

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, ACCEPTING THE RECOMMENDATION OF THE FINANCE AND CITYWIDE PROJECTS COMMITTEE, AT ITS APRIL 20, 2018 MEETING, TO CONTINUE WITH THE APPROVED PHASE-IN FOR THE LIVING WAGE RATE INCREASE FOR 2019, AS PROVIDED IN SECTION 2-408 OF THE CITY OF MIAMI BEACH CODE, WITH A LIVING WAGE RATE OF NO LESS THAN \$11.70 PER HOUR (WITH HEALTH CARE BENEFITS OF AT LEAST \$2.74 PER HOUR), OR A LIVING WAGE RATE OF NO LESS THAN \$14.44 PER HOUR (WITHOUT HEALTH CARE BENEFITS), EFFECTIVE JANUARY 19, 2019.

WHEREAS, on October 18, 2017, the City Commission amended Section 2-408 of the City Code, approving increases to the living wage rates for employees of certain City service contractors (including maintenance/custodial, security, and transportation/parking services), for fiscal years 2018, 2019 and 2020, with the following phased-in approach:

- Effective January 1, 2018, covered employees must be paid a living wage rate of no less than \$ 11.62 per hour with health care benefits of at least \$2.26 per hour, or a living wage rate of no less than \$ 13.88 per hour without health care benefits; and
- Effective January 1, 2019, covered employees must be paid a living wage rate of no less than \$ 11.70 per hour with health care benefits of at least \$ 2.74 per hour, or a living wage rate of no less than \$ 14.44 per hour without health care benefits; and
- Effective January 1, 2020, covered employees must be paid a living wage rate of no less than \$ 11.78 per hour with health care benefits of at least \$ 3.22 per hour, or a living wage rate of no less than \$ 15.00 without health care benefits; and

WHEREAS, each year, as part of the annual budget process, the City Commission considers whether it desires to revise or maintain the living wage rates that covered City service contractors are required to pay their employees; and

WHEREAS, on April 20, 2018, the Finance and Citywide Projects Committee (FCWPC) recommended to continue with the approved phase-in increase for 2019; and

WHEREAS, if approved by the City Commission, a living wage rate of no less than \$ 11.70 per hour (with health care benefits of at least \$ 2.74 per hour), or a living wage rate of no less than \$14.44 per hour (without health care benefits) will become effective on January 19, 2019; and

WHEREAS, the living wage increase will have a budgetary impact of approximately \$596,690.98 for FY18-19, due to the increased labor costs for covered City contracts.

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 Citywide Projects Committee, at its April 20, 2018 meeting, to continue with the approved phase-in for the living wage rate increase for 2019, as provided in Section 2-408 of the City Code, with a living wage rate of no less than \$11.70 per hour (with health care benefits of at least \$2.74 per hour), or a

living wage rate of no less than \$14.44 per hour (without health care benefits), effective January 19, 2019.

PASSED AND ADOPTED this _____ day of May 2018.

Dan Gelber, Mayor

ATTEST:

Rafael E. Granado, City Clerk

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION

Rafael 5-1-18
City Attorney Date