

MIAMI BEACH

COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission

FROM: Eric Carpenter, City Manager

DATE: September 25, 2024

TITLE: A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, APPROVING THE ADDITION OF AN ANNUAL PUBLIC SAFETY APPRECIATION DAY AS A PAID HOLIDAY TO BE OBSERVED EACH YEAR ON THE FOURTH FRIDAY OF OCTOBER, FOR ALL EMPLOYEES INCLUDING EMPLOYEES WHOSE COLLECTIVE BARGAINING AGREEMENTS WILL PROVIDE FOR THIS HOLIDAY, WITH AN EFFECTIVE DATE OF OCTOBER 25, 2024.

RECOMMENDATION

The Administration recommends that the Mayor and City Commission approve the addition of Public Safety Appreciation Day effective October 25, 2024.

BACKGROUND/HISTORY

In July 2022, the Florida Governor approved legislation that declared May 1 of each year as “Law Enforcement Appreciation Day” (see Fla. Stat. § 683.11), which encouraged each municipality to issue annually a proclamation designating May 1 as “Law Enforcement Appreciation Day” and observe this occasion through appropriate programs, meetings, services, or celebrations in which state, county, and local law enforcement officers are invited to participate. In response, Miami-Dade County adopted a new holiday, Law Enforcement Appreciation Day, to be celebrated in May of each year. The Administration recommends adopting a new holiday that celebrates law enforcement, but also recognizes first responders and all public safety personnel. We propose to celebrate this holiday annually in October due to high impact activities in the month of May in our City.

The Administration has recently negotiated this additional holiday with the Fire and Police unions and reached a tentative agreement to include a “Public Safety Appreciation Day” that will be observed annually on the fourth Friday of October. As the Administration continues to bargain with the three remaining unions, this new holiday will be a subject of bargaining.

As we have done in the past, any holiday that is offered to a collective bargaining group of employees has always been extended Citywide to all employee groups. Should this Resolution be adopted before collective bargaining with the remaining unions, then the Administration may enter into Memorandums of Understanding (“MOU”) with each group to offer the holiday benefit on October 25, 2024.

ANALYSIS

The City currently recognizes eleven (11) national holidays, and four (4) floating holidays each year.

- New Year’s Day – January 1
- Dr. Martin Luther King, Jr.’s Birthday – 3rd Thursday in January

- Presidents Day – 3rd Monday in February
- Memorial Day – Last Monday in May
- Independence Day – July 4
- Juneteenth – June 19
- Labor Day – 1st Monday in September
- Veterans Day – November 11
- Thanksgiving Day – 4th Thursday in November
- Day after Thanksgiving – 4th Friday in November
- Christmas Day – December 25

FISCAL IMPACT STATEMENT

The estimated financial impact is \$379,000 for adding the Public Safety Appreciation Day as a twelfth observed holiday for all employees, including those covered by collective bargaining.

Does this Ordinance require a Business Impact Estimate?
(FOR ORDINANCES ONLY)

If applicable, the Business Impact Estimate (BIE) was published on:
See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notice/>

FINANCIAL INFORMATION

CONCLUSION

The Administration recommends that the Commission adopt "Public Safety Appreciation Day" as an additional paid holiday effective October 25, 2024, and celebrate it every fourth Friday of October heretofore.

Applicable Area

Citywide

Is this a "Residents Right to Know" item, pursuant to City Code Section 2-17?

Yes

Is this item related to a G.O. Bond Project?

No

Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481, includes a principal engaged in lobbying? No

If so, specify the name of lobbyist(s) and principal(s):

Department

Human Resources

Sponsor(s)

Co-sponsor(s)

Condensed Title

Approve Public Safety Appreciation Day as Additional Holiday, Effective October 25, 2024. HR