

**RESOLUTION NO. R-2013-116**

**A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA, ESTABLISHING AND ADOPTING A RETIREMENT INCENTIVE PLAN FOR ELIGIBLE EMPLOYEES AND AUTHORIZING THE CITY MANAGER TO TAKE ALL NECESSARY STEPS TO EFFECTUATE THE PLAN; PROVIDING FOR AN EFFECTIVE DATE AND FOR ALL OTHER PURPOSES.**

**WHEREAS**, the City of North Miami has adopted the 2013-14 Fiscal Year Budget; and

**WHEREAS**, the City of North Miami's newly adopted budget requires substantial costs savings and a decrease in spending; and

**WHEREAS**, the proposed Retirement Incentive Plan will assist with this goal by allowing some employees the option of retiring early as well as providing for the reorganization or elimination of certain positions; and

**WHEREAS**, the Retirement Incentive Plan will be made available to all full-time employees:

- Who are not represented by a collective bargaining agreement; and
- Those members of the collective bargaining units will be offered the same Plan; and
- Who meet the 'rule of 60' – the employees age plus years of credited service must equal to sixty (60) or more; and

**WHEREAS**, the Early Retirement Incentive Plan includes:

- Increase of the multiplier for benefits from 3% to 4% for twenty (20) years; and
- Free health insurance for one year for employee; and
- Up to ninety (90) days pay depending on selected retirement date; and
- For monthly annuities only; no lump-sum payments; and

**WHEREAS**, the Mayor and City Council are desirous of adopting the proposed Retirement Incentive Plan as set forth.

**NOW THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA:**

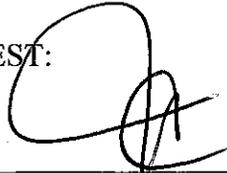
**Section 1. Adoption.** The Mayor and City Council adopt the Retirement Incentive Plan as outlined above.

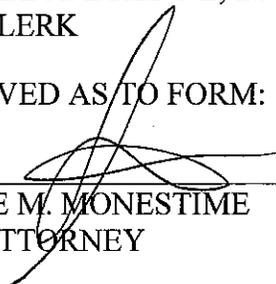
**Section 2. Direction to City Manager.** The City Manager is directed to take all steps to effectuate the implementation of the Retirement Incentive Plan.

**Section 3. Effective Date.** This Resolution shall become effective immediately upon adoption.

**PASSED AND ADOPTED** by a 3-2 vote of the Mayor and City Council of the City of North Miami, Florida, this 24 day of September 2013.

  
LUCIE M. TONDREAU  
MAYOR

ATTEST:  
  
\_\_\_\_\_  
MICHAEL A. ETIENNE, ESQ.  
CITY CLERK

APPROVED AS TO FORM:  
  
\_\_\_\_\_  
REGINE M. MONESTIME  
CITY ATTORNEY

SPONSORED BY: CITY ADMINISTRATION

Moved by: Mayor Tondreau

Seconded by: Councilman Bien-Aime

**Vote:**

Mayor Lucie M. Tondreau	<u>  x  </u>	(Yes)	<u>      </u>	(No)
Vice Mayor Scott Galvin	<u>      </u>	(Yes)	<u>  x  </u>	(No)
Councilperson Carol Keys, Esq.	<u>      </u>	(Yes)	<u>  x  </u>	(No)
Councilperson Philippe Bien-Aime	<u>  x  </u>	(Yes)	<u>      </u>	(No)
Councilperson Marie Erlande Steril	<u>  x  </u>	(Yes)	<u>      </u>	(No)