

RESOLUTION NO. _____

RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, ACCEPTING THE RECOMMENDATION OF THE FINANCE AND ECONOMIC RESILIENCY COMMITTEE AT ITS DECEMBER 20, 2024 MEETING, TO INCREASE THE LIVING WAGE TO MATCH THE COST OF LIVING ADJUSTMENT (COLA) BY THREE PERCENT TO NO LESS THAN \$13.01 PER HOUR WITH HEALTH CARE BENEFITS OF AT LEAST \$3.45 PER HOUR, OR A LIVING WAGE RATE OF NO LESS THAN \$16.46 PER HOUR WITHOUT HEALTH CARE BENEFITS, EFFECTIVE JULY 1, 2025; AND FURTHER DELEGATING THE AUTHORITY TO THE CITY MANAGER OR DESIGNEE TO AMEND ANY CONTRACT AS NECESSARY TO IMPLEMENT THE INCREASE.

WHEREAS, Section 2-408 of the City Code requires specific service contractors to pay employees the living wage rates approved by the City Commission for any given year; and

WHEREAS, on September 13, 2023, the Mayor and City Commission approved the living wage rates for the calendar year 2024 as follows: \$16.08 per hour without health care benefits or \$12.63 per hour with health care benefits of at least \$3.45 per hour; and

WHEREAS, every year, during budget discussions for the subsequent fiscal year, the City Commission evaluates whether to adjust the living wage rates that specific City contractors are required to pay their employees; and

WHEREAS, generally, the living wage hourly rate increase is calculated according to any prior year increases in the overall Consumer Price Index (CPI) for the local area, and the healthcare benefit rate increase is calculated according to any previous year increases in the CPI for medical costs for the local area; and

WHEREAS, section 2-408(d) also states that an annual increase to the living wage rates shall not exceed the corresponding increase (if any) provided to unclassified City employees; and

WHEREAS, the City's past practice has been to consider the cost of living adjustment (COLA) approved for unclassified staff; and

WHEREAS, the City is considering a 3% COLA increase for unclassified employees, equivalent to the proposed 3% increase for union staff; and

WHEREAS, the fiscal impact of adopting a living wage increase equivalent to the proposed 3% COLA for unclassified staff is an estimated \$397,741.65; and

WHEREAS, on December 20, 2024, the Finance and Economic Resiliency Committee (FERC) recommended a 3% increase to the living wage, effective July 1, 2025, to match the proposed COLA adjustment; and

WHEREAS, if approved by the Mayor and City Commission, the living wage rates will become effective on July 1, 2025, set at no less than \$13.01 per hour with health care benefits of at least \$3.45 per hour, or \$16.46 per hour without health care benefits.

NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, that the Mayor and City Commission hereby accept the recommendation of the Finance and Economic Resiliency Committee at its December 20, 2024 meeting, to increase the living wage rate by three percent to no less than \$13.01 per hour with health care benefits of at least \$3.45 per hour, or a living wage rate of no less than \$16.46 per hour without health care benefits, effective July 1, 2025; and further delegate the authority to City Manager or designee to amend any contract, as needed, in order to implement the three percent increase to the living wage rate.

PASSED AND ADOPTED this _____ day of February 2025.

Steven Meiner, Mayor

ATTEST:

Rafael E. Granado, City Clerk

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION



City Attorney

1/24/2025
Date