

# MIAMI BEACH

## COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission  
FROM: Commissioner Ricky Arriola  
DATE: February 22, 2023

SUBJECT: REFERRAL TO THE FINANCE AND ECONOMIC RESILIENCY COMMITTEE TO DISCUSS CREATING A NEW EMPLOYMENT CLASSIFICATION THAT PROVIDES FOR HIGHER PAY WITHOUT PENSION BENEFITS.

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### **ANALYSIS**

At the February 17, 2023 Finance and Economic Resiliency Committee, the committee expressed interest in exploring the possibility of creating a new employee classification that would address the need to compete for top talent by offering higher pay at the present time in lieu of pension benefits being disbursed upon retirement. I ask the City administration to research how this can be achieved and report back to the Finance and Economic Resiliency Committee.

### **SUPPORTING SURVEY DATA**

N/A

### **FINANCIAL INFORMATION**

N/A

### **Applicable Area**

Citywide

**Is this a "Residents Right to Know" item, pursuant to City Code Section 2-14?**

Yes

**Does this item utilize G.O. Bond Funds?**

No

### **Strategic Connection**

Organizational Innovation - Attract and retain top talent.

### **Legislative Tracking**

Commissioner Ricky Arriola

### **Sponsor**

