

MEMORANDUM

BPS -- October 13, 2009
Agenda Item No. 3X

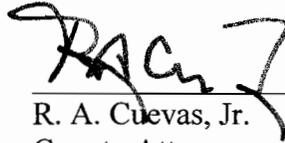
TO: Honorable Chairman Dennis C. Moss
and Members, Board of County Commissioners

DATE:

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

SUBJECT: Resolution directing the County
Mayor to propose in collective
bargaining the addition of two
pay steps for each classification
and a 5% cap on individual
annual salary increases

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/up



MEMORANDUM

(Revised)

TO: Honorable Chairman Dennis C. Moss
and Members, Board of County Commissioners

DATE: November 3, 2009

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

SUBJECT: Agenda Item No.

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

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Approved _____ Mayor

Agenda Item No.

Veto _____

Override _____

RESOLUTION NO. _____

RESOLUTION DIRECTING COUNTY MAYOR AND MANAGER TO PROPOSE IN COLLECTIVE BARGAINING NEGOTIATIONS: (1) THE ADDITION OF TWO PAY STEPS TO THE BEGINNING OF THE PAY RANGE FOR EACH COUNTY CLASSIFICATION; AND (2) A FIVE PERCENT CAP ON INDIVIDUAL ANNUAL SALARY INCREASES BASED ON MERIT RAISES AND COST OF LIVING RAISES COMBINED

WHEREAS, the County is presently facing severe reductions in income; 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, employee wages and salary form a major portion of the cost of providing County services; and

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

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

WHEREAS, wages are a mandatory subject of collective bargaining,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF DADE COUNTY, FLORIDA, that the County Mayor and Manager are hereby directed to raise the following proposals in collective bargaining: (1) the addition of

two pay steps to the beginning of the pay range for each County classification and for the hiring of new employees at the first step; and (2) a cap of five percent (5%) on the amount of wage increases an employee can receive in a fiscal year as a combined result of any cost of living and merit raises.

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

- | | |
|---------------------------------|--------------------|
| Dennis C. Moss, Chairman | |
| Jose "Pepe" Diaz, Vice-Chairman | |
| Bruno A. Barreiro | Audrey M. Edmonson |
| Carlos A. Gimenez | Sally A. Heyman |
| Barbara J. Jordan | Joe A. Martinez |
| Dorrin D. Rolle | Natacha Seijas |
| Katy Sorenson | Rebeca Sosa |
| Sen. Javier D. Souto | |

The Chairperson thereupon declared the resolution duly passed and adopted this 3rd day of November, 2009. 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: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.



Lee Kraftchick