

**CITY OF TAMARAC
INTEROFFICE MEMORANDUM
HUMAN RESOURCES DEPARTMENT**

To: Michael C. Cernech, City Manager
From: Lorenzo Calhoun, Director of Human Resources
Date: October 5, 2020
Re: Amendment to Administration Section of the Code of Ordinances –
Tamarac Living Wage – Temporary Ordinance #2439

Recommendation:

Temporary Ordinance #2439 has been prepared for Commission consideration and adoption on First Reading, of the proposed text amendment to Chapter 6 of the City's Code of Ordinances, Entitled "Finance and Taxation", specifically amending Article I, entitled "In General" by creating Section 6-1, to be entitled "Tamarac Employee Living Wage", at its October 14, 2020 meeting and on Second Reading at its October 28, 2020 meeting.

Issue:

To provide a Living Wage payment to all full and part-time employees of the City of Tamarac commencing at a time and hourly rate to be determined via by the City Commission.

Background:

A living wage is defined as a theoretical income level that allows an individual or family to afford adequate shelter, food, and the other necessities. The goal of a living wage is to allow employees to earn enough income for a satisfactory standard of living and to prevent them from falling into poverty.

At the February 24, 2020 Commission Workshop, Vice-Mayor Marlon Bolton officially introduced the topic of establishing a Living Wage for all full and part-time employees of the City. The Commission was apprised that the Federal Minimum Wage is currently \$7.25 per hour, which has been in effect since 2009. The minimum wage in Florida is currently \$8.56 per hour. The Massachusetts Institute of Technology determined that the Living Wage for an individual living in Broward County is approximately \$12.96 per hour. A Constitutional Amendment, which proposes to increase the minimum wage in the State of Florida, will be presented for voter approval during the November 2020 election. The ballot initiative seeks to raise the State of Florida Minimum Wage to \$10.00 per hour effective September 30, 2021 and increase \$1.00 per hour on an annual basis until the minimum wage reaches \$15.00 per hour. From that point forward, minimum wage increases would revert to being adjusted on an annual basis for inflation commencing September 20, 2027. Currently, Broward County compensates employees at an hourly rate of \$13.47 per hour with benefits and \$15.12 per hour without benefits. The cities of Lauderhill, Fort Lauderdale, and Miramar provide a Living Wage to employees ranging from \$10.10 to \$15.00 per hour. In the City of Tamarac, the City Commission recently approved a

3% salary increase for employees covered under the collective bargaining agreement (CBA) between the City and the Federation of Public Employees. Effective October 1, 2020, an employee covered under the CBA would be compensated at no less than \$14.64 per hour. Following discussion of the aforementioned information, the City Attorney's Office was directed to work with the Human Resources Department to draft an Ordinance of the City to establish a Living Wage for employees in the City of Tamarac.

The projected cost of implementing a Living Wage for employees in the City of Tamarac will be determined at such time as the Commission provides guidance regarding the establishment of a minimum hourly rate of pay for full and part-time employees. Pending the outcome of the Commission's discussion, the parties to the CBA (the City and the Federation of Public Employees) may be required under Chapter 447 of the Florida Statutes to collectively bargain any changes to the terms and conditions of employment for the bargaining unit members.

A draft Ordinance, codifying the establishment of a Living Wage, is attached for consideration and discussion.

Please contact me if I can answer any questions regarding this matter.


Lorenzo Calhoun

Approved _____

Disapproved _____

Attachment: Temporary Ordinance No. 2439 – Legislative draft Ordinance