



CITY COMMISSION STAFF REPORT

DEPARTMENT: Commission

DATE: August 27, 2024

SUBJECT: Discussion and possible action to reconsider the lifetime health insurance benefit provided to certain former elected officials, and potentially current elected officials and future elected officials pursuant to the City's Personnel Manual, as amended. - **Mayor Ross**

RECOMMENDATION:

Mayor Ross requests a discussion and possible action to reconsider the lifetime health benefit provided to certain former elected officials, potentially current elected officials and future elected officials pursuant to the City's Personnel Manual, as amended.

BACKGROUND OF ITEM:

The 2010 Cooper City Personnel Manual Section VIII: Other Benefits 8.01 B. Retiree Medical Coverage states:

Retiree Medical Coverage: Pursuant to the provisions of Section 112.08, Florida Statutes, employees who retire from City service shall be eligible to continue the group health coverage they had in effect at the time of their retirement, at the same rates paid by the City for single coverage and by employees for dependent coverage, absent any supplement from the City for such dependent coverage, or as provided elsewhere within this Manual or in the appropriate collective bargaining agreement. Said coverage shall continue in full force until Medicare eligibility, at which time coverage shall be converted to a Medicare supplement. In accordance with the provisions of Section 112.08, no administrative fee, in excess of the cost of coverage premiums shall be charged to the employee for the continuation of benefits. The benefits under the applicable plans (HMO and indemnity) may vary from time to time but in all cases, the same type of plan shall be available for all individuals who are entitled to said benefits. The City shall not force retirees to change from one benefit plan to another (HMO or indemnity) so long as the City continues to offer both plans. No plan changes shall subject retirees to pre-existing condition clauses.

The 2012 Cooper City Personnel Manual Section Two: Benefits of City Employment Section 2.1: Access to Group Health Insurance - B. Retiree Medical Coverage states:

Pursuant to the provisions of Section 112.0801, Florida Statutes, all City employees and elected officials who retire from City service shall be eligible to participate in the City's group health coverage at their own cost. No administrative fee shall be charged to the employee or elected official for the continuation of benefits. Retirees and their eligible dependents shall be offered the same group health insurance coverage as is offered to active employees. If an employee or elected official declines coverage upon retirement or does not elect coverage within 60 days of retirement, coverage may not be added at a later time. If the retiree fails to pay the monthly cost of insurance on a timely basis and after 30 days written notice by the City to the retiree, coverage may be terminated by the City Elected Officials and Department Directors hired or elected prior to January 1, 2012, and who have met the criteria (in accordance with policy 14.06 of the 2010 edition of the Manual of Personnel Policies) shall receive: (1) fully paid health insurance coverage and associated benefits; and (2) the Medicare supplement offered by the City at the City's cost. This provision does not apply to anyone first elected or hired after January 1, 2012.

ATTACHMENTS:

1. 2010 City of Cooper City Manual of Personnel Policies
2. 2012 City of Cooper City Manual of Personnel Policies