



City Council Work Session
City Hall - Canyon Trails Room 1 & 2
1900 N. Civic Square
Goodyear, AZ 85395
Monday, January 5, 2026
5:00 PM

Physical access to the meeting location will be available 30 minutes prior to the meeting.

Mayor
Joe Pizzillo

Vice Mayor
Brannon Hampton

Councilmember
Wally Campbell

Councilmember
Laura Kaino

Councilwoman
Vicki Gillis

Councilmember
Benita Beckles

Councilmember
Trey Terry



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. 2025-2441.

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>

CALL TO ORDER**ROLL CALL****AGENDA ITEMS FOR DISCUSSION**

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

1. 2026 STATE AND FEDERAL LEGISLATIVE AGENDA UPDATE**Summary**

Council to receive a recap of the 2025 Legislative Session and present the 2026 State and Federal Legislative Agenda. (Edwin Hernández-Vargas, Chief Government Affairs Officer; Anthony Casselman, Government Affairs Officer)

2. STAFFING AND SUCCESSION PLAN UPDATE**Summary**

Council to receive an update on workforce planning efforts identified in the city's Fiscal Year (FY)2026 and FY2027 Strategic Plan, including the 3–5 Year Staffing and Succession Plan. (Lyman Locket, Human Resources Director)

FUTURE MEETINGS

Future meetings are tentatively scheduled as follows:

January 12, 2026

Council Meeting

5:00 p.m

ADJOURNMENT**POSTING VERIFICATION**

This agenda was posted on 12/31/2025 at 2:00 p.m. by VM.

ITEM #: 1.
DATE: 01/05/2026
AI #:2994



CITY COUNCIL ACTION REPORT

SUBJECT: 2026 STATE AND FEDERAL LEGISLATIVE AGENDA UPDATE

STAFF PRESENTER(S): Edwin Hernández-Vargas, Chief Government Affairs Officer; Anthony Casselman, Government Affairs Officer

Summary

Council to receive a recap of the 2025 Legislative Session and present the 2026 State and Federal Legislative Agenda. (Edwin Hernández-Vargas, Chief Government Affairs Officer; Anthony Casselman, Government Affairs Officer)

FISCAL IMPACT

The Legislative Agenda includes aspects to protect existing state and local revenues, as well as to explore available resources such as state and federal appropriations.

BACKGROUND AND PREVIOUS ACTIONS

Council approved the 2025 Legislative Agenda by Resolution No. 2025-2442 on January 27, 2025, which continues to be the guiding document until an updated Legislative Agenda is approved.

STAFF ANALYSIS

The second Regular Session of Arizona's 57th Legislature is scheduled to convene on Monday, January 12, 2026. The 119th United States Congress convened on January 3, 2025, and will conclude on January 3, 2027.

Prior to the start of each legislative session, the Government Relations staff seeks Council adoption of the Legislative Agenda, which defines the city's legislative priorities and guides the city's government relations activities.

Throughout the year, Government Relations staff will provide regular updates on activity related to the Legislative Agenda, as well as any other legislative activity that could have an impact on Goodyear and other municipalities. Government Relations staff may return to Council to present the information and receive formal direction on specific bills and/or amendments that may have a significant impact, or do not fall under the guiding principles established in the legislative agenda. The proposed 2026 state and federal legislative priorities are provided as Attachment A. More detail and definition of the proposed 2026 state and federal legislative priorities and core values are provided as Attachment B.

Attachments

Attachment A - 2026 Legislative Priorities - Overview

Attachment B - 2026 Legislative Priorities - Full

Staff Presentation

2026 LEGISLATIVE PRIORITIES

CITY OF GOODYEAR, ARIZONA

Goodyear Mayor and Council are committed to providing a safe and prosperous community through fiscally-responsible, balanced, and strategic planning. This document reflects the City's 2026 state and federal legislative priorities to assist in fulfilling this mission.

GUIDING PRINCIPLES

PRESERVE LOCAL AUTHORITY & PURSUE LOCAL FUNDING

Support local decision-making authority and protect existing municipal revenues.



SAFEGUARD GOODYEAR'S HIGH QUALITY OF LIFE

Maintain attributes that make Goodyear a desirable community.



COLLABORATE TO BUILD A ROBUST TRANSPORTATION NETWORK

Provide modern, reliable, and efficient transportation.

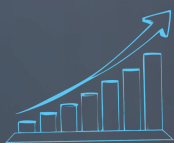


PROTECT & ENHANCE WATER SUPPLY

Preserve Goodyear's ability to supply assured, safe, and sustainable water.

SUSTAIN THE MISSION OF LUKE AIR FORCE BASE

Secure the long-term mission and viability of Luke Air Force Base.



PROMOTE ECONOMIC DEVELOPMENT & PROSPERITY

Encourage and pursue economic development opportunities.

SUPPORT THE PHOENIX-GOODYEAR AIRPORT

Ensure continued operations and coordination with the City of Phoenix.



Contact Us

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Anthony Casselman
Government Affairs Officer
Anthony.Casselmann@goodyearaz.gov

2026 STATE & FEDERAL AGENDA

The purpose of this document is to define the City of Goodyear's legislative priorities and core values for the 2026 state and federal legislative sessions. These principles will serve as the leading document providing direction to Government Relations staff to ensure the City is actively engaging on issues at the State and U.S. Capitols that reflect the priorities and mission of the Goodyear City Council.

GUIDING PRINCIPLES

PRESERVE LOCAL AUTHORITY & PURSUE LOCAL FUNDING

Support existing funding sources that bring revenue to the City of Goodyear, which support the quality of life for its residents. The most common examples of this are the portion of state shared income tax (urban revenue sharing), state transaction privilege tax, food taxes, and Highway User Revenue Fund monies cities receive from the state. Any efforts to reduce, sweep, or eliminate any of these shared revenue sources will be opposed. Support policy solutions created to offset the impact of the elimination of residential rental tax, which took effect on January 1, 2025.

SAFEGUARD GOODYEAR'S HIGH QUALITY OF LIFE

Maintain attributes that make Goodyear a desirable community for families and businesses alike. These may include: open space, economic prosperity, safe neighborhoods, protecting zoning and design review, efficient transportation, public safety, and managed growth.

COLLABORATE TO BUILD A ROBUST TRANSPORTATION NETWORK

Engage with regional partners to ensure Goodyear's residents have reliable and efficient transportation options in and out of their community. Encourage efforts that seek to modernize existing funding mechanisms to ensure the viability and long-term maintenance of the transportation system.

Support federal, state, and regional funding for statewide, regional, and local transportation and infrastructure projects. Ensure successful completion of Goodyear's priority projects funded in part by the region's half-cent transportation sales tax. Work collaboratively with our federal, state, regional, and other local partners to secure additional funding for the region's important infrastructure needs.



PROTECT & ENHANCE WATER SUPPLY

Collaborate with the Arizona Municipal Water Users Association and agency members to support legislation that prioritizes long-term water security, protects the City's aquifers, and advocates for the development of new water supplies. Identify additional water efficiency practices and conservation measures in order to protect and enhance our water portfolio while upholding the principles of the Groundwater Management Act. Ensure the City of Goodyear is able to supply assured, safe, and sustainable water and wastewater services to its residents.

SUSTAIN THE MISSION OF LUKE AIR FORCE BASE

Secure the long-term mission and viability of Luke Air Force Base through local and regional community support as well as any state or federal legislation that strengthens local efforts to protect the base. Specific items may include: protecting military airports, limiting encroachment, and expanding future missions.

PROMOTE ECONOMIC DEVELOPMENT & PROSPERITY

Maintain and enhance the caliber of economic development opportunities available to the City through supporting new and existing tools for private sector growth and revitalization. Support legislative changes that allow growth to pay for itself in order to attract new and reliable development opportunities.

SUPPORT THE PHOENIX-GOODYEAR AIRPORT

Continue to partner with the City of Phoenix to ensure continued operations of the Phoenix-Goodyear Airport. Monitor and be aware of changes made by the Federal Aviation Administration.

Contact Us

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Edwin.Hernandez@goodyearaz.gov

Anthony Casselman
Government Affairs Officer
Anthony.Casselmann@goodyearaz.gov





Government Relations Update

2026 State & Federal Legislative Agendas



What To Expect...

- I. Government Relations Overview
- II. 2025 Session Debrief
- III. 2026 Legislative Overview
- IV. State & Federal Agendas
- V. 2026 Legislative Issues
- VI. Q & A





Government Relations Overview

Federal, State, Regional & Local

The mission of Government Relations is to advance and protect the interests of Goodyear residents as represented by the Mayor and City Council.



Strategize

Communicate

Coordinate

Engage

Advocate





2025 Session Debrief

Bill Statistics

Introduced: 1,724

Signed: 265

Vetoed: 174

Top Policy Issues

Housing/Zoning Reform

Water Management

Protecting Local Revenues

Short-Term Rentals/Group
Homes

2026 Legislative Overview





Federal Delegation

Goodyear Representation



Congresswoman
Adelita Grijalva (D)



Congressman
Paul Gosar (R)

House (220-213)



Senator Ruben
Gallego (D)



Senator Mark
Kelly (D)

Senate (53-47)



Legislative Leadership (House)

57th Legislature



Representative
Steve Montenegro
(LD29 - Goodyear)
Speaker



Representative
Michael Carbone
(LD25 - Goodyear)
Majority Leader



Representative
Julie Willoughby
(LD13 - Chandler)
Majority Whip

Republican (33)



Representative
Oscar De Los Santos
(LD11 – Phoenix)
Minority Leader



Representative
Nancy Gutierrez
(LD18 – Tucson)
Asst. Minority Leader



Representative
Quanta Crews
(LD26 - Glendale)
Co-Minority Whip



Representative
Stacey Travers
(LD12 – East Valley)
Co-Minority Whip

Democrat (27)



Legislative Leadership (Senate)

57th Legislature



Senator Warren Petersen
(LD14 - Gilbert)
President



Senator John Kavanagh
(LD3 - Scottsdale)
Majority Leader



Senator Frank Carroll
(LD28 - Surprise)
Majority Whip

Republican (17)



Senator Priya Sundareshan
(LD18 – Tucson)
Minority Leader



Senator Catherine Miranda
(LD 11 - Phoenix)
Asst. Minority Leader



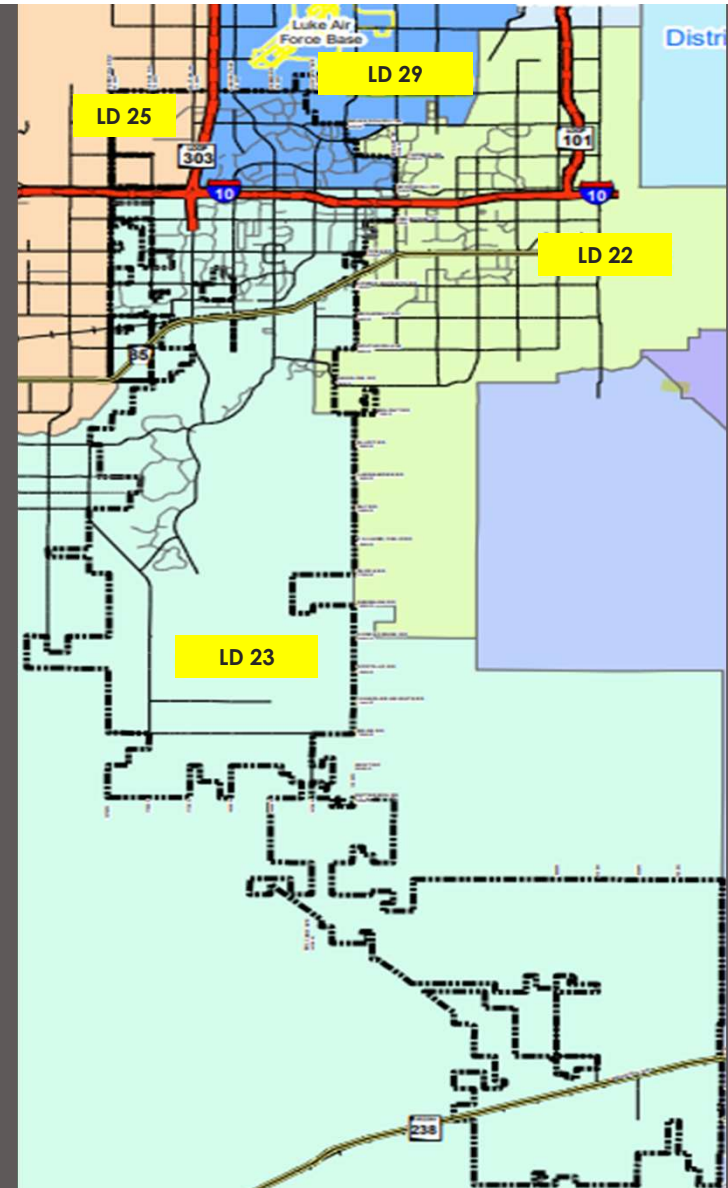
Senator Rosanna Gabaldon
(LD21 – Pima County)
Minority Whip

Democrat (13)



Goodyear Legislative Districts

- Comprised of four legislative districts
- LDs 22, 23, 25 & 29
- Total of 12 state legislators
- Representation across the political spectrum





Legislative District 22

Southeast Goodyear



Senator
Eva Diaz (D)
*Education,
Transportation &
Technology; Federalism;
Government*



Representative
Lupe Contreras (D)
*Judiciary; Regulatory Oversight;
Rules*



Representative
Elda Luna-Nájera (D)
*Health & Human Services; Ways
& Means*



Legislative District 23

South Goodyear



Senator
Brian Fernandez (D)
*Appropriations; Finance;
Regulatory Affairs &
Government Efficiency*



Representative
Mariana Sandoval (D)
*Appropriations; Land,
Agriculture & Rural Affairs
(Ranking Member); Ways &
Means*



Representative
Michele Peña (R)
*International Trade (Vice-Chair);
Land, Agriculture & Rural Affairs
(Vice-Chair); Education*



Legislative District 25

Northwest Goodyear



Senator Tim Dunn (R)
Natural Resources (Vice-Chair); Education, Transportation & Technology; Military Affairs & Border Security



Representative Michael Carbone (R)
Majority Leader
International Trade; Rules



Representative Nickolas Kupper (R)
Ways & Means (Vice-Chair); Health & Human Services; Natural Resources, Energy & Water



Legislative District 29

North Goodyear



Senator Janae Shamp (R)
Military Affairs & Border Security (Vice-Chair); Rules (Vice-Chair); Health & Human Services; Natural Resources



Representative
Steve Montenegro (R)
Speaker
Rules



Representative
James Taylor (R)
*Education (Vice-Chair);
Public Safety & Law Enforcement; Ways
& Means*



Legislative Agenda

Guiding Principles

- Preserve** Local Authority & **Pursue** Local Funding
- Safeguard** Goodyear's High Quality of Life
- Collaborate** to Build a Robust Transportation Network
- Protect & Enhance** Water Supply
- Sustain** the Mission of Luke Air Force Base
- Promote** Economic Development & Prosperity
- Support** the Phoenix-Goodyear Airport





2026 Session Issues

57th Legislature, 2nd Regular Session

Strategize

Communicate

Coordinate

Engage

Advocate



Protect Local Revenues

Housing & Zoning

Colorado River
Negotiations & Water
Management

Large Energy Users

ENGAGING OUR COMMUNITIES

- LEAD Day at the Capitol
- Regular Resident Newsletter
- Legislative Action Alerts
- Civic Engagement





Questions?

Edwin Hernandez-Vargas
Chief Government Affairs Officer

Anthony Casselman
Government Affairs Officer

Thank You!

ITEM #: 2.
DATE: 01/05/2026
AI #:2995



CITY COUNCIL ACTION REPORT

SUBJECT: STAFFING AND SUCCESSION PLAN UPDATE

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

Summary

Council to receive an update on workforce planning efforts identified in the city's Fiscal Year (FY)2026 and FY2027 Strategic Plan, including the 3–5 Year Staffing and Succession Plan. (Lyman Locket, Human Resources Director)

FISCAL IMPACT

There is no FY2026 fiscal impact. However, feedback and direction provided by Council will be used to inform future budget requests.

BACKGROUND AND PREVIOUS ACTIONS

As part of the FY2026 and FY2027 Strategic Plan, Council identified workforce planning as a key priority to ensure the city is positioned to meet future service demands and maintain organizational stability. In response, staff initiated a coordinated approach to staffing planning, succession planning, and a compensation and classification study to address both short-term operational needs and long-term workforce sustainability. Leadership from each department have been engaged in the process to help inform strategic planning based on the city's growing population and infrastructure needs. These strategic initiatives were structured to complement one another and to provide a comprehensive framework for managing the city's workforce over a 3–5 year planning horizon.

STAFF ANALYSIS

The city's workforce planning strategy is built around three interconnected initiatives designed to support workforce stability, leadership continuity, and talent retention.

Departmental Staffing Plans (FY2026)

Staff are conducting a comprehensive assessment of 3–5 year staffing needs across all departments. This evaluation considers current workloads, projected service demands, anticipated retirements, and emerging programmatic needs to ensure staffing levels align with operational requirements and long-term strategic goals.

Succession Planning (FY2027)

Staff will develop and implement a succession planning framework based on industry best practices. This initiative will identify critical positions, assess leadership pipelines, and establish strategies for knowledge transfer and professional development to support continuity

of operations and minimize service disruptions.

Compensation and Classification Study

As part of these strategic plan action items, staff will undertake a comprehensive review of the city's compensation and classification structure to ensure pay practices remain equitable, competitive, and aligned with the labor market. This effort supports recruitment and retention while reinforcing the broader workforce and succession planning objectives.

These initiatives provide an integrated and forward-looking approach to workforce management that supports the city's mission and long-term organizational success.

Attachments

Staff Presentation



Council Update 3-5 Year Staffing Plan & Succession Plan





Strategic Plan Update

ACTION ITEMS

FY26

3 – 5 Year Staffing Plan

Evaluate the 3-5 year staffing needs in all departments

FY27

Succession Plan

Develop and implement industry best practice - based planning





3-5 Year Staffing Plan

OBJECTIVES:

- Environmental Scan
 - Internal/External Labor Market
- Workforce Supply and Demand
 - Service Delivery Requirements
- Identify Critical & Essential Roles
- Inform Space & Tech/Tools Planning

DELIVERABLE

- Department Level Staffing Plans
- Organization Rollup Staffing Plan
- FY28 – FY32





Succession Planning

OBJECTIVES:

- Identify Critical Roles
- Develop Future Leaders
- Retain Talent
- Ensure Service Delivery Continuity
- Promote Org. Stability

DELIVERABLE

- Department Level Succession Plans
- Organization Succession Plan
- Comp & Class Study Recommendations



Why These Synergies Matter

**Workforce
Planning**



**Retention
Strategies**

Culture
Journey

Comp &
Class
Study



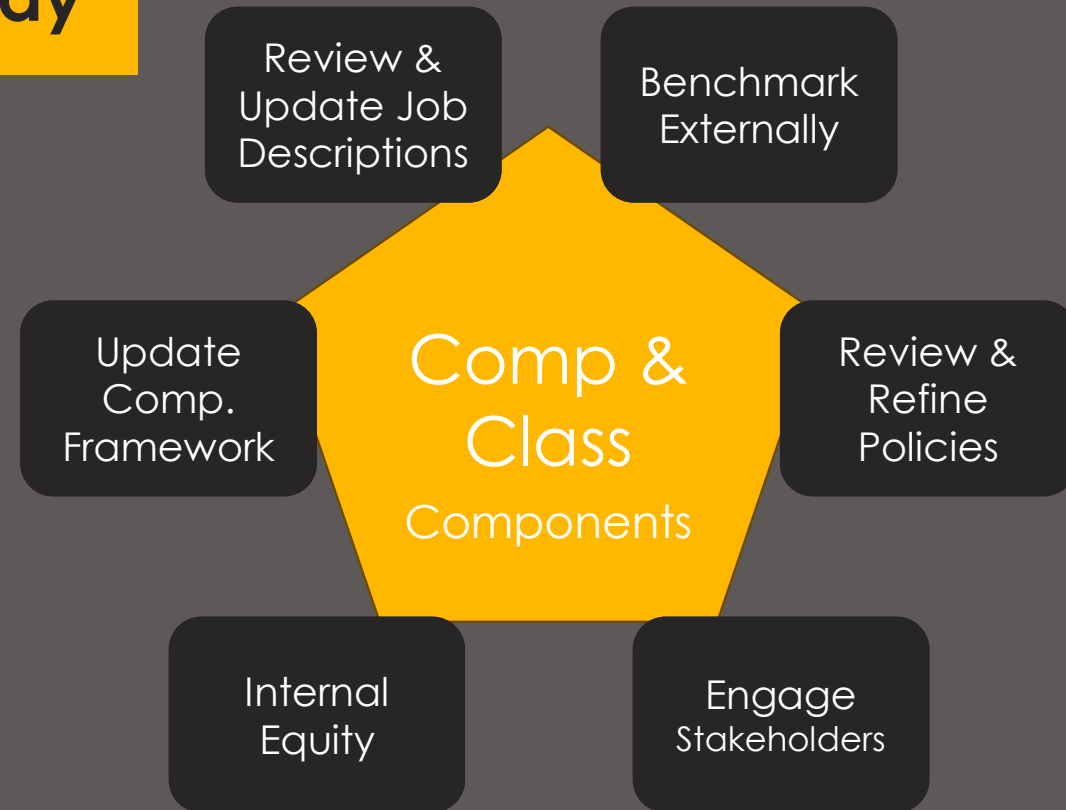
**Succession
Planning**



Compensation & Classification Study

OBJECTIVES:

- Inform workforce and succession planning
- Conduct Market analysis with benchmark peer cities
- Establish internal market analysis capability
- Prepare for labor negotiations
- Address equity and compression issues
- Enhance employee expectations and development





Timeline/Milestones

3-5 Year Staffing Plan

Environmental scan, staffing demand analysis FY28 - FY32, identify growth triggers, assess new skill requirements, identify critical & essential roles

Nov25 – Apr/May 2026

Begin Procurement Process for Comp/Class Study Consultant

Succession Workplan

Identify competencies for critical roles, develop staffing strategies, process documentation, knowledge/role transfer plans, professional development strategies

July26 – Feb27

Dec 2025 – Apr/May 2026

Apr - June 2026

Jun/July 2026

July 2026 – Feb 2027

Mar/Apr 2027

Hired Compensation Analyst and Implement PayScale Advanced Comp System

Council Work Session Staffing Plan

Compensation and Classification Study Conducted by Consultant
Sept 2026 – Feb 2027

Council Work Session Succession Plan

Staffing Plan

Succession Plan



Council Discussion

ACTION ITEMS

FY26

3 – 5 Year Staffing Plan

Evaluate the 3-5 year staffing needs in all departments

FY27

Succession Plan

Develop and implement industry best practice - based planning

