

RESOLUTION No. 24- 07

A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, APPROVING AN AMENDMENT TO RETIRMENT PLAN NUMBERS 109923 AND 108690, TO REVISE THE VESTING PERIODS FOR LEGISLATIVE ANALYSTS/CHIEF OF STAFF, AND FOR FULL TIME EMPLOYEES, RESPECTIVELY; REVISING PLAN NUMBER 109923 TO INCLUDE ALL CITY COUNCIL ASSIGNED STAFF; AUTHORIZING THE CITY MANAGER TO DO ALL THINGS NECESSARY TO EFFECTUATE THE TERMS OF THE RESOLUTION, INCLUDING AMENDING THE PLAN DOCUMENTS TO ACCURATELY REFLECT THE NEW JOB TITLE OF “EXECUTIVE AIDE” IN LIEU OF “LEGISLATIVE ANALYST”; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, historically, the City of Doral (“City”) had two 401 retirement plans: one for Mayor and Council (non-contributory with immediate vestment and City contribution of 18%) approved pursuant to Resolution No. 2005-38, and one for employees (6% employee contribution and 12% match by the City with a vesting period of 5 years) approved pursuant to Resolution No. 2004-22; and

WHEREAS, thereafter, pursuant to Resolution No. 2018-98, the City adopted four (4) new retirement plans:

- for Legislative Analysts (6% employee contribution and 12% match by the City with a vesting period of 4 years);
- for Directors and Assistant Directors (6% employee contribution and 12% match by the City with a vesting period of 1 year);
- for Sworn FRS Retiree-Chief & Deputy Chief (0% employee contribution and a contribution by the City of the difference between the total FRS contribution rate and the employer special risk rate for retirees contribution rate with a vesting period of 1 year); and
- for Sworn FRS Retiree-General (0% employee contribution and a contribution by the City of the difference between the total FRS contribution rate and the employer special risk rate for retirees contribution rate with a vesting period of 5 years); and

WHEREAS, pursuant to Resolution No. 2018-167, the plan for Sworn FRS Retiree-Chief & Deputy Chief of Police was further revised as set forth therein; and

WHEREAS, due to the vesting requirements of the current plans and in support of the City's vision statement of a "premier community in which to live, work and play" the City Council wishes to revise the vesting periods for legislative analysts/chief of staff (Plan Number 109923), and for full-time employees (Plan Number 108690) as follows:

- for Legislative Analysts, vesting period of 1 year; and
- for Full-Time Employees, vesting period of 4 years; and

WHEREAS, on January 10, 2024, by consensus of the City Council, direction was provided to include all staff assigned to the Mayor and the City Councilmembers in Plan Number 109923; and

WHEREAS, on October 18, 2023, the City Council unanimously approved revising the job title of "Legislative Analyst" to "Executive Aide"; and

WHEREAS, in light of the above, the City Council further wishes to authorize the City Manager to do all things necessary to update the job titles for Plan Number 109923 to reflect the new title of "Executive Aide" in lieu of "Legislative Analyst" and for any future revisions to that Plan's titles as may be adopted by the City Council, including the authorization to execute the appropriate Plan documents to effectuate the same.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL AS FOLLOWS:

Section 1. Recitals. The above recitals are confirmed, adopted, and incorporated herein and made part hereof by this reference.

Section 2. Retirement Plan Revisions. The City Council of the City of Doral hereby approves the revisions to the City's Deferred Compensation Plan ("the Plan") for legislative analysts/chief of staff (Plan Number 109923), and for full-time employees (Plan Number 108690) to provide for amended vesting periods of 1 year, and 4 years, respectively. The City Council of the City of Doral further approves a revision to Plan Number 109923 to include all staff assigned to the Mayor and the City Councilmembers.

Section 3. Authorization. The City Manager is hereby authorized to execute any Plan Amendment documents, or make such other changes to the Plan, as may be necessary or desirable to effectuate the revisions to the Plan set forth in this Resolution, and as may be required for the Plan to meet or continue to meet the requirements of State and Federal law. The City Council further authorizes the City Manager to do all things necessary to update the job titles for Plan Number 109923 to reflect the new title of "Executive Aide" in lieu of "Legislative Analyst" and for any future revisions to that Plan's titles as may be adopted by the City Council, including the authorization to execute the appropriate Plan documents to effectuate the same.

Section 4. Implementation. The City Manager and the City Attorney are hereby authorized to take such further action as may be necessary to implement the purpose and the provisions of this Resolution.

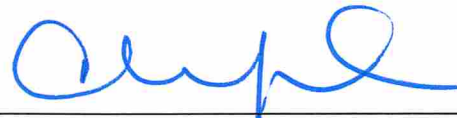
Section 5. Effective Date. This Resolution shall take effect immediately upon adoption.

The Prime Sponsor of the foregoing resolution is Councilwoman Digna Cabral.

The foregoing Resolution was offered by Vice Mayor Puig-Corve who moved its adoption. The motion was seconded by Councilmember Pineyro and upon being put to a vote, the vote was as follows:

Mayor Christi Fraga	Yes
Vice Mayor Oscar Puig-Corve	Yes
Councilwoman Digna Cabral	Yes
Councilman Rafael Pineyro	Yes
Councilwoman Maureen Porras	Yes

PASSED AND ADOPTED this 10 day of January, 2024.



CHRISTI FRAGA, MAYOR

ATTEST:



CONNIE DIAZ, MMC
CITY CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY
FOR THE USE AND RELIANCE OF THE CITY OF DORAL ONLY:



VALERIE VICENTE, ESQ. for
NABORS, GIBLIN & NICKERSON, P.A.
CITY ATTORNEY