



City Council Work Session
City Hall - Canyon Trails Conference Room 1 & 2
1900 N. Civic Square
Goodyear, AZ 85395

Monday, November 13, 2023

**Immediately following the Joint Community Facilities District
Meeting that begins at 5:00 p.m.**

Mayor
Joe Pizzillo

Vice Mayor
Laura Kaino

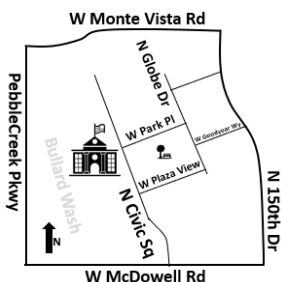
Councilmember
Sheri Lauritano

Councilmember
Wally Campbell

Councilmember
Bill Stipp

Councilmember
Brannon Hampton

Councilmember
Vicki Gillis



PROCEDURES

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Goodyear City Council and to the general public that the Council of the city of Goodyear will hold a meeting open to the public. Public body members of the city of Goodyear will attend either in person or by telephone conference call and/or video communication. The Goodyear City Council may vote to go into Executive Session, pursuant to A.R.S. § 38-431.03(A)(3), which will not be open to the public, to discuss certain matters. Meetings are conducted in accordance with the City Council Meetings Council Rules of Procedure adopted by Resolution No. 2018-1879.

THE CITY OF GOODYEAR ENDEAVORS TO MAKE ALL PUBLIC MEETINGS ACCESSIBLE TO PERSONS WITH DISABILITIES. With 48-hour advance notice, special assistance can be provided for sight and/or hearing-impaired persons at this meeting. Reasonable accommodations will be made upon request for persons with disabilities or non-English speaking residents. Please call the City Clerk (623) 882-7830 or Arizona Relay (TDD) 7-1-1 to request an accommodation to participate in this public meeting.

Si necesita asistencia o traducción en español, favor de llamar al menos 48 horas antes de la reunión al (623) 882-7830.



City Clerk's Office: 1900 N. Civic Square, Goodyear, AZ 85395 (623) 882-7830

www.goodyearaz.gov/cityclerk

City Council Meeting Live Broadcast: <https://www.facebook.com/goodyearazgov/videos>

Immediately following the Community Facilities District Meeting that begins at 5:00 p.m.

CALL TO ORDER

ROLL CALL

AGENDA ITEMS FOR DISCUSSION

ALL ITEMS LISTED ARE FOR DISCUSSION ONLY. NO ACTION CAN NOR WILL BE TAKEN.

**1. CONTINUOUS IMPROVEMENT UPDATE – DEVELOPMENT SERVICES
DEPARTMENT**

Summary

Provide an update on the continuous improvement efforts taking place in the Development Services Department. (Christopher Baker, Development Services Director)

2. RETIREE HEALTHCARE

Summary

Staff will present results from a feasibility study relating to retiree healthcare benefits. This study is used to ensure the City is providing appropriate compensation and benefits to attract and retain a talented workforce that delivers exceptional services to our citizens. (Lyman Locket, Human Resources Director)

ADJOURNMENT

POSTING VERIFICATION

This agenda was posted on 11/08/2023 at 4:06 p.m. by PP.

ITEM #: 1.
DATE: 11/13/2023
AI #:1762



CITY COUNCIL ACTION REPORT

SUBJECT: CONTINUOUS IMPROVEMENT UPDATE – DEVELOPMENT SERVICES DEPARTMENT

STAFF PRESENTER(S): Christopher Baker, Development Services Director

Summary

Provide an update on the continuous improvement efforts taking place in the Development Services Department. (Christopher Baker, Development Services Director)

FISCAL IMPACT

There is no direct budget impact associated with this update.

BACKGROUND AND PREVIOUS ACTIONS

The City Manager has a goal of continued focus on lean process improvements to the Development Continuum which also requires status updates to Council in June 2023 and by December 2023.

STAFF ANALYSIS

Development Services has been implementing Continuous Improvement since 2015. Staff will provide an update on the ongoing and upcoming efforts of the department.

Attachments

Staff Presentation



Development Services

Continuous Improvement Update

November 13, 2023



Agenda



- Results of Spring Rapid Improvement Event “New Ground Up” process
- Building Permit Alignment
- Fall Rapid Improvement Event
- Accela Update
- Zoning Ordinance Text Amendments
- Department Recognition

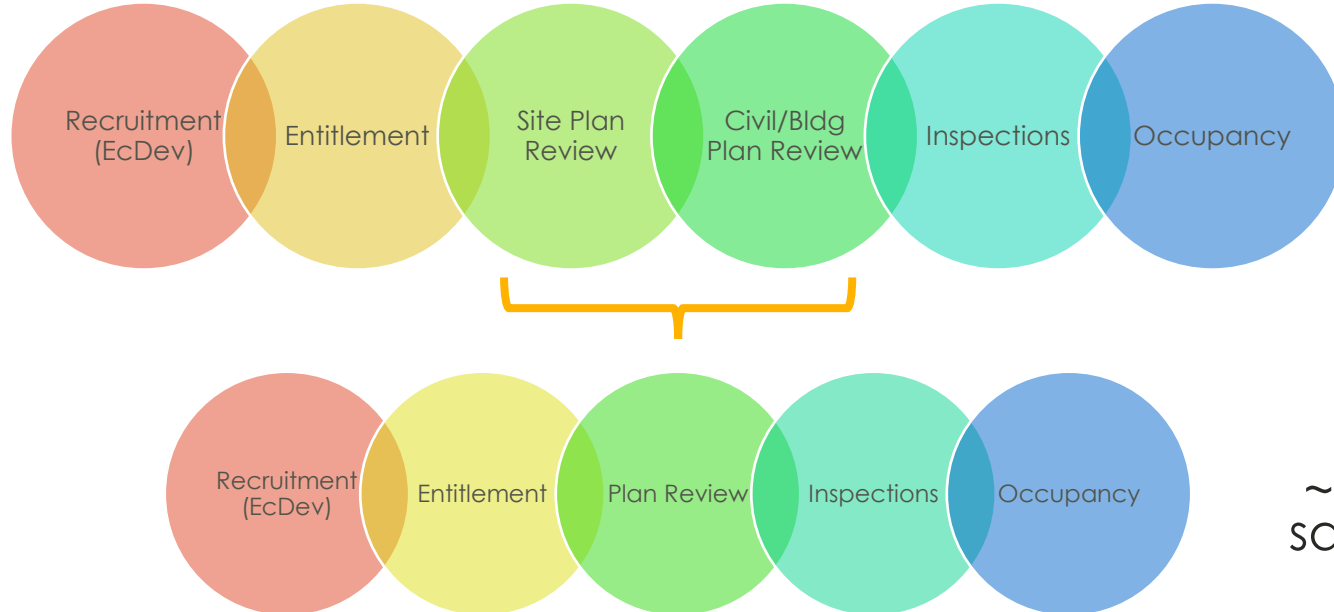
Results of New Ground Up Process



New Process



CI: COM, MF, IND GROUND UP – MAY 2023



~168 days
savings per
project

New Ground Up Projects

Project	Review Cycle				
	1	2	3	Oversight	Approval
GSQ Garage	1	2	3	Oversight	Approval
McDonald's Indian School and Sarival	1	2	3	Oversight	Approval
Winco	1	2	3	Oversight	Approval
O'Reilly Auto Parts	1	2	3	Oversight	Approval
Vantage	1	2	3	Oversight	Approval
Liberty Well Site	1	2	3	Oversight	Approval



**GSQ Gen 2 Garage =
46 days!**

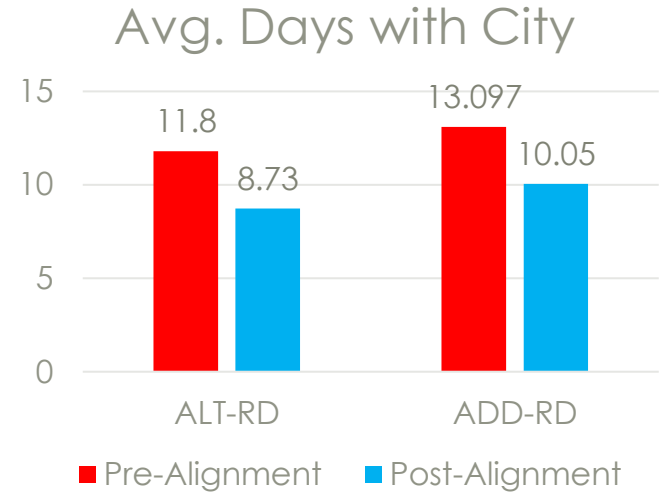
Building Permit Alignment



Building Permits - Residential

ALIGNMENT

- Daily coordination on reviews
- Started September 2023
- Alterations (ALT-RD) = 23% Time Saved
- Additions (ADD-RD) = 26% Time Saved



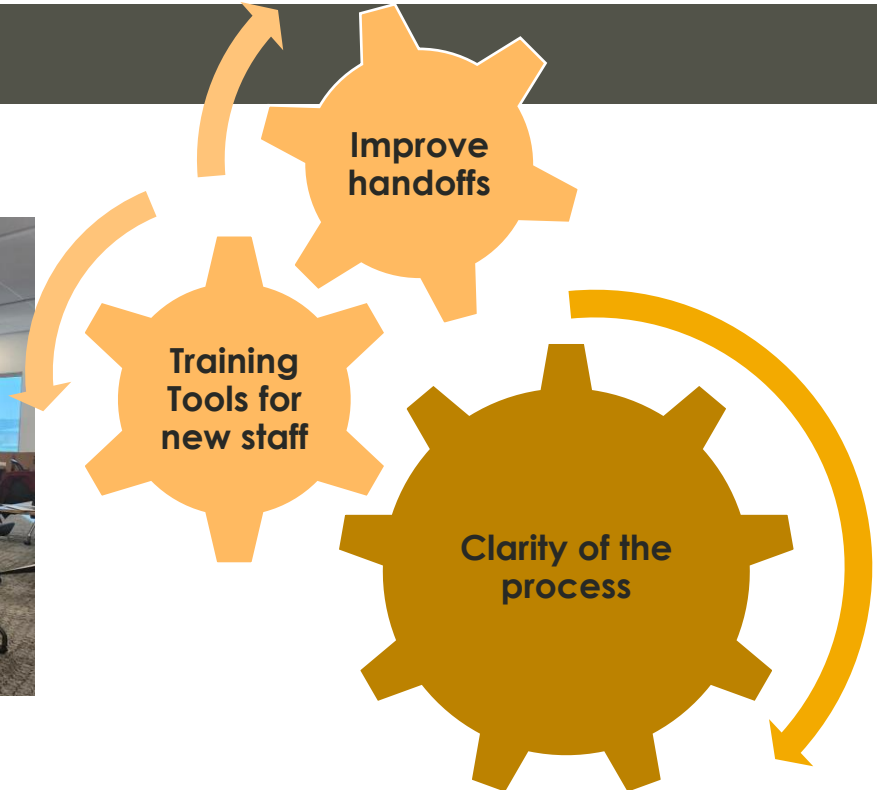
10/30/23-11/2/23 Rapid Improvement Event Results



Single Family Final Plats



RAPID IMPROVEMENT EVENT



Accela Update & Zoning Ordinance Text Amendments



Accela – Permit Software



UPDATE

NaviLine Workspaces x BP - Permit information master in x +

Permit Master Information Inquiry

✓ OK
✗ Exit

Refresh
Subset
Switch View
Toggle View

– Jump To

Street Number Pre Qualifier Direction

Street Name Suffix Post Direction

Post Qualifier Apartment →

Direct access fields

Option Year Number

Export

Option	Year	Number	Property Address	Type	Status
▼	95	00005939	*UNASSIGNED	A	AP
▼	95	00004929	*UNASSIGNED	IS	AP
▼	95	00004936	*UNASSIGNED	PLMB	AP
▼	95	00004960	*UNASSIGNED	IS	AP

Zoning Ord Text Amendments



Text Amendments:

- Noise revision: 
- Use Permits & Churches: December WS
- Business Park: 
- Mobile Overlay: Jan/ Feb

Department Recognition

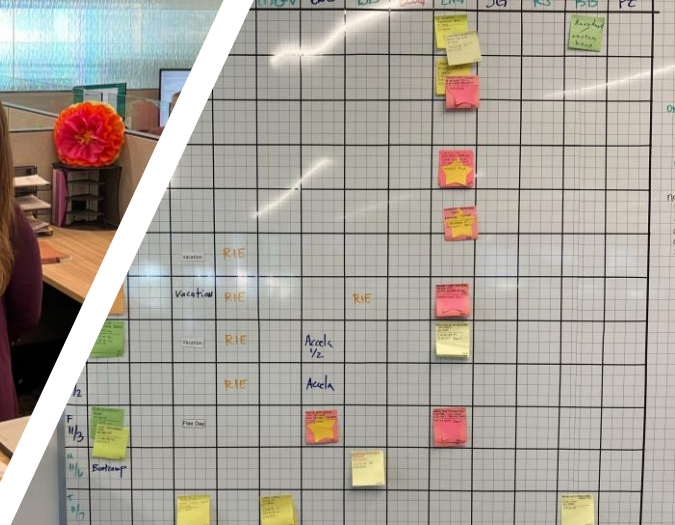


Department Recognition

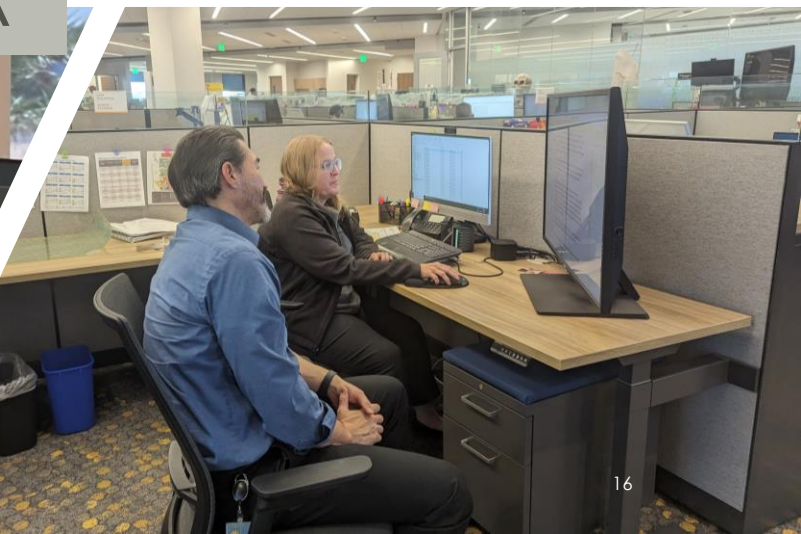
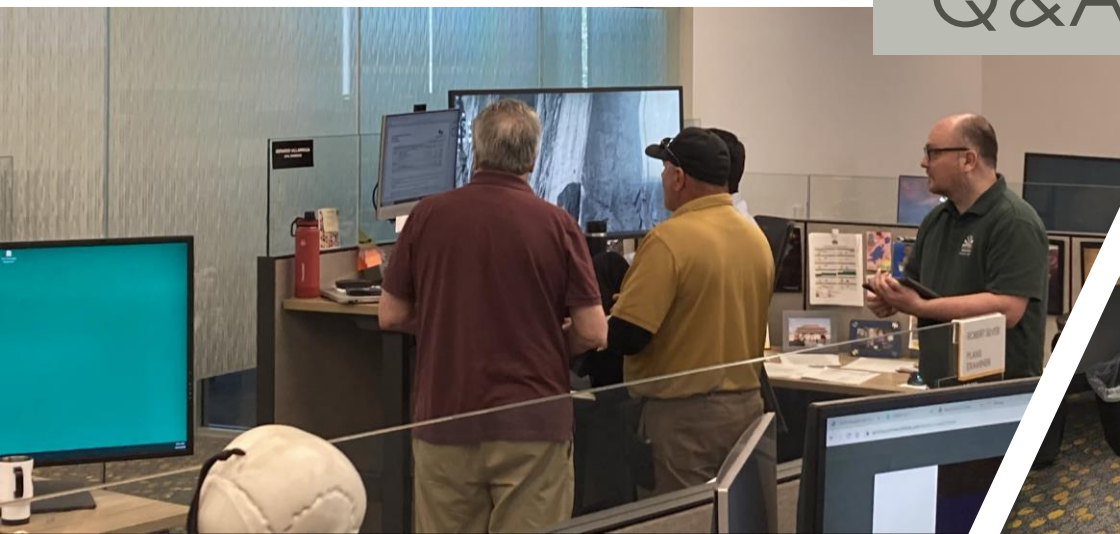


- League Invitation
- MoreSteam – Best Practices for Operational Excellence Conference Presentation
- NAIOP Research Foundation – Transparency Exemplar
- Charles Garrison – Empathy Award





Q&A





ITEM #: 2.
DATE: 11/13/2023
AI #:1766



CITY COUNCIL ACTION REPORT

SUBJECT: RETIREE HEALTHCARE

STAFF PRESENTER(S): Lyman Locket, Human Resources Director

Summary

Staff will present results from a feasibility study relating to retiree healthcare benefits. This study is used to ensure the City is providing appropriate compensation and benefits to attract and retain a talented workforce that delivers exceptional services to our citizens. (Lyman Locket, Human Resources Director)

FISCAL IMPACT

Based on option(s) selected and the funding approach the fiscal impact varies.

BACKGROUND AND PREVIOUS ACTIONS

At the February 3, 2023 Council retreat, we provided Council with a preliminary overview retiree healthcare options and market conditions. Currently, the city provides contributions to a retirement health savings (RHS) for benefit eligible employees, however post employment healthcare is not provided. Data from Mercer's 2021 Annual Employer Survey shows 62% of government employers offer health plans for pre-Medicare eligible retirees and 33% offer plans for Medicare eligible retirees. Following this preliminary discussion, Council provided direction to conduct a feasibility study. We have contracted with Milliman Consulting, an actuarial firm, and worked through our insurance broker/consultant GBS to complete a feasibility study as requested by Council.

Attachments

Presentation



RETIREE HEALTHCARE PROPOSAL

NOVEMBER 13, 2023

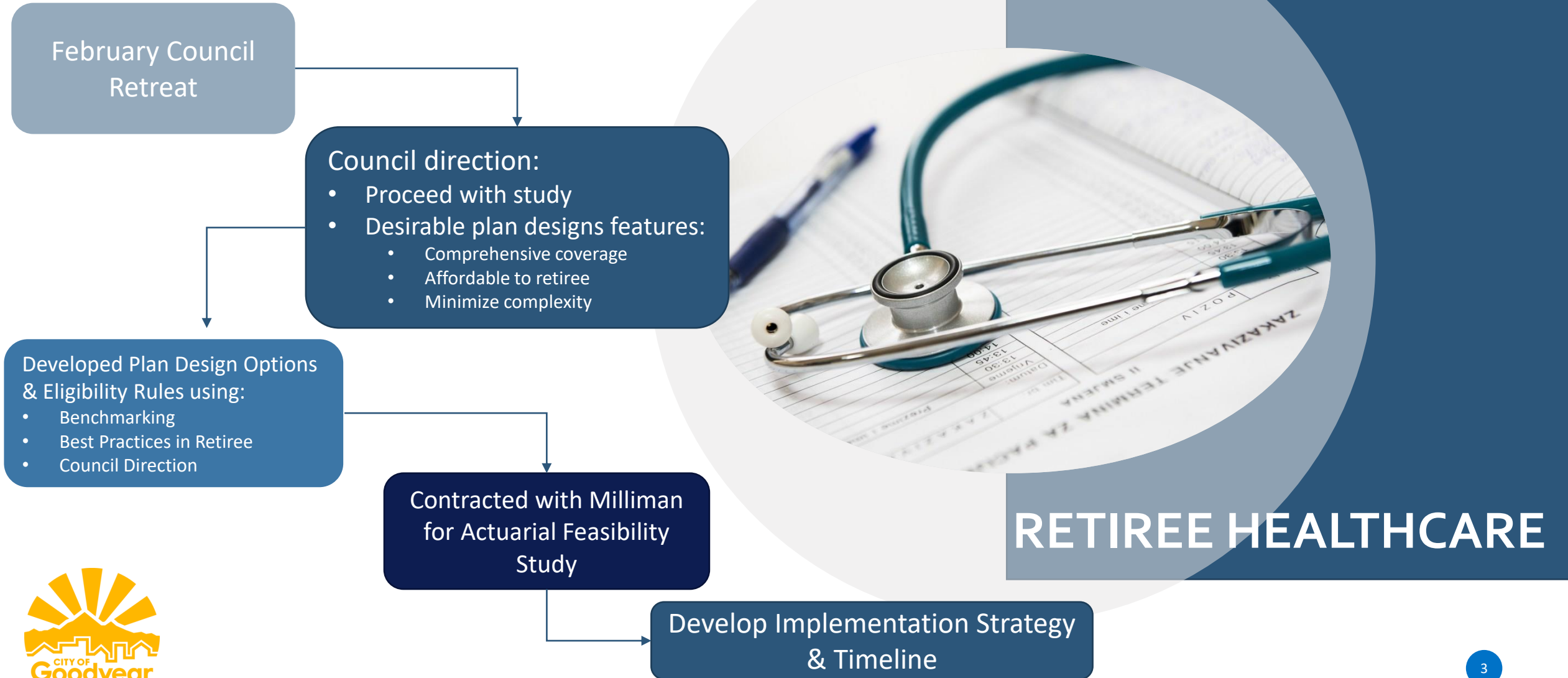


AGENDA

- Background
- Benchmark Data
- Covered Groups
- Plan Designs
- Draft Implementation Timeline



BACKGROUND



BENCHMARK DATA

CITY/TOWN	Provides Retiree Coverage	Post- 65	Same Plan as Active	Premium	General Eligibility
Chandler	Yes	Currently Yes Changing to No	Yes	Full Premium plus 2% admin fee*	Must commence retirement from a system (ASRS, EORP, PSPRS) and have benefits at the time of retirement.
Gilbert	Yes	No	Yes	Full Premium	10 Years with Town of Gilbert
Mesa	Yes	Yes	No	70% Retiree/30% ER Evaluated Annually	- Retire from the City of Mesa - Retire from one of the State pension plans - Have a total of 20 years or more of cumulative benefit eligible service with the City of Mesa - Have 10 or more consecutive years of benefit eligible service with the City of Mesa immediately before retirement
Phoenix	Yes, sunseting plans on or before 12/31/2025	Yes Medicare Sup. Plans	No Non-Medicare Plans Available	Full Premium*	Retired from City due to credited service or approved medical retirement
Tempe	Yes, Contribution only	Yes Medicare Sup. Plans	No	N/A	
Glendale, Scottsdale	Previously covered retirees suspended program during economic downturn. Glendale assessing market changes.				
Avondale, Buckeye, Peoria, Surprise	Does not provide retiree health coverage				

*Premium reduction programs - Retirement Health Account (RHA)

EXISTING COST REDUCTION PLANS

POST EMPLOYMENT HEALTHCARE COST REDUCTION PLANS	
PLAN	BENEFIT
RHS Retirement Health Savings	Per pay-period contribution \$12.50 Employee/ \$22.50 City
RHS Conversion	Annual conversion of sick leave to Retirement Health Savings Plan Based on accrued hours: 240 - 12-hours 360- 18-hours 480 - 24-hours 720 - 48-hours
RHS Conversion at time of Separation	Official retirement through ASRS or PSPRS or separation of employment due to disability retirement (<i>excludes Sworn Fire</i>). Eligible for sick leave conversion for unused hours above 480 based on years of service. 8-years 25% 10-years 35% 15-years 50% 20-years 75%

GOALS

- Maintain Workforce Stability
- Neutralize Workforce Impacts
- Improve Competitiveness
- Improve Workforce Retention
- Align with Culture Statement “We Care”



THREE COVERED GROUPS

PSPRS

Retirees covered under the Public Safety Retirement System.

ASRS

Retirees covered under the Arizona State Retirement System

Council

Retirees serving two full-terms on City Council



Retirees must meet eligibility requirements as outlined in the plan.

RETIREE HEALTHCARE PLAN TYPES

CONTRIBUTION-ONLY



- Contribution to retirement plan
- Used for retirees healthcare cost
- Not covered on City's self-insured plan
- Retiree finds coverage on the exchange or has other coverage

BRIDGE PLAN



- Provides coverage until 65
- At 65 Retiree moves to Medicare
- Retiree stays on City's self-insured plan
- Premium Equivalency set by plan

MEDICARE SUPPLEMENTAL



- Provides post-65 coverage
- May include medical only or medical and Part D coverage (pharmacy)
- May be combined with contribution only or bridge plans
- Can provide life-time coverage



CONTRIBUTION ONLY PLAN

Benefit and Eligibility Requirements

	Option A	Option B
Continuous Years of Service with City of Goodyear	ASRS & PSPRS – 10 Years Council - 2 Full Terms	ASRS & PSPRS – 15 Years Council - 2 Full Terms
Minimum Age	PSPRS – 50 Years ASRS – 55 Years Council - 45 Years	PSPRS – 45 Years ASRS – 55 Years Council – 55 Years
Contribution	Eligible employees receive a payment of \$900 per year of service at time of separation.	

Contribution Only Plan Highlights

- Retirees receive a lump-sum contribution to a Health Reimbursement Arrangement (HRA)
- Contributions are tax free
- Funds can be used for insurance premiums and qualified medical expenses
- Retirees find insurance on the exchange with advocate assistance

Option A - Estimated Cost

One-time (Liability)	\$3,297,309
On-going	\$232,761

Option B - Estimated Cost

One-time (Liability)	\$3,280,958
On-going	\$220,972

GROUPS UNDER BRIDGE PLAN OPTION

PSPRS

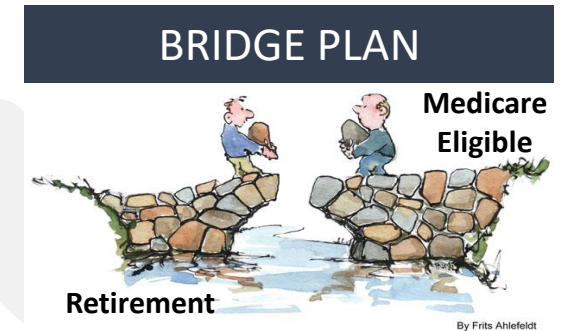
Retirees covered under the Public Safety Retirement System.

ASRS

Retirees covered under the Arizona State Retirement System

Council

Retirees serving two full-terms on City Council



Bridge Plan Highlights

- Retirees remain on City's benefit plan to age 65 (Medicare Eligible)
- Plan is the same as active employees
- Retirees maintain access to the Goodyear Wellness Center



Retirees must meet eligibility requirements as outlined in the plan.

75%/25% BRIDGE PLAN OPTIONS

Employee Employer

BRIDGE PLAN



Option A

Plan Design - Age and Service

Age and Service	PSPRS	ASRS	Council
Continuous Years of Service with City of Goodyear	10	10	Two Full-Terms
Minimum Age	50	55	45

Option B

Plan Design - Age and Service

Age and Service	PSPRS	ASRS	Council
Continuous Years of Service with City of Goodyear	15	15	Two Full-Terms
Minimum Age	45	55	55

Option A - Estimated Cost

One-time Cost (Liability)	\$21,177,836
Ongoing Cost	\$1,727,933

Option B - Estimated Cost

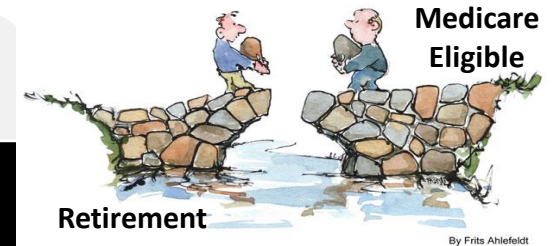
One-time Cost (Liability)	\$20,976,790
Ongoing Cost	\$1,564,950



50%/50% BRIDGE PLAN OPTIONS

Employee Employer

BRIDGE PLAN



Option A

Plan Design - Age and Service

Service & Age Requirement	PSPRS	ASRS	Council
Continuous Years of Service with City of Goodyear	10	10	Two Full-Terms
Minimum Age	50	55	45

Option B

Plan Design - Age and Service

Service & Age Requirement	PSPRS	ASRS	Council
Continuous Years of Service with City of Goodyear	15	15	Two Full-Terms
Minimum Age	45	55	55

Option A - Estimated Cost

One-time Cost (Liability)	\$26,505,251
Ongoing Cost	\$2,115,649

Option B - Estimated Cost

One-time Cost (Liability)	\$26,263,564
Ongoing Cost	\$1,915,716



PREMIUM EQUIVALENCY

Insurance Plan	Coverage Level	Total Monthly Premium	Monthly Retiree Premium	
			75%EE - 25% ER	50%EE - 50%ER
HMO Plan	Retiree Only	\$727.20	\$545.40	\$363.30
	Retiree + Spouse	\$1,717.43	\$1,288.07	\$858.71
H.S.A. Plan	Retiree Only	\$627.48	\$470.61	\$313.74
	Retiree + Spouse	\$1,407.35	\$1,055.51	\$703.67
PPO Plan	Retiree Only	\$746.09	\$559.57	\$373.04
	Retiree + Spouse	\$1,656.40	\$1,242.30	\$828.20

ASRS Monthly Premium Comparison		
Insurance Plan	Coverage Level	Premium
Economy In-Network Only	Single	\$660
	Family Single +1	\$1,320
Premier In-Network Only	Single	\$1,132
	Family Single +1	\$2,264
PPO Plan	Single	\$1,408
	Family Single +1	\$2,816

- All coverage levels not depicted
- Coverage comparison is not an apples for apples comparison, it is meant to compare high and low premium comps.

PREMIUM EQUIVALENCY

Insurance Plan	Coverage Level	Total Monthly Premium	Monthly Retiree Premium	
			75%EE - 25% ER	50%EE - 50%ER
HMO Plan	Retiree Only	\$727.20	\$545.40	\$363.30
	Retiree + Spouse	\$1,717.43	\$1,288.07	\$858.71
H.S.A. Plan	Retiree Only	\$627.48	\$470.61	\$313.74
	Retiree + Spouse	\$1,407.35	\$1,055.51	\$703.67
PPO Plan	Retiree Only	\$746.09	\$559.57	\$373.04
	Retiree + Spouse	\$1,656.40	\$1,242.30	\$828.20

ASRS Monthly Premium Comparison		
Insurance Plan	Coverage Level	Premium
Economy In-Network Only	Single	\$660
	Family Single +1	\$1,320
Premier In-Network Only	Single	\$1,132
	Family Single +1	\$2,264
PPO Plan	Single	\$1,408
	Family Single +1	\$2,816

- All coverage levels not depicted
- Coverage comparison is not an apples for apples comparison, it is meant to compare high and low premium comps.

PREMIUM EQUIVALENCY

Insurance Plan	Coverage Level	Total Monthly Premium	Monthly Retiree Premium	
			75%EE - 25% ER	50%EE - 50%ER
HMO Plan	Retiree Only	\$727.20	\$545.40	\$363.30
	Retiree + Spouse	\$1,717.43	\$1,288.07	\$858.71
H.S.A. Plan	Retiree Only	\$627.48	\$470.61	\$313.74
	Retiree + Spouse	\$1,407.35	\$1,055.51	\$703.67
PPO Plan	Retiree Only	\$746.09	\$559.57	\$373.04
	Retiree + Spouse	\$1,656.40	\$1,242.30	\$828.20

ASRS Monthly Premium Comparison		
Insurance Plan	Coverage Level	Premium
Economy In-Network Only	Single	\$660
	Family Single +1	\$1,320
Premier In-Network Only	Single	\$1,132
	Family Single +1	\$2,264
PPO Plan	Single	\$1,408
	Family Single +1	\$2,816

- All coverage levels not depicted
- Coverage comparison is not an apples for apples comparison, it is meant to compare high and low premium comps.

PREMIUM EQUIVALENCY

Insurance Plan	Coverage Level	Total Monthly Premium	Monthly Retiree Premium	
			75%EE - 25% ER	50%EE - 50%ER
HMO Plan	Retiree Only	\$727.20	\$545.40	\$363.30
	Retiree + Spouse	\$1,717.43	\$1,288.07	\$858.71
H.S.A. Plan	Retiree Only	\$627.48	\$470.61	\$313.74
	Retiree + Spouse	\$1,407.35	\$1,055.51	\$703.67
PPO Plan	Retiree Only	\$746.09	\$559.57	\$373.04
	Retiree + Spouse	\$1,656.40	\$1,242.30	\$828.20

ASRS Monthly Premium Comparison		
Insurance Plan	Coverage Level	Premium
Economy In-Network Only	Single	\$660
	Family Single +1	\$1,320
Premier In-Network Only	Single	\$1,132
	Family Single +1	\$2,264
PPO Plan	Single	\$1,408
	Family Single +1	\$2,816

- All coverage levels not depicted
- Coverage comparison is not an apples for apples comparison, it is meant to compare high and low premium comps.

PREMIUM COMPARISON

Insurance Plan	Coverage Level	Total Monthly Premium	Monthly Retiree Premium	
			75%EE - 25% ER	50%EE - 50%ER
HMO Plan	Retiree Only	\$727.20	\$545.40	\$363.30
	Retiree + Spouse	\$1,717.43	\$1,288.07	\$858.71
H.S.A. Plan	Retiree Only	\$627.48	\$470.61	\$313.74
	Retiree + Spouse	\$1,407.35	\$1,055.51	\$703.67
PPO Plan	Retiree Only	\$746.09	\$559.57	\$373.04
	Retiree + Spouse	\$1,656.40	\$1,242.30	\$828.20

ASRS Monthly Premium Comparison		
Insurance Plan	Coverage Level	Premium
Economy In-Network Only	Single	\$660
	Family Single +1	\$1,320
Premier In-Network Only	Single	\$1,132
	Family Single +1	\$2,264
PPO Plan	Single	\$1,408
	Family Single +1	\$2,816

- All coverage levels not depicted
- Coverage comparison is not an apples for apples comparison, it is meant to compare high and low premium comps.

GENERAL BRIDGE PLAN ELIGIBILITY RULES

Rules	
Enrollment	Employee required to be enrolled in the city's plan to be eligible
Termination of Coverage	• Once a retiree opts-out of a coverage option under this Plan, the retiree may never re-enroll in any such City-sponsored program again (even during a subsequent Open Enrollment period) • Once a covered dependents opts out of coverage they may not return
Changes in Coverage	Changes to coverage may only occur at open enrollment unless you experience a qualifying event under the plan



GROUPS UNDER MEDICARE SUPPLEMENTAL

PSPRS

Retirees covered under the Public Safety Retirement System.

ASRS

Retirees covered under the Arizona State Retirement System

Council

Retirees serving two full-terms on City Council

Medicare Supplemental Plan Highlights

- Retirees receive a lifetime supplemental benefit
- Contributions are fixed at \$50 per member per month



Retirees must meet eligibility requirements as outlined in the plan.



MEDICARE SUPPLEMENTAL PLAN

Option A

Plan Design Elements

	PSPRS	ASRS	Council
Continuous Years of Service with City of Goodyear	10	10	Two Full-Terms
Minimum Age	65 or Medicare eligible		

Option B

Plan Design Elements

	PSPRS	ASRS	Council
Continuous Years of Service with City of Goodyear	15	15	Two Full-Terms
Minimum Age	65 or Medicare eligible		

Option A - Estimated Cost

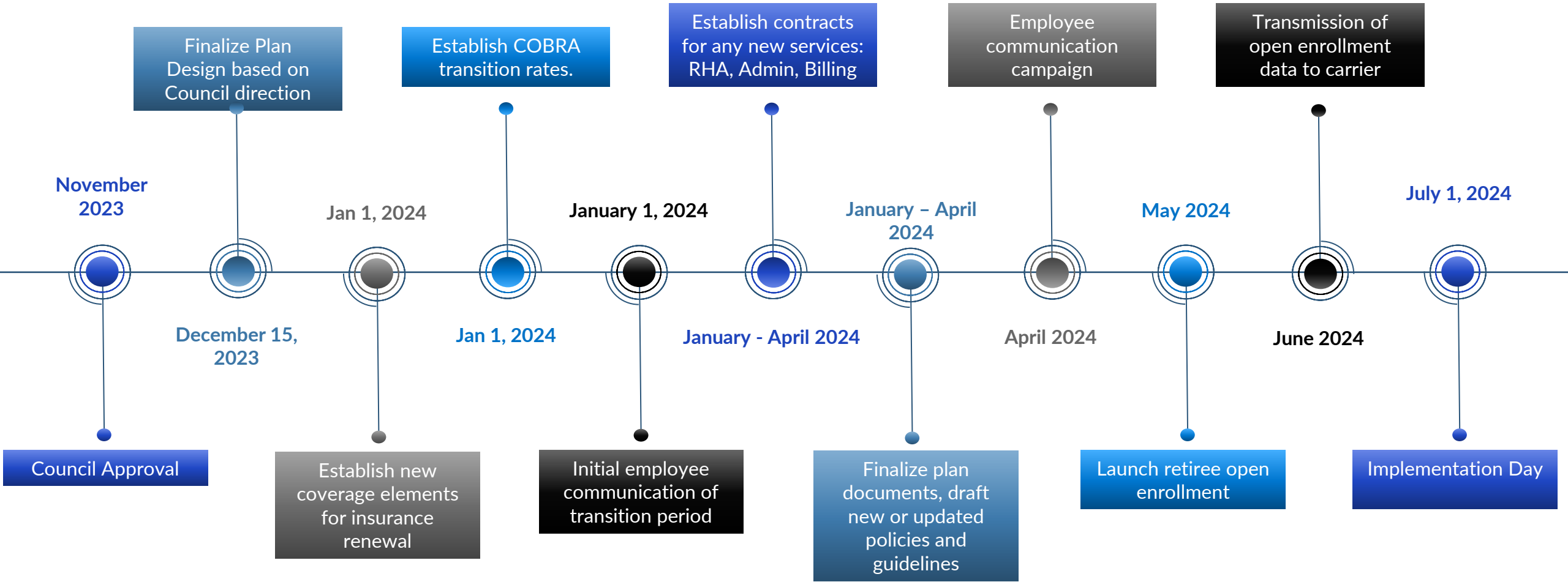
One-time Cost (Liability)	\$16,787,059
Ongoing Costs	\$1,493,699

Option B - Estimated Cost

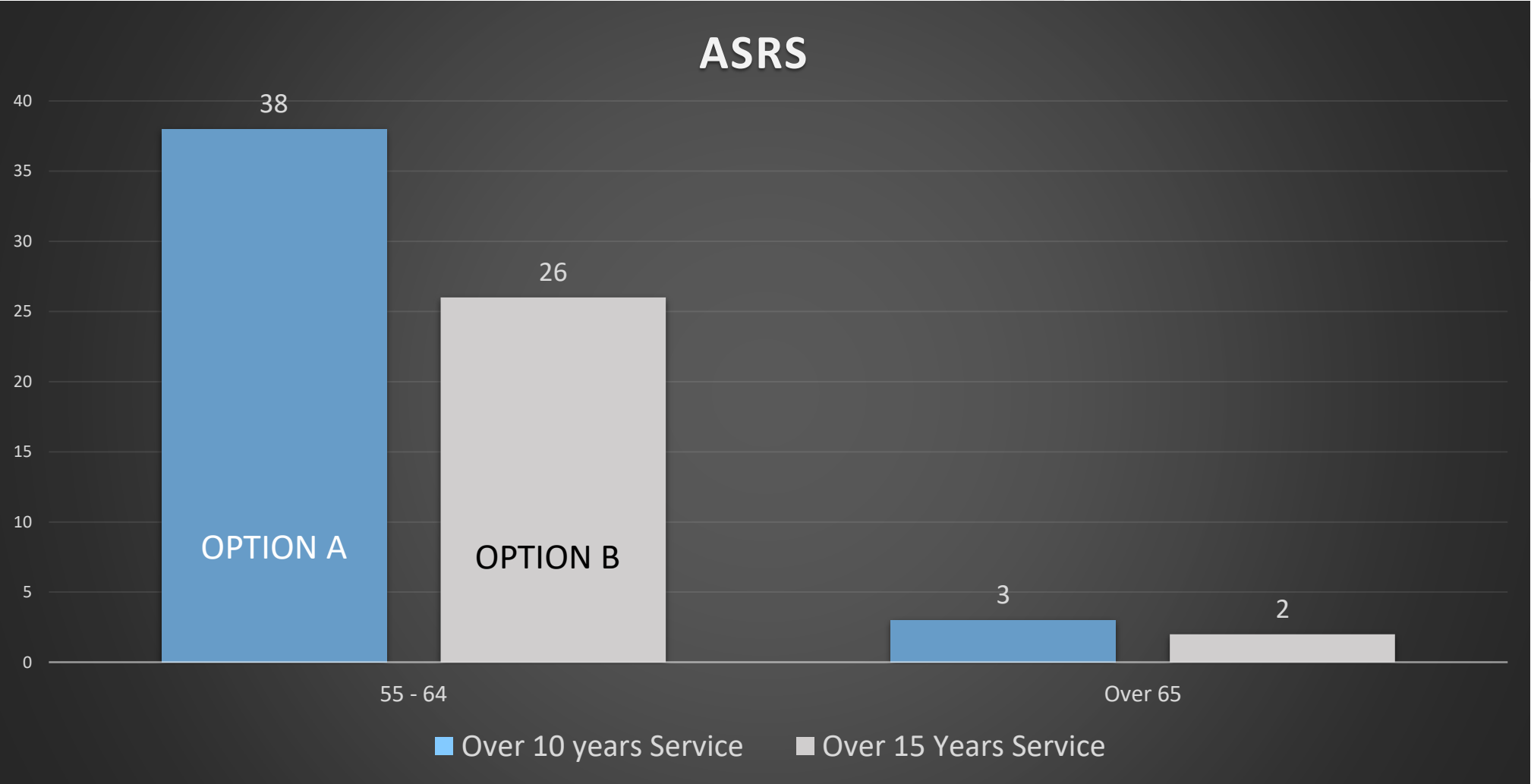
One-time Cost (Liability)	\$16,386,453
Ongoing Costs	\$1,348,120



Retiree Healthcare Implementation Timeline



AGE AND SERVICE ELIGIBILITY



AGE AND SERVICE ELIGIBILITY

