

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, ACCEPTING THE RECOMMENDATION OF THE FINANCE AND ECONOMIC RESILIENCY COMMITTEE, MADE AT ITS MARCH 31, 2023 MEETING, AND DIRECTING THE CITY ADMINISTRATION TO ESTABLISH A LOCAL HIRING PREFERENCE POLICY TO ENCOURAGE GREATER JOB OPPORTUNITIES FOR MIAMI BEACH RESIDENTS WHO APPLY FOR UNCLASSIFIED JOB POSTINGS BY (1) GRANTING AT LEAST AN INITIAL INTERVIEW TO ALL MIAMI BEACH RESIDENTS WHO APPLY FOR UNCLASSIFIED JOB POSTINGS, WHO MEET THE JOB QUALIFICATIONS, AND WHO ARE ELIGIBLE FOR HIRE; AND (2) APPLYING A HIRING PREFERENCE, BETWEEN TWO EQUALLY QUALIFIED AND DESIRABLE TOP CANDIDATES FOR AN UNCLASSIFIED POSITION WITH THE CITY, IN FAVOR OF AN APPLICANT WHO IS A CITY RESIDENT OR WHO RESIDES WITHIN MIAMI-DADE COUNTY, UNLESS THIS HIRING PREFERENCE WOULD RESULT IN A VIOLATION OF FEDERAL, STATE, OR LOCAL LAW.

WHEREAS, at the September 14, 2022 City Commission meeting, a discussion item to implement a Local Preference hiring policy for Miami Beach residents was referred to the Finance and Economic Resiliency Committee (“FERC” or the “Committee”); and

WHEREAS, the discussion item was heard by FERC at its February 17, 2023 and March 31, 2023 meetings, where the Committee directed the City Administration to provide a draft resolution establishing a local hiring policy; and

WHEREAS, the Mayor and City Commission wish to accept the Committee’s recommendation and direct the City Administration to develop a hiring preference procedure for Miami Beach residents who apply for Unclassified job postings and meet the minimum qualifications of the posted job; and

WHEREAS, the City desires to have employees who are residents and, therefore, have a connectedness to Miami Beach; and

WHEREAS, the residency hiring preference procedure shall require that (1) department staff grant at least an initial interview to all Miami Beach residents who apply for Unclassified job postings, who meet the job qualifications, and who are eligible for hire, and (2) department staff shall apply a hiring preference, between two equally qualified and desirable top candidates, in favor of an applicant who is a City resident or who resides within Miami-Dade County, unless this hiring preference would result in a violation of federal, state, or local law.

NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND THE 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, made at its March 31, 2023 meeting, and direct the City Administration to establish a local hiring

preference policy to encourage greater job opportunities for Miami Beach residents who apply for Unclassified job postings by (1) granting at least an initial interview to all Miami Beach residents who apply for Unclassified job postings, who meet the job qualifications, and who are eligible for hire; and (2) applying a hiring preference, between two equally qualified and desirable top candidates for an Unclassified position with the City, in favor of an applicant who is a City resident or who resides within Miami-Dade County, unless this hiring preference would result in a violation of federal, state, or local law.

PASSED and ADOPTED this ____ day of _____ 2023.

Dan Gelber, Mayor

ATTEST:

Rafael E. Granada, City Clerk

(Sponsored by Commissioner Alex J. Fernandez)

**APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION**

DeH... *4/26/23*

City Attorney Date
RR