

RESOLUTION 2023-045

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF SIERRA VISTA, COCHISE COUNTY, ARIZONA; ESTABLISHING A POLICY FOR RETIRED CITY EMPLOYEE RETIREE HEALTH COVERAGE AND AUTHORIZING AND DIRECTING THE CITY MANAGER, CITY CLERK, CITY ATTORNEY OR THEIR DULY AUTHORIZED OFFICERS AND AGENTS TO TAKE ALL STEPS NECESSARY TO CARRY OUT THE PURPOSES AND INTENT OF THIS RESOLUTION.

WHEREAS, the City has faced numerous recruitment and retention challenges in all departments in recent years and most heavily in Public Safety, and

WHEREAS, the City offered a retiree health benefit in the past that terminated on July 1, 2012 for any new hires but grandfathered in those hired prior, and

WHEREAS, the City wishes to offer full time employees hired on or after July 1, 2012 a retiree health benefit incentive to help the City with recruitment and employee retention,

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF SIERRA VISTA, ARIZONA AS FOLLOWS:

SECTION 1

That a policy be established for full time employees hired on or after July 1, 2012 allowing enrollment in Arizona State's health insurance plan upon retirement from the City with a 'normal' retirement with either Arizona State Retirement System (ASRS) or Public Safety Personnel Retirement System (PSPRS). After twenty (20) years of continuous City employment from July 1, 2012, the City will reimburse the retired employee for the out of pocket premium deducted from their pension payment upon submission of the retiree's direct deposit statement(s). Once an employee reaches Medicare eligibility, there is no further benefit. There is no benefit for the retired employees' dependents.

City employees reaching a 'normal' retirement with either ASRS or PSPRS who have less than twenty (20) years of City service but have ten (10) or more years of City service since July 1, 2012 who retire from the City must pay a pro-rated share of the premium. The City will reimburse five (5) percent per year worked based on years of City service with 20 years being 100%.

SECTION 2

No payments will be made to any retired employee who enrolls in a health plan other than the plan offered by the State of Arizona through 'normal' retirement with ASRS or PSPRS regardless of the number of years of City service.

SECTION 3

Since the objective is employee retention, any employee who is eligible under this retiree health plan who leaves the City and is later rehired will not retain eligibility under this plan. This is a one-time benefit.

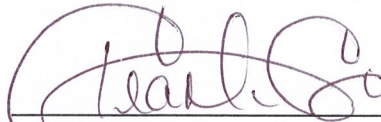
SECTION 4

This policy will sunset on June 30, 2028 unless it is rescinded earlier or extended by resolution. Should the policy be rescinded, or when the policy sunsets, those employees who are still employed who were hired prior to the policy expiration date will be grandfathered and will receive the benefit upon their retirement.

SECTION 5

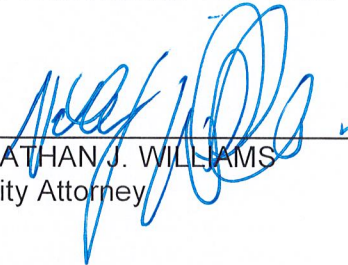
That the City Manager, City Clerk, City Attorney and Chief Human Resources Officer or their duly authorized officers and agents are hereby authorized and directed to take all steps necessary to carry out the purposes and intent of this resolution.

PASSED AND ADOPTED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF SIERRA VISTA, ARIZONA THIS 8TH DAY OF JUNE 2023.



GLEA McCAA
Mayor

APPROVED AS TO FORM:



NATHAN J. WILLIAMS
City Attorney

ATTEST:



JILL ADAMS
City Clerk

PREPARED BY:
Shanna Melanson
Human Resources Management Analyst