

RESOLUTION NO. 2023-2377

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, ACCEPTING THE FRAMEWORK AND TRANSITION PLAN FOR THE IMPLEMENTATION OF A RETIREE HEALTHCARE PLAN WITH THE TRANSITION COMMENCING ON DECEMBER 19, 2023, AND WITH A PLAN EFFECTIVE DATE OF JULY 1, 2024.

WHEREAS, pursuant to Section 5-B of the City Charter of Goodyear, the City Council shall have the right, by ordinance, to govern the process of setting employee wages, hours, benefits, and working conditions with employees, employee groups, or their representatives; and

WHEREAS, the Mayor and City Council have been provided with data from a feasibility study with cost estimates for providing retiree healthcare benefits for retirees who meet the eligibility requirements; and

WHEREAS, staff has provided the Mayor and City Council with retiree healthcare plan design options for consideration.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, AS FOLLOWS:

SECTION 1. ACCEPTANCE AND APPROVAL

The Mayor and Council hereby approve the Framework and Transition Plan, attached as Exhibit A, for the implementation of a retiree healthcare benefit for retirees who are members of ASRS, PSPRS or City Council and meet the established eligibility requirements subject to the formal future appropriation of funding and Council approval of a Retiree Healthcare Plan.

SECTION 2. CITY MANAGER IMPLEMENTATION

The City Manager is authorized and directed to take action consistent to implement the Framework and Transition Plan to finalize the design of a Retiree Healthcare Plan for formal Council approval prior to July 1, 2024, and to include necessary budgetary requests required to implement the Retiree Healthcare Plan in the Fiscal Year 2024-25 Annual Budget for formal Council consideration and approval.

SECTION 3. Resolution 2023-2377 shall be effective upon the date of its adoption.

PASSED AND ADOPTED by the Mayor and Council of the City of Goodyear, Maricopa County, Arizona, by a _____ vote, this _____ day of _____, 2023.

Joe Pizzillo, Mayor

Date: _____

ATTEST:

APPROVED AS TO FORM:

Darcie McCracken, City Clerk

Roric Massey, City Attorney

Exhibit "A"

RETIREE HEALTHCARE FRAMEWORK
AND TRANSITION PLAN

(ON THE FOLLOWING PAGES)



RETIREE HEALTHCARE FRAMEWORK AND TRANSITION PLAN

DECEMBER 18, 2023

RETIREE HEALTHCARE FRAMEWORK

Plan Design – Required Service & Retirement Status			
Plan Design Components	Covered Groups		
	PSPRS	ASRS	Council
Continuous Years of Service with City of Goodyear	10 - Years		Two Full-Terms
Retirement Status	Must meet eligibility requirements and commence retirement with ASRS or PSPRS <i>(Includes LTD w/ASRS or Disability Retirement w/PSPRS)</i>		N/A
Wellness Center Access	Includes access to Goodyear Wellness Center		
Premium Equivalency	50% Retiree / 50% City (Based on total established premium rate for active employees)		
Medical Plan	Provides option to enroll in same plan(s) provided to active employees		

TRANSITION PLAN

Transition Period January 1 – June 30, 2024

- Communication Plan
- Council Policy Approval
- 50/50 Cobra rates provided to retirees

Retiree Open Enrollment

- Retiree Benefits Brochure
- May 2024 Open Enrollment

Launch Date - July 1, 2024

Effective date of retiree healthcare plan.



Retiree Healthcare Implementation Timeline

