



City of North Miami Beach, Florida

Human Resources & Risk Management Department

TO: Honorable Mayor and Commission

FROM: Arthur H. Sorey III, City Manager

VIA: Francisco Rios, Human Resources Director

DATE: June 15, 2021

SUBJECT: **Direct Payments for Insurance Benefits of Elected Officials**

DESCRIPTION:

Mayor and Commission action is being sought to approve direct payment by the City for Elected Official benefits in order to ensure efficient, consistent, and transparent application of benefit offerings provided by Section 2.3 of the City of North Miami Beach Charter.

BACKGROUND ANALYSIS:

Section 2.3 of the City Charter provides that "insurance benefits provided to members of City Commission shall only be paid for by the City during their actual term of service."

Currently, elected officials opting to participate in insurance benefits are required to pay for selected benefits from an expense allowance, which generally requires modification from year to year due to fluctuating cost of insurance benefits.

To ensure that the City remains in compliance with the City Charter in a manner that is efficient, consistent and transparent, it is staff's recommendation to provide direct payment for full premium of Mayor and Commission medical, dental, vision and life insurance benefits; and provide option to enroll in dependent and ancillary insurance plans at the same rate as required of City employees.

RECOMMENDATION:

The Mayor and City Commission authorize the City Manager or Designee to make direct payments for full premium of medical, dental, vision and life insurance benefits of elected officials pursuant to Section 2.3 of the City Charter; and provide option to enroll in dependent plans at the same rate as City employees.

FISCAL/ BUDGETARY IMPACT:

Funding in the amount of \$49,000 is provided in Acct# 010105-511487 for FY 2021.