



**MEMORANDUM**

**DATE:** September 11, 2014

**TO:** Mayor and Council

**THRU:** Rich Dlugas, City Manager *RD*  
 Debra Stapleton, Director of Human Resources Division *JAS*

**FROM:** Rae Lynn Nielsen, Benefits & Labor Relations Administrator *en*

**SUBJECT:** Recommendation for Approval of 2015 Statutorily Required and Self-administered Employee Benefits

RECOMMENDATION: Approve and authorize the Mayor and Council to approve the administration of statutorily and self-administered City benefit programs to include cancer insurance, retirement for civilian, public safety and elected officials, and long term disability.

BACKGROUND: City staff reviews the employee benefits package each year with the assistance of an employee benefits consulting firm. The following employee benefits are required statutorily or are a designated self-administered City benefit:

<u>Coverage</u>	<u>Provider</u>	<u>Paid by</u>
• Cancer Insurance – Fire Fighters and Police Officers	Public Safety Retirement System	City
• Retirement Plan – Civilian	Arizona State Retirement System	City/Employee
• Retirement Plan – Public Safety	Public Safety Retirement System	City/Employee
• Retirement Plan – Elected Officials	Elected Officials Retirement Plan	City/Employee
• Long Term Disability – Civilian	Arizona State Retirement System	City/Employee

PROPOSED MOTION: Move to approve and authorize the Mayor and Council to approve the administration of statutorily and self-administered City benefit programs to include cancer insurance, retirement for civilian, public safety and elected officials, and long term disability for benefit plan year 2015, effective January 1, 2015.