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**AARP NAMES GLENDALE ONE OF TOP EMPLOYERS FOR WORKERS OVER 50**

**GLENDALE, Ariz.** – The American Association of Retired Persons (AARP) has named the city of Glendale to its 2011 list of Best Employers for Workers Over 50. The city of Glendale is the only municipality and the only employer in Arizona listed.

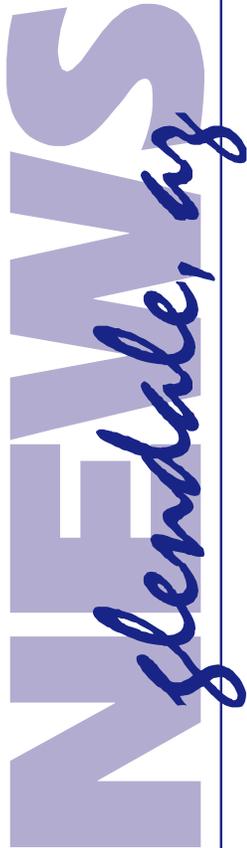
Glendale, for the second time, joins a diverse group of corporations, health systems, universities, non-profits and government agencies on the list as the AARP Best Employers program completed its 10<sup>th</sup> awards designation since the 2001 launch. Glendale was number 13 out of 50 Best Employers.

AARP, which was founded in 1958 with more than 40 million members today, was created to help people age 50 and over improve the quality of their lives. This “Best Employer” designation is a result of the organization’s search for select employers that have demonstrated exemplary practices with regard to recruitment, retention and promotion of older workers.

“Employers that are honored through the AARP Best Employers program demonstrate exemplary policies toward older workers. The City of Glendale well deserves this honor,” said David Mitchell, AARP Arizona State Director. “The City’s progressive policies meet the needs of mature workers.”

To apply for the award, employers submitted a comprehensive application that included questions about their human resources practices and policies. Because policies that are good for mature workers are often beneficial for all, employers are not required to have programs dedicated exclusively to older employees. However, employers who demonstrated that mature workers particularly value their programs could receive additional credit during the evaluation process.

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## **GLENDALE AARP BEST EMPLOYER**

### **Add 1-1-1-1**

Areas of consideration included:

- Recruiting practices
- Opportunities for training, education and career development
- Workplace accommodations
- Alternative work options, such as flexible scheduling, job-sharing and phased retirement
- Employee health and pension benefits
- Benefits for retirees

Examples of the policies and practices that make Glendale a Best Employer include recruitment practices, workshops and benefits. During job recruitments mature workers are targeted via senior placement agencies, and Glendale also partners with Goodwill Industries' Senior Community Service Employment Program to employ mature workers in various departments citywide.

Because of employee requests, new programs including a retirement health savings plan and the workshop, Too Young To Retire, have been added. Both programs assist mature staff in planning for the future.

Employees are offered a defined benefit plan and a voluntary 457 deferred compensation plan. Those age 50 and older can make catch-up contributions to their 457 plan.

Retirees are eligible to participate in the city's wellness plan, which includes annual flu and pneumonia immunization clinics, onsite mammography screenings and wellness fairs that offer screenings for cholesterol, glucose, lung function, flexibility and blood pressure issues. Notably, there is no cost to the retiree for either the immunizations or screenings.

“The city strives to maintain a healthy balance of diversity within the workplace,” stated Jim Brown, assistant human resources director for Glendale. “Valuing our older workers supports that effort and helps to provide a stable work environment with advanced skill sets and knowledge that allows for better development and mentorship of our new and less experienced workers. Maintaining this balance enables the city to provide the high quality of services our citizens deserve.”

For more information on Glendale’s workforce, visit [www.glendaleaz.com/humanresources](http://www.glendaleaz.com/humanresources). For more information on AARP, visit [www.aarp.org](http://www.aarp.org). and for a full list and more information on the 2011 Best Employers, log on to [www.aarp.org/bestemployers](http://www.aarp.org/bestemployers).

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