



City of North Miami Beach, Florida

Office of the City Manager

TO: Mayor and Commission

FROM: Arthur H. Sorey, III, City Manager

VIA: Francisco Rios, Human Resources Director
Andrea Suárez, NMB Water Director

DATE: February 15, 2022

SUBJECT: Amending Language of Gen. Employees' Pension – Re-Employment of Retiree

Action Being Requested:

Mayor and Commission action is being sought to approve amendments to the City of North Miami Beach General Employees Retirement Plan; amending section 6.04 of the North Miami Beach Code of Ordinances, entitled "benefits other than on retirement." If approved, participants who were previously employed in the City's Water Utility and retired after attaining the normal retirement date will be eligible to return to City employment in a full-time position in the Water Utility without loss of retirement income, provided that the participant becomes re-employed with the City on or before October 20, 2022.

Summary and Background:

The City of North Miami Beach Retirement Plan for General Employees ("Retirement Plan" or "Plan") currently limits the reemployment of retired City employees to part-time or temporary positions without loss of City retirement benefits.

On October 20, 2020, the City Commission approved an amendment that allowed retirees that were previously employed in NMB Water to be re-employed into a full-time position in the Water Utility Department without loss of retirement income, provided that the participant becomes re-employed with the City prior to October 20, 2021. This amendment was proposed and approved in an effort to ensure the efficient, safe, and cost-effective insourcing of the Water Utility.

Since the expiration of the one-year window that allowed for the rehiring of retirees into full-time positions, the City has been actively recruiting for several positions within NMB Water. During this time, we have identified that there is still opportunities and benefits to reemploy certain retired City employees who were previously employed at the Water Utility.

In order to allow retired Water Utility, Wastewater Utility and Customer Service Division employees, who were not reemployed by the City within one year following the adoption of Ordinance No. 2020-09, to be reemployed by the City in full-time positions and continue to receive City retirement benefits, it is necessary to amend the Retirement Plan to extend the one-year window for such reemployment to two years. If approved, re-employment with the City would have to occur on or before October 20, 2022.

Evaluation and Follow-Up:

If the Commission approves the proposed ordinance for publication, the ordinance will be placed on the Commission agenda for final approval on the next scheduled regular City Commission Meeting.

Enclosure

- Proposed Ordinance