TOWN OF GOLDEN BEACH, FLORIDA

RESOLUTION NO. 3105.26

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF GOLDEN BEACH, FLORIDA; PROVIDING FOR THE CONTINUATION OF HEALTH INSURANCE BENEFITS FOR CURRENT AND RETIRED TOWN COUNCILMEMBERS AND THEIR ELIGIBLE DEPENDENTS UNDER THE TOWN'S GROUP HEALTH INSURANCE PLAN; MEMORIALIZING THE TOWN'S LONG-STANDING COMMITMENT TO RETIREMENT HEALTH INSURANCE BENEFITS; PROVIDING FOR ELIGIBILITY REQUIREMENTS; ESTABLISHING A RETIREMENT HEALTH SAVINGS ACCOUNT OPTION FOR MEDICARE-AGE ELIGIBLE COUNCILMEMBERS AND QUALIFIED CHARTER OFFICERS; PROVIDING FOR MONTHLY CONTRIBUTIONS, ANNUAL ADJUSTMENTS, AND LIFETIME BENEFITS; PROVIDING CRITERIA FOR VESTED RIGHTS IN CONTINUED PARTICIPATION IN THE TOWN'S INSURANCE PLAN AT THE EXPENSE OF THE TOWN; SUPERSEDING PRIOR RESOLUTIONS TO THE EXTENT PROVIDED HEREIN; DIRECTING THE PREPARATION OF AN IMPLEMENTING ORDINANCE; PROVIDING FOR IMPLEMENTATION; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, on March 16, 2010, the Town Council adopted Resolution No. 2085.10, authorizing Councilmembers and their eligible dependents to participate in the group health insurance plan offered to Town employees (the "Plan") in the same manner as Town employees, provided that the cost of participation was paid solely by the Councilmember electing to participate; and

WHEREAS, Resolution No. 2085.10 further authorized Councilmembers and their eligible dependents to continue participation in the Plan following retirement, subject to the applicable terms and payment requirements; and

WHEREAS, on February 19, 2013, the Town Council adopted Resolution No. 2290.13, providing that the Town would pay for the cost of participation of

Councilmembers and their eligible dependents in the Plan to the same extent that such costs were paid for general Town employees; and

WHEREAS, on April 19, 2016, the Town Council adopted Resolution No. 2448.16, providing for continued Town-funded health insurance coverage for qualified retired Councilmembers and their eligible dependents upon completion of a minimum of ten (10) years of elected service; and

WHEREAS, on May 24, 2016, the Town Council adopted Resolution No. 2451.16, further consolidating the health insurance benefits available to serving and qualified retired Councilmembers and their eligible dependents and establishing protections for continued participation and payment of coverage costs; and

WHEREAS, on September 30, 2024, the Town Council adopted Resolution No. 2975.24, establishing that Councilmembers completing a minimum of eight (8) years of elected service qualify for continued Town-sponsored health insurance benefits following their departure from office, subject to the provisions of that Resolution; and

WHEREAS, the Town has, for more than sixteen (16) years, maintained and progressively enhanced its health insurance benefit program for elected officials, recognizing the value of public service and the importance of providing continuity of healthcare coverage for those who have dedicated substantial years of service to the community; and

WHEREAS, the Town has also established retirement health insurance benefits for certain qualified Charter Officers, who have completed twenty (20) years of qualifying service, subject to the applicable provisions governing their respective retirement benefits; and

WHEREAS, in accordance with Section 166.021, Florida Statutes, and Article VIII, Section 2(b) of the Florida Constitution, municipalities possess governmental, corporate, and proprietary powers to conduct municipal government, perform municipal functions, and render municipal services, except as expressly prohibited by law; and

WHEREAS, the Town Council has previously determined that providing health insurance benefits to serving and qualified retired Councilmembers serves a valid municipal purpose by encouraging qualified individuals to participate in local government and recognizing their long-term public service; and

WHEREAS, the Town Council recognizes that the existing health insurance program represents an established commitment of the Town and that the purpose of this Resolution is to modernize the delivery of those benefits rather than create an entirely new or duplicative retirement benefit; and

WHEREAS, the Town Council recognizes that individuals reaching Medicare eligibility at age sixty-five (65) may benefit from greater flexibility in selecting Medicare supplemental coverage, prescription drug plans, and other healthcare services appropriate to their individual circumstances; and

WHEREAS, the Town Council desires to establish a Retirement Health Savings Account ("RHSA") option for Medicare-age eligible serving and qualified retired Councilmembers and qualified Charter Officers, providing an alternative method for the Town to fulfill its retirement healthcare commitments; and

WHEREAS, the proposed RHSA option will provide a monthly Town contribution of One Thousand Five Hundred Dollars ($1,500.00) for each qualified participant and an additional Five Hundred Dollars ($500.00) for one eligible spouse or dependent, with

such contributions continuing for the lifetime of the qualified participant, subject to the provisions of the program; and

WHEREAS, the Town Council further desires to provide an annual two and one-half percent (2.5%) increase in such contributions to recognize the increasing cost of healthcare services; and

WHEREAS, the Town Council intends that this new option preserve the existing lawful vested rights of qualified participants while providing additional flexibility in how their retirement healthcare needs are met; and

WHEREAS, the Town Council desires to direct the Town Attorney to prepare an Ordinance formally incorporating this retirement healthcare option into the Town's applicable benefit provisions and establishing the necessary administrative requirements for implementation.

NOW THEREFORE, BE IT RESOLVED BY THE TOWN OF GOLDEN BEACH, FLORIDA, AS FOLLOWS:

Section 1. Recitals Adopted. Each of the above-stated recitals is hereby adopted, confirmed, and incorporated herein as the findings and legislative intent of the Town Council.

Section 2. Participation of Councilmembers and Their Eligible Dependents in the Plan. To the extent that coverage is available, Town Councilmembers, including the Mayor, and their Eligible Dependents are hereby authorized to participate in the Town's group health insurance Plan in the same manner as general Town employees. "Eligible Dependents" shall include those dependents authorized to participate in the Plan by the insurer providing coverage. The election to participate in the Plan shall be

made at the discretion of each individual Councilmember, subject to the applicable provisions of this Resolution.

Section 3. Participation of Retired Councilmembers and Their Eligible Dependents; Eligibility. To the extent that coverage is available, Councilmembers who have completed a minimum of eight (8) years of elected service and are no longer serving in office ("Qualified Retired Councilmembers"), together with their Eligible Dependents, are hereby authorized to continue participation in the Plan in the same manner as general Town employees, subject to the provisions of this Resolution. A Qualified Retired Councilmember shall become eligible for continued participation commencing upon departure from elected office.

Section 4. Payment of Plan Participation Costs. The Town shall pay the cost of participation in the Plan by serving Councilmembers and their Eligible Dependents to the same extent that the Town pays the cost of participation by general Town employees. The Town shall likewise pay the cost of participation in the Plan by Qualified Retired Councilmembers and their respective Eligible Dependents to the same extent that the Town pays for participation by general Town employees. In the event the Town amends the manner in which it pays for participation by general Town employees, the manner in which the Town pays for participation by Councilmembers and Qualified Retired Councilmembers shall be amended accordingly, subject to the preservation of existing lawful vested rights and the provisions governing participation in the RHSA program.

Section 5. Establishment of Retirement Health Savings Account for Medicare-Age Eligible Members. The Town Council hereby establishes, subject to

the adoption of the necessary implementing Ordinance and plan documents, a Retirement Health Savings Account ("RHSA") option for eligible serving and Qualified Retired Councilmembers and qualified Charter Officers who have attained Medicare eligibility age of sixty-five (65). Upon reaching age sixty-five (65), a vested and eligible participant may elect to transition from the Town's group health insurance coverage to the RHSA program. The Town shall provide the following monthly contributions to the RHSA of an eligible participant:

A. Qualified Member: One Thousand Five Hundred Dollars ($1,500.00) per month.

B. Eligible Spouse or Dependent: An additional Five Hundred Dollars ($500.00) per month for one eligible spouse or dependent, as defined by the implementing plan.

The maximum initial combined contribution shall be Two Thousand Dollars ($2,000.00) per month. The RHSA program shall be designed to allow eligible participants to use available account funds for qualified healthcare expenses, including Medicare premiums, supplemental insurance, prescription drug coverage, and other qualified medical expenses permitted under the applicable plan. The RHSA option shall be available to currently serving Councilmembers who have attained age sixty-five (65) and have otherwise satisfied the applicable vesting requirements, regardless of whether they continue to serve in elected office.

Section 6. Eligibility of Qualified Charter Officers. For purposes of the RHSA option established herein, qualified Charter Officers shall include the Town Manager, Town Clerk, and Town Attorney who have completed a minimum of twenty (20) years of qualifying service and have otherwise satisfied the requirements for vested retirement health insurance benefits under the applicable governing provisions. Upon attaining age

sixty-five (65), such qualified Charter Officers shall be eligible to participate in the RHSA program on the same contribution basis established for qualified Councilmembers, subject to confirmation of their existing retirement benefit entitlements and adoption of the necessary implementing legislation. Nothing in this Section shall be construed to create retirement health insurance eligibility for a Charter Officer who has not otherwise satisfied the applicable vesting requirements.

Section 7. Lifetime Contributions and Annual Adjustments. The Town Council intends that RHSA contributions for qualified participants shall continue throughout the lifetime of the eligible participant, subject to applicable law and the governing provisions of the RHSA program. The monthly contribution amounts established in Section 5 shall increase by two and one-half percent (2.5%) every year, commencing on the second anniversary of the participant's eligibility date under the implementing program. Such adjustments shall be compounded and applied to the then-current contribution amounts. The additional contribution for an eligible spouse or dependent shall continue only while the individual satisfies the applicable eligibility requirements. The Town's obligation to make contributions shall cease upon the death of the qualified participant, except to the extent otherwise required by an existing vested survivor benefit or applicable law.

Section 8. Coordination of Benefits and Election of Coverage. The RHSA program is intended to provide an alternative to continued Town-funded participation in the group health insurance Plan upon attaining age sixty-five (65). An eligible participant electing the RHSA option shall receive the monthly contributions established herein in lieu of Town-funded group health insurance premiums for the same participant. No participant shall receive duplicative Town-funded group health insurance benefits and

RHSA contributions for the same coverage period, except as otherwise required by law. The election to participate in the RHSA program shall be made in writing and administered in accordance with the applicable plan documents. Any transition affecting an existing vested insurance benefit shall comply with applicable law and shall not unlawfully impair rights previously established under the Town's retirement benefit provisions.

Section 9. Vested Right to Participate in the Plan; Payment of Costs. In the event that the Town Council elects to disallow participation in the Plan by, or elects to cease payment of the cost of participation in the Plan by Councilmembers, Qualified Retired Councilmembers, and/or their Eligible Dependents as provided in Section 4 of this Resolution, those Qualified Retired Councilmembers and their respective Eligible Dependents who are enrolled in the Plan on the effective date of the Town Council action disallowing participation and/or payment (the "Termination Date") shall be deemed to have a vested right to continue participation in the Plan and the Town's payment of the cost of participation, to the extent provided under existing lawfully established benefit provisions. Councilmembers and Qualified Retired Councilmembers who are not enrolled in the Plan on the Termination Date shall not acquire a vested right to continued participation or Town payment solely by operation of this Section. Nothing in this Resolution shall be construed to unlawfully diminish or eliminate vested rights previously established by the Town.

Section 10. Fiscal Intent. The Town Council recognizes that the RHSA program is intended to provide an alternative method of satisfying the Town's existing retirement health insurance commitments. The establishment of the RHSA option is intended to provide greater flexibility for eligible participants and greater predictability in

the Town's long-term retirement healthcare expenditures. The Town Council does not intend the program to create duplicative healthcare benefits or obligations. The Town Administration shall evaluate the fiscal impact of the program, including the proposed annual contribution adjustments, and provide for the appropriate funding of legally established obligations through the Town's annual budget process.

Section 11. Implementation and Preparation of Ordinance. The Town Council hereby directs the Town Attorney, in coordination with the Town Manager and Finance Director, to prepare an Ordinance establishing the necessary retirement benefit provisions to implement the RHSA program for those members who have satisfied the applicable vesting requirements established by prior Town resolutions and other governing retirement benefit provisions. The implementing Ordinance and related plan documents shall address eligibility, administration, qualified healthcare expenses, contribution procedures, treatment of existing vested rights, and compliance with applicable federal and state laws. The Town Manager and appropriate Town officials are authorized to undertake the administrative actions necessary to prepare for implementation, subject to final approval of the required implementing legislation.

Section 12. Superseding Effect. This Resolution shall supersede Resolution Nos. 2085.10, 2290.13, 2448.16, 2451.16, and 2975.24 as the consolidated statement of the Council health insurance benefits addressed herein, to the extent legally permissible. Notwithstanding the foregoing, no provision of this Resolution shall be interpreted to extinguish or impair an existing lawful vested right, and existing benefits shall continue under their applicable governing provisions until any required implementing Ordinance and plan documents become effective.

Section 13. Effective Date. This Resolution shall take effect immediately upon

adoption, provided that the RHSA program shall not become operational until the necessary implementing Ordinance, plan documents, and administrative arrangements have been approved and established.

Sponsored by Town Administration.

The Motion to adopt the foregoing Resolution was offered by Councilmember Lusskin, seconded by Councilmember Bernstein, and on roll call the following vote ensued:

Mayor Glenn Singer	Aye
Vice Mayor Jessie Mendal	Absent
Councilmember Kenneth Bernstein	Aye
Councilmember Bernard Einstein	Aye
Councilmember Judy Lusskin	Aye

PASSED AND ADOPTED by the Town Council of the Town of Golden Beach, this 27th day of October, 2026.

MAYOR GLENN SINGER

ATTEST:

LISSETTE PEREZ
TOWN CLERK

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:

STEPHEN J. HELFMAN
TOWN ATTORNEY

TOWN OF GOLDEN BEACH

100 Ocean Boulevard
Golden Beach, FL 33160

MEMORANDUM

Date: October 27, 2026

Item Number: 9

To: Honorable Mayor Glenn Singer &
Town Council Members

From: Alexander Diaz,
Town Manager

Subject: **Resolution No. 3105.26– Establishing A Retirement Health Savings Account (RHSA) and Contribution for Vested Members of the Town Charter and Eligible Dependents.**

Recommendation:

It is recommended that the Town Council adopt the attached Resolution No. 3105.26 as presented.

Background:

Over the past several months, the Town Administration has been reviewing the health insurance benefits provided to current members of the Town Council and eligible vested members of the Town Charter, with the objective of providing a more sustainable and flexible retirement health benefit.

Under the Town's existing benefit structure, members of the Town Council receive health insurance coverage during their service. Upon completing two full terms (eight years), Councilmembers become vested and eligible for continued lifetime health insurance benefits. Additionally, the Town's Charter Officers qualify for lifetime health insurance benefits upon completing twenty (20) years of service.

The proposed Resolution establishes a new retirement health benefit structure for these eligible individuals upon reaching age sixty-five (65).

Under the proposed program, vested and eligible Councilmembers and Charter Officers who reach age sixty-five (65) will transition from the Town's traditional group health insurance coverage to a Retirement Health Savings Account

(RHSA). In lieu of continued participation in the Town's group health insurance plan, the Town will make the following monthly contributions:

- $1,500 per month for the eligible vested Councilmember or Charter Officer.

- $500 per month for an eligible spouse or dependent, as defined by the applicable benefit provisions.

- HSA cards are for active members. Effective 10/1/2027 Retirees who take the stipend no longer receive the HSA card.

These contributions will continue for the lifetime of the eligible individual, subject to the terms and conditions of the retirement benefit program.

Current Councilmembers who have already reached age sixty-five (65) will also be eligible to transition to this retirement health benefit structure while continuing to serve in office.

The purpose of this change is to establish a defined monthly contribution toward retirement healthcare expenses, allowing eligible individuals greater flexibility in selecting Medicare, supplemental insurance, prescription coverage, and other qualified healthcare benefits that best meet their individual needs.

This Resolution will serve as the foundation for a subsequent Ordinance formally amending the Town's retirement health benefit provisions and establishing the administrative requirements for implementation.

Fiscal Impact:

No anticipated increase to the Town's existing financial commitments for retiree health insurance benefits.

The proposed program replaces the Town's obligation to provide traditional group health insurance coverage after age sixty-five (65) with a defined monthly contribution of $1,500 for each eligible vested individual and an additional $500 for an eligible spouse or dependent.

This change provides greater predictability in the Town's long-term retirement healthcare obligations while preserving a meaningful lifetime health benefit for eligible Councilmembers and Charter Officers.