



**THE CITY OF KEY WEST**  
**1300 WHITE ST.**  
**KEY WEST, FL 33040**

**BUSINESS IMPACT ESTIMATE**  
**PURSUANT TO F.S. 166.041(4)**

**Meeting Date: September 3rd and October 9th 2025**  
**Ordinance Number: Legistar # 25-4194**  
**Posted To Webpage: October 2, 2025**

This Business Impact Estimate is given as it relates to the proposed ordinance titled:

**AN ORDINANCE OF THE CITY OF KEY WEST, FLORIDA, AMENDING CHAPTER 46, SECTION 107 OF THE CODE OF ORDINANCES TO PROVIDE FOR AN AD-HOC 2% COST OF LIVING ADJUSTMENT; TO PROVIDE FOR AN INCREASE IN THE MONTHLY BENEFIT TO \$1,000 FOR RETIREES WHO RETIRED WITH MORE THAN 20 YEARS OF SERVICE WHOSE CURRENT MONTHLY BENEFIT IS LESS THAN \$1,000; PROVIDING FOR SEVERABILITY; PROVIDING FOR REPEAL OF INCONSISTENT PROVISIONS; PROVIDING FOR AN EFFECTIVE DATE.**

**The sections below are not required to be completed if the ordinance involves any one of the following types of regulations. Please check if applicable:**

- ☐ 1. Ordinances required for compliance with federal or state law or regulation;
- ☐ 2. Ordinances relating to the issuance or refinancing of debt;
- ☐ 3. Ordinances relating to the adoption of budgets or budget amendments, including revenue sources necessary to fund the budget;
- ☐ 4. Ordinances required to implement a contract or an agreement, including, but not limited to, any federal, state, local, or private grant, or other financial assistance accepted by a municipal government;
- ☐ 5. Emergency ordinances;
- ☐ 6. Ordinances relating to procurement; or
- ☐ 7. Ordinances enacted to implement the following:
  - ☐ a. Part II of chapter 163, relating to growth policy, county and municipal planning, and land development regulation, including zoning, development orders, development agreements, and development permits;
  - ☐ b. Sections 190.005 and 190.046;

- \_\_\_ c. Section 553.73, relating to the Florida Building Code; or
- \_\_\_ d. Section 633.202, relating to the Florida Fire Prevention Code.

**Part I.**

Summary of the proposed ordinance and statement of public purpose:

(Address the public purpose to be served by the proposed ordinance, such as serving the public health, safety, morals, and welfare of the City of Key West.)

The purpose of the Ordinance is to provide a one time, ad-hoc two percent (2%) cost of living increase to all retirees who are receiving a monthly retirement benefit on January 1, 2026 and to provide for an increase in the monthly benefit to \$1,000 for retirees who retired with more than 20 years of service whose current monthly benefit is less than \$1,000. The City Commission has determined that it is in the best interest of the City to provide benefits to employees in order to recruit and secure personnel to provide services to all citizens of the City of Key West.

**Part II.**

Estimate of the direct economic impact of the proposed ordinance on private, for-profit businesses in the City of Key West: *(fill out subsections a-c as applicable, if not applicable write "not applicable")*

(a) Estimate of direct compliance costs that businesses may reasonably incur if the proposed ordinance is enacted:

None

(b) Identification of any new charges or fee on businesses subject to the proposed ordinance, or for which businesses will be financially responsible; and

None

(c) An estimate of the City of Key West's regulatory costs, including an estimate of revenues from any new charges or fees that will be imposed on businesses to cover such costs.

None.

**Part III.**

Good faith estimate of the number of businesses likely to be impacted by the ordinance:

Every business and resident will benefit from this Ordinance as it will enhance recruitment and retention of qualified personnel which will provide exceptional service and maintain a safe and inviting environment.

**Part IV. Additional Information (if any):**

---

---

---

---