

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, ACCEPTING THE RECOMMENDATION OF THE FINANCE AND ECONOMIC RESILIENCY COMMITTEE, AT ITS APRIL 24, 2020 MEETING, AND AUTHORIZING THE CITY TO CONTINUE MEDICAL COVERAGE FOR EMPLOYEES WHO ARE FURLOUGHED DUE TO THE COVID-19 CRISIS, INCLUDING PAID EMPLOYEES' DEPENDENTS IF THE EMPLOYEE WAS INCLUDING EACH DEPENDENT UNDER THE CITY'S MEDICAL COVERAGE PLAN; AND FURTHER AUTHORIZING THE USAGE OF CITY FUNDS TO COVER THE RESPECTIVE MEDICAL COVERAGE PREMIUM PAYMENTS FOR FURLOUGHED EMPLOYEES (AND THEIR DEPENDENTS, AS APPLICABLE ABOVE) UNTIL THE END OF CITY FY 2020, OR UNTIL THE FURLOUGHED EMPLOYEES RETURN TO WORK, WHICHEVER IS EARLIER.

WHEREAS, on March 11, 2020, the World Health Organization declared the rapidly spreading novel coronavirus ("COVID-19") a pandemic, acknowledging what has seemed clear for some time — the virus will likely spread to all countries on the globe; and

WHEREAS, the rate of infection throughout the world and in the US has accelerated rapidly, grinding most markets and businesses around the globe to a halt, and devastating local economies; and

WHEREAS, the City's financial impact due to the COVID-19 crisis was presented to the Finance & Economic Resiliency Committee (the "Committee") on April 17, 2020; and

WHEREAS, the Administration took action to reduce costs, which included the furlough of 49 full-time, 208 part-time, and 64 temporary employees; and

WHEREAS, at the April 17, 2020 meeting, the Committee requested that the Administration further review staffing needs for FY19/20 and look for additional furlough opportunities, especially in management positions; and

WHEREAS, at the April 24, 2020 Committee meeting, the Administration reported that an additional 20 full-time employees were furloughed; and

WHEREAS, the Committee passed a motion recommending continued medical coverage for furloughed employees and their dependents until the end of FY2020, or until the day that the furloughed employee returns to work, whichever is earlier; and

WHEREAS, for pay periods ending April 12th and April 26th, the City covered 100% of the medical premiums for extended furloughed employees and their dependents; and

WHEREAS, effective payroll period beginning April 27th, the medical premiums for the extended furloughed employees and their dependents shall be covered at the City's expense for those employees that do not use accrued Vacation Leave during their furlough; and

WHEREAS, this benefit will be extended to current continuous furloughed employees, as well as additional employees that later may be furloughed in response to this financial impact due to COVID-19.

NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, that the Mayor and the City Commission hereby accept the recommendation of the Finance and Economic Resiliency Committee at its April 24, 2020 meeting, and authorize the City to continue medical coverage for employees who are furloughed due to the COVID-19 crisis, including paid employees' dependents if the employee was including each dependent under the City's medical coverage plan; and further authorize the usage of City funds to cover the respective medical coverage premium payments of furloughed employees (and their dependents, as applicable above) until the end of City FY2020, or until the furloughed employees return to work, whichever is earlier.

PASSED AND ADOPTED this ____ day of _____, 2020.

ATTEST:

Dan Gelber, Mayor

Rafael E. Granado, City Clerk

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION

NA

City Attorney

for

4-29-20

Date