

**City of Coral Gables City Commission**  
**September 23, 2014**  
**City Commission Chambers**  
**405 Biltmore Way, Coral Gables, FL**

**City Commission**

**Mayor Jim Cason**  
**Vice Mayor William H. Kerdyk, Jr.**  
**Commissioner Patricia Keon**  
**Commissioner Vince Lago**  
**Commissioner Frank Quesada**

**City Staff**

**Interim Assistant City Manager, Cynthia Birdsill**  
**City Attorney, Craig E. Leen**  
**City Clerk, Walter J. Foeman**  
**Deputy City Clerk, Billy Urquia**

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**I.-2.**

A Resolution amending previous Resolution Nos. 2011-46 and 2014-73,  
approving salary and benefit package, as set forth herein.

Mayor Cason: All right, I-2.

Craig Leen: Item I-2 is a amendment to my employment resolution. When I became City Attorney, one of the -- the principal issue I negotiated was to have my health insurance be covered by the City, because it's an expense to me. As many of you know, I have two children with autism. We were able to work out with Humana so that my children could go to Crystal Academy, which, of course, you know, I love this position very much. So I'm here because of this position. But that was also a very important thing for me in -- when I came here, that my children could be able to get this coverage, so they've been doing very well. But when we switched to Florida Blue, there was an issue that came up, because it takes several months for Florida Blue to be able to bring new people in network, and there would be a gap period where

there could be an expense. They're trying to do it as quickly as possible to address the situation. It looks like there's at least one person that's in network and they're trying to add two additional people, but -- so what I'm asking for you to do -- and this is my understanding of the resolution as it was originally drafted, and I'm adding additional language to be -- to clarify what it means. The -- and I will say that even though I've always had this view as to what the language means, it hasn't always been interpreted that way, because I can't really interpret resolutions for myself. So, you know, I have had to bear some expense, which I'll continue -- I'm not asking for that to be reconsidered. I've always been treated extremely well by the City. But what I would like -- this could be a gigantic expense. It could be. I don't think it will be, because I think it'll be worked out, but there's a risk. And so, what this does is it allows me to keep my children at Crystal Academy. It'll -- it -- the City would cover the cost of the insurance plan, which would be the PPO (Preferred Provider Organization) for this year and into next year. When we get to the next enrollment, I would hopefully be able to go back to the HMO (Health Maintenance Organization) or stay in this plan, but it would be in network, which is less expensive. There is a limit. I mean, there are out-of-pocket maximums. The out-of-pocket, out-of-network maximum is 18,000; in network maximum is 9,000 per year. There is -- you know, there's always the potential of balance billing, I heard, you know, so I'd ask that all that be covered, but I don't -- it's more of an issue of risk. I do think, ultimately, this will be worked out. I -- Florida Blue has given me their assurance that they're trying to do that. So much of this will wind up being in network, I believe, and I'm going to try to do as much as possible. I give you my assurance; I'm going to try to keep those amounts as low as possible. If it becomes a lot, I'll make sure to keep you updated. That's my proposal.

Vice Mayor Kerdyk: So the outside is 18,000 and --?

Mr. Leen: For out of network; 9,000 per in network. Those are the out- of-pocket maximums.

Vice Mayor Kerdyk: Nine thousand more and eighteen thousand more than what we're paying now. Is that what you're saying?

Mr. Leen: Well, it's a little different than that, because right now, I'm in the HMO plan for Humana.

Vice Mayor Kerdyk: Right.

Mr. Leen: So right now you pay whatever the premium is for that. And we worked out with Humana agreement whereby they cover most of the care, and I end up having to pay the out-of-pocket maximums. I didn't think that I really -- under the language of the agreement -- pardon me -- under the language of the resolution, I never really thought that I was supposed to pay the out-of-pocket maximums, but I did just because I didn't want to cause an issue, and I had no one to interpret it in my favor, and I didn't want anyone to ever say, "It was just hard to bring these issues. You know, we've had a lot of issues come up. I didn't want to bring this issue up." This is a big -- this is becoming a much bigger deal for me now, though, because I might have to remove them from Crystal Academy and it's not -- it's not going to hopefully be that long a time. They tell me that within 60 to 90 days, they should be able to have all three in network. So I would -- I ask that you trust my good faith. I will try my best to keep this as low as possible. I appreciate all -- how you've treated me throughout my career here. I'm extremely lucky to be here, so I just ask that you consider it.

Commissioner Keon: I will make the motion. I'll ask that you come back in 90 days and just give us a status update.

Mr. Leen: Of course. I'd be happy to.

Mayor Cason: Okay. Commissioner Keon made the motion; Vice Mayor second it. City Clerk.

Mr. Foeman: Vice Mayor Kerdyk?

Vice Mayor Kerdyk: Yes.

Mr. Foeman: Commissioner Lago?

Commissioner Lago: Yes.

Mr. Foeman: Commissioner Quesada?

Commissioner Quesada: Yes.

Mr. Foeman: Commissioner Keon?

Commissioner Keon: Yes.

Mr. Foeman: Mayor Cason?

Mayor Cason: Yes.