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CLERK OF THE BOARD
OF COUNTY COMMISSIONERS
MIAMI-DADE COUNTY, FLORIDA

MEMORANDUM

Agenda Item No. 11(A)(11)

TO: Honorable Chairman Joe A. Martinez
and Members, Board of County Commissioners

DATE: July 7, 2011

FROM: R. A. Cuevas, Jr.
County Attorney

SUBJECT Resolution directing the Mayor or Mayor's designee to review the annual report of the Compensation and Benefits Review Committee and to develop proposals for implementing the recommendations in the annual report, requiring that such proposals be discussed and negotiated in collective bargaining and requiring a report to the Board regarding such proposals

Resolution No. R-569-11

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Barbara J. Jordan.

R. A. Cuevas, Jr.
County Attorney

RAC/jls

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MEMORANDUM

(Revised)

TO: Honorable Chairman Joe A. Martinez and Members, Board of County Commissioners

DATE: July 7, 2011

FROM: R. A. Cuevas, Jr. County Attorney

SUBJECT: Agenda Item No. 11(A)(11)

Please note any items checked.

_____ **"3-Day Rule" for committees applicable if raised**

_____ **6 weeks required between first reading and public hearing**

_____ **4 weeks notification to municipal officials required prior to public hearing**

_____ **Decreases revenues or increases expenditures without balancing budget**

_____ **Budget required**

_____ **Statement of fiscal impact required**

_____ **Ordinance creating a new board requires detailed County Manager's report for public hearing**

_____ **No committee review**

_____ **Applicable legislation requires more than a majority vote (i.e., 2/3's ____, 3/5's ____, unanimous _____) to approve**

_____ **Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required**

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 11(A)(11)
7-7-2011

RESOLUTION NO. R-569-11

RESOLUTION DIRECTING THE MAYOR OR MAYOR'S DESIGNEE TO REVIEW THE ANNUAL REPORT OF THE COMPENSATION AND BENEFITS REVIEW COMMITTEE AND TO DEVELOP PROPOSALS FOR IMPLEMENTING THE RECOMMENDATIONS IN THE ANNUAL REPORT, REQUIRING THAT SUCH PROPOSALS BE DISCUSSED AND NEGOTIATED IN COLLECTIVE BARGAINING AND REQUIRING A REPORT TO THE BOARD REGARDING SUCH PROPOSALS

WHEREAS, the County is presently facing severe reductions in revenue as a result of the current economy and its effect on the County's tax base; and

WHEREAS, at the same time, the cost of County services is increasing; and

WHEREAS, the County is required to maintain a balanced budget; and

WHEREAS, this Board wishes to ensure that the County continues to provide needed services to the community; and

WHEREAS, labor costs form a major portion of the cost of providing County services; and

WHEREAS, labor costs are significantly affected by compensation policies and practices; and

WHEREAS, on May 24, 2011, the Compensation and Benefits Review Committee issued its annual report which makes recommendations related to the County's compensation and benefits policies and practices; and

WHEREAS, this Board wishes to ensure that County employees are fairly compensated for their services and at the same time that the community receives fair value for the expenditure of public funds; and

WHEREAS, the County is currently negotiating collective bargaining agreements with the County's authorized collective bargaining representatives,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that the County Mayor or Mayor's designee is hereby directed to review the May 24, 2011 Annual Report of the Compensation and Benefits Review Committee ("Committee") and to develop proposals to implement the Committee's recommendations including the recommendations that the County: (a) evaluate health plan design including premiums, co-payments, co-insurance and deductibles, (b) transition from daily overtime to weekly overtime, (c) review pay supplements, longevity bonuses and off-duty payments for fiscal impact and relevance, (d) review the pay plan structure so that it is more responsive to economic and fiscal conditions, (e) review executive pay and benefits for appropriateness, and (f) review terminal leave payout provisions prescribed in the County's Leave Manual. The Mayor or Mayor's designee shall discuss and negotiate such proposals in collective bargaining and shall provide a report to the Board within forty-five (45) days describing such proposals, including the nature of each proposal and an estimate of the savings the proposal is expected to generate.

The Prime Sponsor of the foregoing resolution is Commissioner Barbara J. Jordan. It was offered by Commissioner **Barbara J. Jordan**, who moved its adoption. The motion was seconded by Commissioner **Joe A. Martinez** and upon being put to a vote, the vote was as follows:

Joe A. Martinez, Chairman			aye
Audrey M. Edmonson, Vice Chairwoman			aye
Bruno A. Barreiro	aye	Lynda Bell	aye
Esteban L. Bovo, Jr.	aye	Jose "Pepe" Diaz	aye
Sally A. Heyman	absent	Barbara J. Jordan	aye
Jean Monestime	aye	Dennis C. Moss	absent
Rebeca Sosa	aye	Sen. Javier D. Souto	absent
Xavier L. Suarez	aye		

The Chairperson thereupon declared the resolution duly passed and adopted this 7th day of July, 2011. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: **Christopher Agrippa**
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

Eric A. Rodriguez