

RESOLUTION No. 26-128

A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, DIRECTING THE CITY MANAGER TO ADD VOLUNTARY PET INSURANCE AS AN OPT-IN EMPLOYEE BENEFIT FOR CITY OF DORAL EMPLOYEES, TO BE ADMINISTERED THROUGH PAYROLL DEDUCTION AT NO COST TO THE CITY; PROVIDING FOR AUTHORIZATION; PROVIDING FOR IMPLEMENTATION; PROVIDING FOR INCORPORATION OF RECITALS; AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, the City of Doral is committed to offering its employees a competitive and comprehensive benefits package that supports employee well-being, promotes recruitment and retention, and reflects the values and demographic identity of the Doral community; and

WHEREAS, pet ownership is prevalent among City employees and the broader Doral community, and the cost of veterinary care represents a significant and often unplanned financial burden for pet-owning families, with complex procedures routinely costing thousands of dollars; and

WHEREAS, voluntary pet insurance is a well-established employee benefit offered by numerous public sector employers, including Hillsborough County, Sarasota County, the City and County of San Francisco, the City of Madison (Wisconsin), and the State of Michigan, typically structured as a fully employee-funded, opt-in benefit administered through payroll deduction at no direct cost to the employer; and

WHEREAS, adding voluntary pet insurance as an employee benefit carries no fiscal impact to the City, as all premiums are paid entirely by participating employees through payroll deduction, and the City's role is limited to carrier selection, group rate negotiation, and enrollment administration; and

WHEREAS, the City Council finds that the addition of voluntary pet insurance as an employee benefit serves a legitimate municipal purpose by enhancing the City's employee benefits package, supporting the financial well-being of City employees and their families, and strengthening the City's ability to recruit and retain qualified personnel.

WHEREAS, the City Council finds that directing the City Manager to add voluntary pet insurance as an opt-in employee benefit furthers the City's strategic goals of workforce development, employee well-being, and organizational excellence.

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

Section 1. Recitals. The above recitals are true and correct and incorporated herein.

Section 2. Approval & Authorization. The Mayor and City Council hereby direct the City Manager to add voluntary pet insurance as an opt-in employee benefit in the City of Doral's employee benefits package. The benefit shall be structured as a fully voluntary, employee-funded program with premiums collected through payroll deduction, at no direct cost to the City. The City Manager is authorized to solicit proposals from qualified pet insurance carriers, negotiate group discount rates on behalf of City employees, and take all necessary administrative steps to implement the benefit.

Section 3. Implementation. The City Manager is hereby authorized to take such action as may be necessary to implement the provisions of this Resolution, including: (a) soliciting proposals from qualified pet insurance carriers with established public sector group programs, including but not limited to Nationwide, MetLife Pet, and Pets Best; (b) structuring the benefit as fully voluntary and opt-in, with coverage available

at minimum for dogs and cats, including accident and illness coverage, and optional wellness add-ons at each employee's election; (c) aligning enrollment with the City's existing annual open enrollment period; and (d) presenting a recommended carrier and implementation plan to the Mayor and City Council for approval prior to the next open enrollment cycle. The City Manager and City Attorney are authorized to take any additional actions necessary to implement this Resolution, including making any modifications, executing any documents and addendums as necessary to effectuate this Resolution, provided that such actions remain consistent with the Council's intent.

Section 4. Effective Date. This Resolution shall take effect immediately upon adoption.

The Prime Sponsor of the foregoing resolution is Councilwoman Nicole Reinoso.

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

Mayor Christi Fraga	Yes
Vice Mayor Digna Cabral	Yes
Councilman Rafael Pineyro	Yes
Councilwoman Maureen Porras	Yes
Councilwoman Nicole Reinoso	Yes

PASSED AND ADOPTED this 10 day of June, 2026.



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:



LORENZO COBIELLA
GASTESI, LOPEZ, MESTRE & COBIELLA, PLLC
CITY ATTORNEY