	15	5	20
22	5	8	5	13
23	5	9	5	14
24	5	7	5	12
25	20	15	15	30
26	15	10	20	30
27	10	10	5	15
28	10	45	5	50
29	10	35	5	40
30	20	75		75
31	25	75		75
32	60	75		75
33	75	75		75
34	75	75		75
35	75	75		75



Section Four:
Disability Rates

Disability Rates

Police Low -- Disability

Ages	Exposure	Disability	Rate
20-24	1,297	0	0.00000
25-29	5,930	6	0.00101
30-34	7,923	20	0.00252
35-39	6,970	29	0.00416
40-44	4,820	31	0.00643
45-49	3,988	34	0.00853
50-54	2,809	35	0.01246
55-59	1,240	13	0.01049
60-64	301	2	0.00664

Current Recommended Assumption

Ages	Current	Recommended
25	0.15%	No Change
30	0.16%	
35	0.23%	
40	0.34%	
45	0.52%	
50	0.83%	
55	1.45%	
60	2.00%	

Disability Rates (continued)

Police High -- Disability

Ages	Exposure	Disability	Rate
20-24	896	1	0.00029
25-29	3,448	4	0.00116
30-34	4,137	7	0.00169
35-39	3,489	10	0.00287
40-44	2,561	20	0.00781
45-49	1,647	15	0.00911
50-54	948	20	0.02111
55-59	382	10	0.02618
60-64	104	1	0.00966

Current Recommended Assumption

Ages	Current	Recommended
25	0.15%	No Change
30	0.16%	
35	0.23%	
40	0.34%	
45	0.52%	
50	0.83%	
55	1.45%	
60	2.00%	

Disability Rates (continued)

Fire Low -- Disability

Ages	Exposure	Disability	Rate
20-24	360	0	0.00000
25-29	1,324	0	0.00000
30-34	1,995	2	0.00100
35-39	2,621	4	0.00153
40-44	2,905	12	0.00413
45-49	2,135	12	0.00562
50-54	1,109	12	0.01083
55-59	236	8	0.03390
60-64			

Current Recommended Assumption

Ages	Current	Recommended
25	0.12%	No Change
30	0.13%	
35	0.18%	
40	0.27%	
45	0.42%	
50	0.66%	
55	1.16%	
60	1.60%	

Disability Rates (continued)

Fire High -- Disability

Ages	Exposure	Disability	Rate
20-24	568		0.00000
25-29	1,550		0.00000
30-34	2,069	1	0.00048
35-39	1,858	4	0.00215
40-44	1,459	6	0.00411
45-49	742	6	0.00809
50-54	254	4	0.01578
55-59	47	1	0.02151
60-64	11	1	0.09091

Current Recommended Assumption

Ages	Current	Recommended
25	0.14%	No Change
30	0.14%	
35	0.21%	
40	0.31%	
45	0.47%	
50	0.75%	
55	1.30%	
60	1.80%	



Section Five
Mortality Rates

Active Member Mortality Rates

Police Low -- Active-Death

Ages	Exposure	Deaths	Rate
20-24	1,297	1	0.00017
25-29	5,930	4	0.00067
30-34	7,923	5	0.00063
35-39	6,970	2	0.00029
40-44	4,820	8	0.00166
45-49	3,988	7	0.00176
50-54	2,809	10	0.00356
55-59	1,240	2	0.00161
60-64	301	4	0.01329

Police High -- Active - Death

Ages	Exposure	Deaths	Rate
20-24	896	0	0.00000
25-29	3,448	2	0.00058
30-34	4,137	3	0.00073
35-39	3,489	8	0.00229
40-44	2,561	0	0.00000
45-49	1,647	1	0.00061
50-54	948	0	0.00000
55-59	382	2	0.00524
60-64	104		0.00000

Active Member Mortality Rates (continued)

Fire Low -- Active - Death

Ages	Exposure	Deaths	Rate
20-24	360		0.00000
25-29	1,324		0.00000
30-34	1,995		0.00000
35-39	2,621		0.00000
40-44	2,905	1	0.00034
45-49	2,135	1	0.00047
50-54	1,109	1	0.00090
55-59	236		0.00000
60-64			

Fire High -- Active - Death

Ages	Exposure	Deaths	Rate
20-24	568	1	0.00065
25-29	1,550	2	0.00129
30-34	2,069	4	0.00193
35-39	1,858	1	0.00054
40-44	1,459	1	0.00069
45-49	742	3	0.00404
50-54	254	1	0.00394
55-59	47		0.00000
60-64			

Retiree Mortality

Deaths 1999 - 2003

Ages	No.
20-24	1
25-29	2
30-34	3
35-39	5
45-49	7
50-54	22
55-59	39
60-64	48
65-69	47
70-74	72
75-79	61
80-84	46
85-89	39
90-94	24
95-99	7
Over 100	<u>1</u>
Totals	424

Recommendation:

The current mortality table for non-disabilities is the 1971 Group Annuity Mortality Table Projected to 2000 (Male), female ages set back six years.

The current mortality table for disability is the 1971 Group Annuity Mortality Table Projected to 1984 (Male), female ages set back six years.

We believe these tables continue to provide a reasonable measure of expected mortality and recommend no change at this time.



Section Six

Summary of Recommended Rates

Demographic Assumptions

Non-Disability Mortality rates: 1971 Group Annuity Mortality Table Projected to 2000 (Male), female ages set back six years (first used for June 30, 1999 valuation).

Disability Mortality Rates: 1971 Group Annuity Mortality Table Projected to 1984 (Male), female ages set back six years.

No change.

Sample Ages	Non-Disability Table		Disability Table	
	Future Life Expectancy (Years)		Future Life Expectancy (Years)	
	Men	Women	Men	Women
20	56.86	62.72	55.98	61.84
25	51.98	57.83	51.12	56.96
30	47.12	52.95	46.27	52.09
35	42.29	48.09	41.46	47.24
40	37.51	43.25	36.69	42.42
45	32.80	38.46	32.01	37.64
50	28.28	33.73	27.53	32.93
55	23.98	29.17	23.28	28.40
60	19.90	24.82	19.27	24.11
65	16.09	20.70	15.55	20.05
70	12.69	16.82	12.25	16.27
75	9.82	13.32	9.49	12.87
80	7.39	10.36	7.17	10.02
85	5.57	7.83	5.43	7.59
90	4.19	5.89	4.10	5.74

Termination of Employment: Service-related rates for first five years of employment and age-related rates after first five years of employment. The sample rates are as follows:

Sample Ages	Years of Service	Percent Terminating Within Next Year				Disability			
		Police Officers		Firefighters		Police Officers		Firefighters	
		Low	High	Low	High	Low	High	Low	High
ALL	0	10.00%	15.00%	6.00%	9.00%				
	1	7.50	10.00	3.00	6.00				
	2	3.00	8.00	2.00	4.00				
	3	3.00	7.50	1.00	4.00				
	4	3.00	5.00	0.60	4.00				
25	5 and over	3.00	4.00	0.60	3.50	0.15%	0.15%	0.12%	0.14%
30		2.00	4.00	0.45	3.30	0.16	0.16	0.13	0.14
35		1.50	3.50	0.40	3.00	0.23	0.23	0.18	0.21
40		0.95	3.00	0.35	1.30	0.34	0.34	0.27	0.31
45		0.65	2.50	0.20	1.20	0.52	0.52	0.42	0.47
50		0.50	2.20	0.10	1.20	0.83	0.83	0.66	0.75
55		0.45	2.10	0.10	1.00	1.45	1.45	1.16	1.30
60		0.40	2.00	0.10	1.00	2.00	2.00	1.60	1.80

Retirement Rates: Service-related rates based on the following schedule:

Service	Percent of Active Members Retiring and DROPing in Year of Attaining Indicated Service			
	Police Low Group	Police High Group	Fire Low Group	Fire High Group
20	25%	40%	15%	30%
21	18	25	10	20
22	13	20	10	13
23	10	13	4	14
24	7	8	3	12
25	36	40	25	30
26	32	30	25	30
27	32	30	30	15
28	32	30	40	50
29	41	30	30	40
30	50	35	40	75
31	35	45	40	75
32	95	95	75	75
33	95	95	50	75
34	95	95	90	75
35	100	100	50	75

Economic Assumptions:

The assumed rate of investment return (net of expenses) adopted by the Fund Manager for the June 30, 2004 annual actuarial valuation is 8.75% per annum, compounded annually.

The assumed rate of across-the-board salary increases adopted by the Fund Manager for the June 30, 2004 annual actuarial valuation is 6.25%, including 5.25% for inflation.

Low Group

ASU Campus Police
Dept. of Public Safety
Douglas Fire Fighters
Flagstaff Fire Fighters
Game & Fish Department
Glendale Fire Fighters
Maricopa Sheriffs

Mesa Fire Fighters
Mesa Police
Phoenix Fire Fighters
Phoenix Police
Pima Police
Pima Sheriffs
Pinal County Sheriffs

Scottsdale Police
Tempe Fire Fighters
Tucson Fire Fighters
Tucson Police
Winslow Fire Fighters
Yuma Fire Fighters
Yuma Police
Yuma Sheriffs

High Group

Apache County Sheriffs
Apache Junction Fire District
Apache Junction Police
Arizona Dept of Liquor Licenses
Arizona State Attorney General Invest.
Arizona State Capitol Police
Arizona State Parks
Avondale Fire Fighters
Avondale Police
Avra Valley Fire District
Benson Police
Bisbee Fire Fighters
Bisbee Police
Buckeye Fire Fighters
Buckeye Police
Buckskin Fire Fighters
Bullhead City Fire Fighters
Bullhead City Police
Camp Verde Fire District
Camp Verde Marshals
Casa Grande Fire Fighters
Casa Grande Police
Central Yavapai Fire Fighters
Chandler Fire Fighters
Chandler Police

Chino Valley Fire District
Chino Valley Police
Clarksdale Police
Clifton Fire Fighters
Clifton Police
Cochise County Sheriffs
Coconino County Sheriffs
Coolidge Police
Cottonwood Fire Fighters
Cottonwood Police
D.E.M.A.
Daisy Mountain Fire District
Diamond Star Fire Fighters
Douglas Police
Drexel Heights Fire Fighters
Eagar Police
El Mirage Fire Fighters
El Mirage Police
Eloy Police
Flagstaff Police
Florence Fire Fighters
Florence Police
Fort McDowell Tribal
Police Department

Fort Mohave Mesa
Fire District
Fountain Hills Marshals
Fredonia Marshals
Fry Fire Fighters
Gila County Sheriffs
Gila River Fire Fighters
Gila River Police
Gilbert Fire Fighters
Gilbert Police
Glendale Fire Fighters
Glendale Police
Globe Fire Fighters
Globe Police
Golden Valley Fire Dist.
Golder Ranch Fire Dist.
Goodyear Fire Fighters
Goodyear Police
Graham County Sheriffs
Green Valley Fire Dist.
Greenlee County
Attorney Investigators
Greenlee County Sheriffs
Guadalupe Fire Fighters
Guadalupe Police

High Group (continued)

Hayden Police	Payson Fire Fighters	Springerville Police
Heber-Overgaard Fire Fighters	Payson Police	St. John's Police
Highlands Fire District	Peoria Fire Fighters	Summit Fire District
Holbrook Police	Peoria Police	Sun City Fire Fighters
Hualapai Valley Fire Fighters	Picture Rocks Fire Fighters	Sun City West Fire Dstrict
Hualapai Indian Tribe Police	Pima Comm. College Police	Sun Lakes Fire District
Kearny Police	Pima County Attorney Invest.	Superior Police
Kingman Fire Fighters	Pine-Strawberry Fire Fighters	Surprise Fire Fighters
Kingman Police	Pinetop Fire Fighters	Surprise Police
La Paz County Attorney Invest.	Pinetop-Lakeside Police	Tempe Police
La Paz County Sheriffs	Pinewood Fire Fighters	Thatcher Police
Lake Havasu City Fire Fighters	Prescott Fire Fighters	Three Points Fire District
Lake Havasu City Police	Prescott Police	Tolleson Fire Fighters
Lakeside Fire Fighters	Prescott Valley Police	Tolleson Police
Linden Fire District	Quartzsite Marshals	Tombstone Marshals
Mammoth Police	Rincon Valley Fire Fighters	Tri-City Fire District
Marana Police	Rio Rico Fire District	Tubac Fire District
Maricopa County Attorney Invest.	Safford Police	Tucson Airport Authority Fire Fighters
Maricopa County Park Rangers	Sahuarita Police	Tucson Airport Authority Police
Mayer Fire District	Salt River Pima-Maricopa Fire Fighters	Tucson Estates Fire Fighters
Miami Fire Fighters	Salt River Pima-Maricopa Police	U of A Police
Miami Police	San Luis Fire Fighters	Verde Valley Fire District
Mohave County Sheriffs	San Luis Police	Wellton Police
Mohave Valley Fire Fighters	Santa Cruz County Sheriffs	Wickenburg Police
Montezuma/Rimrock Fire Fighters	Sedona Fire District	Willcox Police
NAU Police	Sedona Police	Williams Police
Navajo County Attorney Invest.	Show Low Fire Fighters	Winslow Police
Navajo County Sheriffs	Show Low Police	Yavapai County Attorney Investigators
Nogales Fire Fighters	Sierra Vista Fire Fighters	Yavapai County Sheriffs
Nogales Police	Sierra Vista Police	Youngtown Police
Northwest Fire District	Snowflake Police	
Oro Valley Police	Somerton Fire Fighters	
Page Fire Fighters	Somerton Police	
Page Police	South Tucson Police	
Paradise Valley Police		
Patagonia Marshals		