

**RESOLUTION No. 26-92**

**A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, APPROVING A TUITION REIMBURSEMENT BENEFIT POLICY FOR THE MAYOR AND MEMBERS OF THE CITY COUNCIL; PROVIDING FOR IMPLEMENTATION; PROVIDING FOR INCORPORATION OF RECITALS; AND PROVIDING FOR AN EFFECTIVE DATE**

**WHEREAS**, the City of Doral (the "City") is committed to promoting the professional development and continued education of all individuals who serve in positions of public trust and responsibility; and

**WHEREAS**, the City has long recognized that opportunities for professional development enhance the quality and effectiveness of public service by strengthening institutional knowledge, broadening perspectives on municipal governance, and equipping public servants with contemporary expertise in matters affecting their official duties; and

**WHEREAS**, the City has established tuition reimbursement programs for its municipal employees as a means of supporting their professional growth and development in areas directly related to their employment and the City's operations; and

**WHEREAS**, the Mayor and members of the City Council, as the elected legislative and executive leadership of the City, bear significant responsibility for policy decisions affecting the municipality's fiscal health, operational effectiveness, and service delivery to its residents; and

**WHEREAS**, the evolving nature of municipal governance, including changes in regulatory requirements, technological advancement, fiscal management practices, and public policy considerations, create a compelling need for elected officials to continue

their education in areas including, but not limited to, public policy, public administration, municipal finance, governance, and leadership; and

**WHEREAS**, the City Council has determined that establishing a formal tuition reimbursement benefit program for the Mayor and members of the City Council reflects a continued institutional commitment to strengthening governance capacity, promoting informed decision making, and ensuring that elected officials are equipped with the knowledge necessary to effectively serve the residents of the City; and

**WHEREAS**, the City Council finds that such a program is reasonable and consistent with the City's ongoing investment in the professional development of all public servants; and

**WHEREAS**, the City Council has reviewed the proposed Tuition Reimbursement Benefit Policy (the "Policy"), attached hereto as "Exhibit A" and incorporated herein by this reference; and

**WHEREAS**, for purposes of this Policy and the implementing resolution, "eligible participants" means the Mayor of the City of Doral and all duly elected members of the City Council as defined in the City of Doral Charter, consisting, as of the effective date of this Resolution, of the Mayor and four elected Council Members, or any successor configuration of elected legislative officers as may be provided by subsequent Charter amendment; and

**WHEREAS**, the City Council further determines that the Policy is in the best interests of the City and its residents and that its adoption is appropriate and necessary to accomplish the City's governmental objectives; and

**WHEREAS**, the City Council desires to provide clear standards, procedures, and safeguards for the administration of the Policy, including pre-approval requirements, conflict of interest review, fiscal controls, reporting obligations, and appeal rights, to ensure that the Policy is implemented in a fair, transparent, and legally compliant manner; and

**WHEREAS**, the City Council has determined that this Resolution and the Policy are authorized pursuant to the City of Doral Charter, the City Code, and chapter 166, Florida Statutes, and that nothing herein is inconsistent with applicable state law or City Charter provisions.

**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 confirmed, adopted, and incorporated herein and made part hereof by this reference.

**Section 2. Adoption of the Mayor and Council Tuition Reimbursement Policy.**  
The Mayor and Council Tuition Reimbursement Policy is adopted in substantially the same form as enclosed herein as Exhibit "A."

**Section 3. Implementation.** The City Manager and City Attorney are authorized to take any additional actions necessary to implement this Resolution, including making any modifications, adjustments to City policies, communication guidelines, and administrative practices to ensure compliance and expenditure of budgeted funds, 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 Mayor Christi Fraga.

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	No
Councilman Rafael Pineyro	Yes
Councilwoman Maureen Porras	No
Councilwoman Nicole Reinoso	Yes

PASSED AND ADOPTED this 13 day of May, 2026.



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CHRISTI FRAGA, MAYOR


ATTEST:



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CONNIE DIAZ, MMC  
CITY CLERK

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



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

# EXHIBIT "A"



## **TUITION REIMBURSEMENT BENEFIT POLICY**

### **MAYOR AND COUNCIL**

The City of Doral encourages the Mayor and Members of the City Council to voluntarily pursue professional development opportunities in the fields of public policy, public administration, public speaking, and related areas, including certifications, as well as undergraduate or graduate degree programs. These opportunities are intended to enhance their knowledge, improve their performance, and strengthen their ability to serve the residents of the City of Doral. Accordingly, the City will provide a tuition reimbursement benefit to eligible elected officials who are seeking a qualifying undergraduate or graduate degree. Reimbursements and other payments made by the City under this policy are subject to current federal taxation requirements, and the availability of budgeted funds.

### **ELIGIBILITY**

To be eligible, the Mayor or Councilmember must be actively serving in office at the time of application and at the time of reimbursement.

The elected official must also be in good standing. For purposes of this policy, “good standing” means the elected official has not been subject to any formal ethics violations or sanctions that would impact eligibility under applicable laws or City regulations.

### **Course Eligibility:**

Eligible coursework may include undergraduate or graduate courses taken as part of an approved degree program, as well as certification programs or other professional development opportunities in the fields of public policy, public administration, public speaking, or related areas. All coursework or programs must provide knowledge or competencies relevant to public service,

governance, leadership, or the duties of elected office and must be offered by an accredited college, university, or recognized professional institution.

**Grade**

**Requirements:**

An elected official must maintain a “C” average or above to remain eligible for participation in the program.

**Tuition**

**Reimbursement**

**Provisions:**

An elected official is eligible to receive reimbursement for a maximum of six (6) classes per fiscal year. The amount of reimbursement approved by the City will be based on the grade received in each course, as provided in this policy.

Tuition, parking costs, and required laboratory fees are eligible for reimbursement. All other expenses, including but not limited to books, supplies, or non-laboratory fees, are the responsibility of the elected official and are not eligible for reimbursement.

**REIMBURSEMENT AMOUNT**

The reimbursement amount will be based on the established Florida resident credit hour rate for undergraduate or graduate courses charged within the State University System at the time of course enrollment, regardless of the elected official’s selection of a private educational institution.

Upon completion of an approved course, the reimbursement schedule will be based on grades received as follows:

- 100% reimbursement for a grade of “A”
- 75% reimbursement for a grade of “B”
- 50% reimbursement for a grade of “C”

The City will not provide any amount of tuition reimbursement if a grade of “D,” “F,” or “Incomplete” is received.

## **APPROVAL PROCEDURE**

The Mayor or Councilmember must receive prior written approval from the City Manager to participate in the City's tuition reimbursement benefit program.

To obtain approval, the elected official must submit the following:

- Course or program description
- Schedule (including dates and times)
- Program cost

The City Manager will review the request and determine whether it meets the criteria for participation. Notice of approval or denial shall be provided in writing.

If the elected official leaves office due to circumstances beyond their control, including but not limited to appointment to another office, death, or disability, the elected official shall not be eligible to receive any pending reimbursement.

If the elected official is removed from office or is recalled from office at any time during the 12-month period, the elected official shall be required to repay the City any funds paid under this program.

The balance of any amount owed shall be due in full within seven (7) days of separation from office. In appropriate circumstances, the City and the elected official may agree to a payment plan.

## **PAYMENT AND REIMBURSEMENT PROCEDURE**

If approved to participate in the program, the elected official shall pay all tuition.

Within thirty (30) calendar days of completion of the approved course(s), the elected official must provide copies of all receipts and a copy of the certified transcript. The elected official shall also disclose and provide documentation of all financial assistance received, including but not limited to scholarships, grants, stipends, waivers, discounts, or other non-refundable assistance.

If the documentation provided is satisfactory, reimbursement will be processed upon approval by the City Manager.

All payment of reimbursement eligible expenses shall be subject to the availability of budgeted funds. The City Manager may deny any eligible applicant the reimbursement of eligible expenses based on a lack of sufficient budgeted funds.

## **POLICY MODIFICATION**

The City may change the provisions of this policy at any time, including eligibility criteria and reimbursement amounts. Requests will be processed in accordance with the policy in effect at the time of submission.