

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, ACKNOWLEDGING THE SIGNIFICANT EFFORT OF CITY EMPLOYEES DURING THE COVID-19 PANDEMIC, INCLUDING EMPLOYEES' FINANCIAL CONTRIBUTIONS TO THE CITY'S BUDGET VIA FURLOUGHS IMPLEMENTED IN THE 2020-21 AND 2021-22 FISCAL YEARS; FURTHER, IN VIEW OF THE CITY'S STRONG FINANCIAL POSITION AND SIGNIFICANT FEDERAL COVID-19 RELIEF FUNDS THAT THE CITY HAS RECEIVED, APPROVING AND AUTHORIZING THE ADMINISTRATION TO AWARD A "FURLOUGH GIVEBACK" FOR ALL EXISTING EMPLOYEES WHO TOOK FURLOUGH TIME, IN THE AMOUNT EQUAL TO THE COMPENSATION, IF ANY, EMPLOYEES LOST THE IN THE 2020-21 AND 2021-22 FISCAL YEARS, AT THE RATE OF PAY IN PLACE AT THE TIME OF EACH FURLOUGH, AND PROVIDED THAT THE FOREGOING SHALL NOT APPLY TO: (1) CITY EMPLOYEES WHO WERE REQUIRED TO TAKE FIVE (5) DAYS OF FURLOUGH, AND AVAILED THEMSELVES OF STATE REEMPLOYMENT ASSISTANCE FOR A FULL WEEK OF UNEMPLOYMENT; AND (2) CITY EMPLOYEES ON "EXTENDED FURLOUGHS" BEYOND FIVE (5) DAYS, WHO AVAILED THEMSELVES TO SEPARATE EMPLOYMENT DURING THE EXTENDED FURLOUGH OR OTHERWISE SOUGHT STATE REEMPLOYMENT ASSISTANCE.

WHEREAS, on March 11, 2020, the World Health Organization ("WHO") declared COVID-19, the disease caused by the SARS-CoV-2, a pandemic, which, during the course of two (2) years, became 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 FY 2020; 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 2020 FY; and

WHEREAS, due to on-going financial impact of the COVID-19 pandemic into the new 2021-22 Fiscal Year ("FY"), the City's adopted budget for FY 2021-22 included additional intermittent furloughs for all departments and full-time employee groups under the direction of the City Manager, ranging from 1 furlough day for employees earning less than or equal to \$50,000, and 5 furlough days for employees earning \$80,000 and above; and

WHEREAS, the City was the only municipality in South Florida to require employees to take furlough days; and

WHEREAS, in addition to furloughs, City employees have also been adversely impacted by the City Commission's failure to include any cost-of-living adjustment ("COLA") as part of the current FY2021-2022 budget, even though inflation is currently the highest it has been in decades; and

WHEREAS, although the furlough was initially intended in good-faith as a measure to limit the use of reserves, and maintain sufficient reserves for the City to respond to emergency circumstances, the City and the nationwide economy is on track to recover from the impacts of COVID-19; and

WHEREAS, there has been a mass exodus of employees nationwide, with a record-high 4.4 million people, or 3% of workers, quitting their jobs in September 2021, according to the Labor Department's latest Job Openings and Labor Turnover Survey; and

WHEREAS, resignations increased the most in arts, entertainment and recreation, other services (which ranges from auto workers to hairstylists to laundry workers), and local and state government jobs; and

WHEREAS, a significant factor in the mass exodus is employee burnout and financial concerns, worsened by the current 6.2% inflation in the U.S., the highest in more than three decades, as measured by the Consumer Price Index (CPI); and

WHEREAS, high rates of burnout and adverse mental health impacts were reported among people working during the pandemic – combined with the closure of schools, daycares, and public spaces, this has left many workers not only newly working from home but also facing new stresses, additional responsibilities at home, and a fading work-life balance; and

WHEREAS, the pandemic has been disproportionately wearing on women in the workforce and has likely exacerbated existing gender disparities in career and financial opportunities and stability – data from the Household Pulse Survey have consistently

indicated that among adults who worked in the past seven days, a greater share of women than men reported symptoms of anxiety and/or depressive disorder; and

WHEREAS, in addition, before the COVID-19 pandemic, financial concerns were one of the leading causes of stress for Americans, which have now been exacerbated by the on-going pandemic, business closures, and rising inflation numbers; and

WHEREAS, employee retention is an important policy objective for the Mayor and City Commission in order to encourage dedicated, hardworking public servants to serve our City and its residents to the best of our ability; and

WHEREAS, while the City Commission prudently imposed the furlough in the initial days of the pandemic prior to any federal legislation aimed at COVID-19 relief, as reflected by recent, final budget amendment for FY 2021-22, the City's financial position is stronger than anticipated due to emergency federal funds, and the recovering tourist economy; and

WHEREAS, to date, the City has received approximately \$41.1 million in reimbursements for unbudgeted expenses incurred due to COVID-19 from Miami-Dade County under the Coronavirus Aid, Relief, and Economic Security Act; and

WHEREAS, the City is projected to receive an allocation of approximately \$23.6 million in one-time federal dollars from the American Rescue Plan Act, signed into law by President Biden on March 11, 2021; and

WHEREAS, in addition, the City's resort tax, parking, and other funds are exceeding projections based on the strength of the financial recovery and revitalized tourist industry; and

WHEREAS, it is important to recognize that City employees made important financial and personal sacrifices during the peak of the COVID-19 pandemic, as they were still expected to accomplish their tasks and assignments even while they were on furlough leave, in addition to adjusting to a new routine of working from home, childcare, homeschooling their children and, in some cases, taking care of sick relatives; and

WHEREAS, to reward City employees who have dealt with two (2) years of business and personal hardships due to the COVID-19 pandemic, the Mayor and City Commission acknowledge the significant effort of City employees during the COVID-19 pandemic, including employees' financial contributions to the City's budget via furloughs implemented in the FY 2020-21 and FY 2021-22, and, in view of the City's strong financial position, authorize the Administration to award a "Furlough Giveback" for all existing employees who took furlough time, in the amount equal to the compensation, if any, lost in FY 2020-21 and FY 2021-22, at rate of pay at time of furlough, provided that the foregoing shall not apply to:

- City employees who were required to take five (5) days of furlough, applied for State Reemployment Assistance (commonly known as "unemployment") for

the first full week of unemployment, and received up to \$875 for the five (5) consecutive days of unpaid leave; and

- City employees on “extended furloughs” beyond five (5) days, as those furloughs were not “budget-focused,” but rather were required because employees had no work which could be assigned to them, and therefore sought separate employment during the extended furlough period, or availed themselves of other benefits, such as state unemployment compensation benefits.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, that the Mayor and City Commission hereby acknowledge the significant effort of City employees during the COVID-19 pandemic, including employees’ financial contributions to the City’s budget via furloughs implemented in the 2020-21 and 2021-22 Fiscal Years; further, in view of the City’s strong financial position and significant federal COVID-19 relief funds that the City has received, approve and authorize the Administration to award a “Furlough Giveback” for all existing employees who took furlough time, in the amount equal to the compensation, if any, employees lost in the 2020-21 and 2021-22 Fiscal Years, at the rate of pay in place at the time of each furlough, and provided that the foregoing shall not apply to: (1) City employees who were required to take five (5) days of furlough, and availed themselves of State Reemployment Assistance for a full week of unemployment; and (2) City employees on “extended furloughs” beyond five (5) days, who availed themselves to separate employment during the extended furlough, or otherwise sought State Reemployment Assistance.

PASSED and ADOPTED this 8th day of December 2021.

ATTEST:

Dan Gelber, Mayor

Rafael E. Granado, City Clerk

(sponsored by Commissioner Kristen Rosen Gonzalez)

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION



City Attorney

12-1-21

Date