



MEMORANDUM

DATE: SEPTEMBER 15, 2016

TO: MAYOR AND COUNCIL

THRU: MARSHA REED, CITY MANAGER *MMR*
 DEBRA STAPLETON, ADMINISTRATIVE SERVICES DIRECTOR *AS*
 RAE LYNN NIELSEN, BENEFITS & LABOR RELATIONS ADMINISTRATOR *lyn*

FROM: LYNNA SOLLER, BENEFIT PROGRAMS MANAGER *LS*

SUBJECT: RECOMMENDATION FOR APPROVAL OF 2017 STATUTORILY REQUIRED AND SELF-ADMINISTERED EMPLOYEE BENEFITS

RECOMMENDATION: Staff recommends City Council authorize 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 2017, effective January 1, 2017.

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 City Council authorize 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 2017, effective January 1, 2017.