RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH APPROVING AND AUTHORIZING THE ADMINISTRATION TO IMPLEMENT A PLAN, AS OUTLINED IN THE COMMISSION MEMORANDUM ACCOMPANYING THIS RESOLUTION AND SUBJECT TO FUNDING AVAILABILITY, TO AWARD A NON-PENSIONABLE CASH BONUS IN CONSIDERATION OF FURLOUGHS GIVEN TO ALL CURRENT EMPLOYEES IN THE UNCLASSIFIED AND OTHERS GROUPS, WITH THE AMOUNT BASED ON THE RATE OF PAY AT THE TIME EACH FURLOUGH DAY WAS GIVEN, WITH THE CORRESPONDING BONUS FOR OTHER AFFECTED GROUPS SEPARATELY ADDRESSED IN EACH OF THE COLLECTIVE BARGAINING AGREEMENTS FOR THOSE UNITS.

WHEREAS, on March 11, 2020, the World Health Organization ("WHO") declared COVID-19, the disease caused by the SARS-CoV-2, a pandemic, which, over more than two (2) years, has become the deadliest disease in American history, surpassing the death toll of the devastating 1918 flu pandemic;

WHEREAS, from the on-set of the pandemic, the City has responded to the threat with an extraordinary public safety effort, issuing emergency orders aimed to prevent the spread of COVID-19 in co-operation with the Miami-Dade County and State of Florida, setting up testing and vaccination sites, and ensuring that the City may continue to provide the exemplary level of service to the residents as it had pre-COVID-19 pandemic; and

WHEREAS, to date, the City remains as one of the municipalities with the lowest COVID-19 mortality rates in Miami-Dade County, a feat that could not have been accomplished without the City's dedicated employees, who strived to maintain, and, in some cases, increase the level of service provided to the Mayor and City Commission, as well as the residents, during these challenging, unprecedented times; and

WHEREAS, necessary closures for all non-essential establishments resulted in significant impacts to the City's finances, with revenue losses estimated to be $87 million for FY2020; and

WHEREAS, in an effort to mitigate the projected revenue loss, City employees making more than $50,000 a year were required to take five (5) furlough days without pay by the end of the FY2020; and

WHEREAS, due to on-going financial impact of the COVID-19 pandemic into FY2020-21, the City's adopted budget for FY2020-21 included additional intermittent furloughs for all departments and full-time employee groups under the direction of the City Manager, ranging from one (1) furlough day for employees earning less than or equal to $50,000, and five (5) furlough days for employees earning $80,000 and above; and

WHEREAS, the City's finances have stabilized and improved significantly through the rebound of the South Florida tourism industry, as well as the financial assistance from the federal government through the Coronavirus Aid Relief & Economic Security Act (CARES Act) and American Rescue Plan Act (ARPA); and

WHEREAS, there is a tentative agreement for non-pensionable cash bonuses in consideration of furloughs to current affected employees in bargaining units including Group I represented by the American Federation of State, County and Municipal Employees ("AFSCME") Local 1554; Group IV represented by the Communications Workers of America ("CWA") Local 3178; and Group V represented by the Government Supervisors Association of Florida ("GSAF"), OPEIU, Local 100; with the non-pensionable cash bonuses to be implemented through the respective collective bargaining agreements; and

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 approve and authorize the Administration to implement a plan, as outlined in the commission memorandum accompanying this resolution and subject to funding availability, to award a non-pensionable cash bonus in consideration of furloughs given to all current employees in the Unclassified and Others groups, with the amount based on the rate of pay at the time each furlough day was given, with the corresponding bonus for other affected groups separately addressed in each of the collective bargaining agreements for those units.

PASSED AND **ADOPTED** this ___ day of September 2022.

ATTEST:

_____
Dan Gelber, Mayor

_____
Alina T. Hudak, City Manager

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION

RH Rand 9/7/22
City Attorney Date
for RAP