

RESOLUTION NO. R2008-51

AN OMNIBUS RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI BEACH, FLORIDA, ELIMINATING CERTAIN HEALTH CARE BENEFITS FOR ELECTED OFFICIALS AND MANAGEMENT EMPLOYEES OF THE CITY OF NORTH MIAMI BEACH; CONFIRMING VESTED PROPERTY RIGHTS IN EARNED BENEFITS; REAFFIRMING ELIGIBILITY CRITERIA PURSUANT TO CITY OF NORTH MIAMI BEACH RESOLUTION NOS. R93-30 AND R98-53, AS CLARIFIED BY SECTION (5) FIVE OF ORDINANCE NO. 2000-10; CLARIFICATION OF CURRENT BENEFIT LEVELS FOR ELECTED OFFICIALS.

WHEREAS, the City of North Miami Beach created and provided various health care benefits available to elected officials and long-term management level employees upon completion of their service, who, over time, have met the specific eligibility criteria established by Resolution Nos. R93-30 and R98-53, as clarified by Ordinance No. 2000-10, Section 5; and

WHEREAS, a limited number of employees and/or elected officials have qualified for these benefits and/or have established property rights in the potential to qualify for these benefits; and

WHEREAS, due to the current economic conditions and budgetary concerns, the Mayor and City Council wish to prospectively eliminate these programs while acknowledging and respecting vested property rights of former and/or current employees and elected officials; and

WHEREAS, the Mayor and City Council wish to clarify benefit levels for the mayor and councilpersons during their terms of elective service.

NOW, THEREFORE,

BE IT RESOLVED by the City Council of the City of North Miami Beach

Section 1. The foregoing recitals are true and correct.

Section 2. Subject to the eligibility criteria and vesting schedules established in Resolution Nos. R93-30 and R98-53, as clarified by Section 5, Ordinance No. 2000-10, all former and/or current elected officials and eligible employees shall retain the right, upon

termination of their service, to receive all benefits earned during the course of their service to the City.

Section 3. Employees hired after October 1, 2008 and councilpersons elected for the first time after October 1, 2008 shall acquire no rights in the programs established by City of North Miami Beach Resolution Nos. R93-30 and R98-53 or Section 5 of Ordinance No. 2000-10.


Section 4. Currently serving mayor and councilpersons shall be provided healthcare and insurance benefits as specified in Exhibit "A", attached hereto and incorporated herein by reference.

APPROVED AND ADOPTED by the City of North Miami Beach City Council at the regular meeting assembled this 4th day of November, 2008.

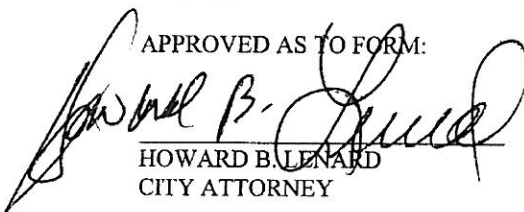
ATTEST:


SOLOMON ODENZ
CITY CLERK

(CITY SEAL)


RAYMOND F. MARIN
MAYOR

APPROVED AS TO FORM:


HOWARD B. LENARD
CITY ATTORNEY

SPONSORED BY: Councilman Frantz Pierre
Mayor and Council

STATE OF FLORIDA
COUNTY OF MIAMI-DADE
CITY OF NORTH MIAMI BEACH:

I, SOLOMON ODENZ, City Clerk of the City of North Miami Beach, do hereby certify that the attached and foregoing is a true and correct copy of the original thereof on file in this office.

IN WITNESS WHEREOF, I have hereunto set my hand and official seal on this 4th day of November, A.D. 2008.

SOLOMON ODENZ
City Clerk of the City of North Miami Beach, Florida

By: 
City Clerk

RESOLUTION R2008-51



**City of North Miami Beach
Inter-Office Memorandum**

To: Mayor and Council
From: Kelvin L. Baker, City Manager
Date: October 29, 2008

City Manager's Office

Subject: Mayor, Council and Sr. Management Benefits

At your request, I reviewed the benefits afforded to current and separating Elected Officials and Senior Management employees. As a result of my review, I would like to make the following recommendations:

Mayor, Council and Sr. Management Benefits Upon Separation

Mayor and Council

- Per Resolutions R92-2, R93-30, R2005-40 and Insurance Benefits Agreement, Current Council Members or former Council members who have been elected to four terms of service will be entitled to City paid single PPO health and dental insurance coverage or its equivalent upon separation of service. Council member may purchase dependent coverage at no additional cost to the City.
- Discontinue City paid separation health and dental benefits for all Council Members newly elected after October 1, 2008. Council Members who separate from service will be eligible for COBRA only.

Resolution 98-53, Ordinances 2000-10, 2002-30 and 2005-40

- Discontinue City paid health & dental benefits for Sr. Management employees hired after October 1, 2008. A Sr. Manager who qualifies for pension benefits from a City sponsored pension plan will be entitled to health benefits afforded to all other employees at no premium cost to the City. Employees who separate for reasons other than retirement will be subject to COBRA only.
- Per Resolution R98-53 and Ordinance 2000-10, Section 5, current and former management level employees retain all property rights acquired and/or vested in separation benefits.

Current Mayor and Council Benefits

- Will be provided a life insurance benefit of \$15,000.00 through the City group life insurance plan.
- Will be provided health insurance coverage through the City's group health plan with City paid premiums up to the cost of PPO Family coverage.
- Will be provided dental insurance coverage through the City's group dental plan with City paid premiums up to the cost of Indemnity Family coverage.
- Health Insurance deductibles and coinsurance will be waived for Council Members as agreed by the health insurance carrier.
- Will be reimbursed out-of-pocket expenses for health, dental and vision costs not covered by insurance. This benefit will be discontinued for Council Members newly elected after October 1, 2008.

Exhibit A