

RESOLUTION NO. 2022 - \_\_\_\_\_

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, DIRECTING THE CITY ADMINISTRATION TO OBTAIN AN ACTUARIAL STUDY TO AID IN DETERMINING THE FISCAL IMPACT ASSOCIATED WITH PROVIDING HEALTH INSURANCE BENEFITS COMMENCING ON THE FIRST DAY OF EMPLOYMENT FOR ALL NEW, ELIGIBLE CLASSIFIED AND UNCLASSIFIED CITY EMPLOYEES (EXCLUDING FIRE AND POLICE BARGAINING UNIT EMPLOYEES); AND FURTHER, DIRECTING THE CITY ADMINISTRATION TO PRESENT ITS FINDINGS TO THE MAYOR AND CITY COMMISSION AS PART OF THE FISCAL YEAR 2023 BUDGET PROCESS, INCLUDING ALL COSTS ASSOCIATED WITH THIS HEALTH BENEFIT, AS WELL AS FUNDING SOURCES AND A PLAN FOR IMPLEMENTATION.

**WHEREAS**, presently, health insurance benefits for new, eligible City employees begins after ninety (90) days' employment with the City; and

**WHEREAS**, health insurance benefits are an important factor in many individuals' employment decisions, and commencing health insurance on the first day of employment may be attractive to potential, future City employees; and

**WHEREAS**, health insurance has become even more important for many people in light of the ongoing threat of Covid-19 (and its various iterations); and

**WHEREAS**, City employees are deemed either classified (unionized) or unclassified (non-unionized), and the City's health insurance plan covers eligible classified employees (except Police and Fire bargaining unit employees) and all eligible unclassified employees; and

**WHEREAS**, commencing health insurance benefits for new, eligible City employees on day one will have a fiscal and administrative impact that must be identified in order for the Mayor and City Commission to make an informed decision as to whether to implement such an initiative.

**NOW THEREFORE, BE IT DULY RESOLVED THAT THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA**, hereby direct the City Administration to obtain an actuarial study to aid in determining the fiscal impact associated with providing health insurance benefits commencing on the first day of employment for all new, eligible Classified and Unclassified City employees (excluding Fire and Police bargaining unit employees); and further, directing the City Administration to present its findings to the Mayor and City Commission as part of the Fiscal Year 2023 budget process, including all costs associated with this health benefit, as well as funding sources and a plan for implementation.

**PASSED and ADOPTED** this \_\_\_\_\_ day of February, 2022.

**ATTEST:**

\_\_\_\_\_  
Dan Gelber, Mayor

\_\_\_\_\_  
Rafael E. Granado, City Clerk

(Sponsored by Commissioner Alex J. Fernandez)

APPROVED AS TO  
FORM & LANGUAGE  
& FOR EXECUTION

\_\_\_\_\_  
City Attorney

2-1-22  
\_\_\_\_\_  
Date