

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, MADE AT ITS MARCH 26, 2025 MEETING, AND DIRECTING THE CITY ADMINISTRATION TO ADD INFERTILITY TREATMENT AS A NEW BENEFIT AVAILABLE TO PARTICIPANTS OF THE CITY'S SELF-FUNDED HEALTH PLANS BEGINNING WITH THE UPCOMING PLAN YEAR STARTING OCTOBER 1, 2025.

WHEREAS, the City of Miami Beach sponsors two self-funded health insurance plans as a benefit to eligible employees and their dependents; and

WHEREAS, under the current plans, treatment for infertility is not covered; and

WHEREAS, age is the factor that influences fertility the most – the older the couple the greater the chance of struggling with fertility; and

WHEREAS, whether by choice or because of infertility, Americans are having fewer children later in life; and

WHEREAS, alternate reproductive therapies, such as invitro fertilization, are expensive and generally not covered by employer-provided group insurance; and

WHEREAS, employees rely on their places of employment to meet their health insurance needs; and

WHEREAS, in order to recruit and retain a quality workforce, benefits have to meet the needs of the workforce and enhance their quality of life; and

WHEREAS, planning and building a family is a major life event impacting the emotional, mental, and financial health of a person; and

WHEREAS, struggling with infertility and being unable to afford treatment may cause emotional and mental anguish to those wishing to build a family; and

WHEREAS, providing some level of fertility treatment as a health benefit for employees is currently under consideration at the federal and state level; and

WHEREAS, adding infertility treatment to the City's self-funded insurance plans demonstrates a commitment to recruit and retain a quality workforce by contributing to our employees' personal need to achieve the major life goal of building their families.

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 direct the City Administration to add infertility treatment as a new benefit available to plan participants of the City's self-funded insurance plans beginning with the upcoming plan year starting October 1, 2025.

PASSED AND ADOPTED this ____ day of _____, 2025.

ATTEST:

Steven Meiner, Mayor

Rafael E. Granado, City Clerk

(sponsored by Commissioner Alex J. Fernandez)

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION

City Attorney

11/3/2025
Date