

C4 AL REFERRAL TO THE FINANCE AND ECONOMIC RESILIENCY COMMITTEE TO DISCUSS EXPANDING THE CITY OF MIAMI BEACH'S CURRENT HEALTH BENEFITS TO INCLUDE FERTILITY TREATMENTS FOR ELIGIBLE EMPLOYEES.

Applicable Area:

MIAMI BEACH

COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission
FROM: Commissioner Alex Fernandez
DATE: February 26, 2025
TITLE: REFERRAL TO THE FINANCE AND ECONOMIC RESILIENCY COMMITTEE TO DISCUSS EXPANDING THE CITY OF MIAMI BEACH'S CURRENT HEALTH BENEFITS TO INCLUDE FERTILITY TREATMENTS FOR ELIGIBLE EMPLOYEES.

RECOMMENDATION

See updated Memorandum attached.

BACKGROUND/HISTORY

ANALYSIS

FISCAL IMPACT STATEMENT

Does this Ordinance require a Business Impact Estimate?
(FOR ORDINANCES ONLY)

If applicable, the Business Impact Estimate (BIE) was published on:
See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notice/>

FINANCIAL INFORMATION

CONCLUSION

Applicable Area

Citywide

Is this a "Residents Right to Know" item, pursuant to City Code Section 2-17?

Is this item related to a G.O. Bond Project?

Yes

No

Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481, includes a principal engaged in lobbying? No

If so, specify the name of lobbyist(s) and principal(s):

Department

Office of Commissioner Alex Fernandez

Sponsor(s)

Commissioner Alex Fernandez

Co-sponsor(s)

Condensed Title

Ref: FERC - Expand City's Health Benefits, Include IVF Treatments for Eligible Employees.
(Fernandez)

Previous Action (For City Clerk Use Only)

MIAMI BEACH

COMMISSION MEMORANDUM

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RECOMMENDATION

Please place on the February 26, 2025, City Commission agenda this updated referral to the Finance and Economic Resiliency Committee to research the inclusion of fertility treatments as part of the City's healthcare coverage. This referral is intended to direct the administration to investigate the feasibility, potential costs, and benefits of expanding our current health benefits to include fertility treatments for eligible employees.

Considering the increasing challenges of fertility issues and the impact they have on both employees' health and overall well-being, I believe this is an important area for further consideration. According to the National Institute of Child Health and Human Development, about 9% of men and about 11% of women of reproductive age in the United States have experienced fertility problems. Moreover, the financial burden of fertility treatments is substantial. One example is In Vitro Fertilization (IVF), with costs ranging from \$12,000 to \$25,000 per cycle. This issue was further highlighted in a recent Executive Order released by the Trump Administration on February 18, 2025, which acknowledges the growing need to providing support, awareness and access to affordable fertility treatments and address such challenges.

As part of this referral, I would request the administration come prepared to the Committee with recommendations and potential options for integrating fertility treatments into our healthcare plans, as well as any associated financial considerations.

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Department

Office of Commissioner Alex Fernandez

Sponsor(s)

Commissioner Alex Fernandez

Co-sponsor(s)

Condensed Title

REF: FERC - Discuss Expanding the City of Miami Beach's Current Health Benefits to Include Fertility Treatments for Eligible Employees (Fernandez).

Previous Action (For City Clerk Use Only)