MEMORANDUM

Substitute
Agenda Item No. 4(K)

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

DATE: October 6, 2009

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

SUBJECT: Ordinance amending the 2009-2010 Pay Plan to provide for pay reductions for exempt, non-bargaining unit employees

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This substitute item differs from the original item in the following respects:

1. It adds a sentence to ensure that employees in the lowest listed range (Range 1) do not receive salary reductions that lower their salaries below that of employees earning less than them.
2. It adds a sentence to ensure that in the event that the County reduces salaries of employees outside these ranges by a percentage amount, employees within the listed ranges will receive at least the same reduction as the majority of County employees.
3. It corrects a scrivener's error by striking the term "resolution" and replacing it with "ordinance" in the last sentence.

The accompanying ordinance was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Carlos A. Gimenez.

R. A. Cuevas, Jr.
County Attorney

RAC/jls

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MEMORANDUM

(Revised)

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

DATE: October 6, 2009

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

SUBJECT: Substitute Agenda Item No. 4(K)

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 _____

Substitute
Agenda Item No. 4(K)
10-6-09

ORDINANCE NO. _____

ORDINANCE AMENDING THE 2009-2010 PAY PLAN TO PROVIDE FOR PAY REDUCTIONS FOR EXEMPT, NON-BARGAINING UNIT EMPLOYEES

WHEREAS, this Board, consistent with its authority under the County Charter, wishes to amend the Pay Plan to reduce the salaries of all officials and employees in the County's administrative service who are not in a bargaining unit or otherwise employed under the terms of a contract,

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA:

Section 1: Except as may be provided by pre-existing contract, or the provisions of the Charter relating to the compensation of the Manager, the Pay Plan for Fiscal Year 2009-2010 shall be amended to provide that the salaries of non-bargaining unit employees who are exempt from the classified service shall be reduced as follows:

Range 1: Employees earning between $100,000 and $150,000.....7.5%

Range 2: Employees earning between $150,000 and $250,000..... 10%

Range 3: Employees earning more than $250,000..... 15%

The pay reduction for an individual in [[~~a higher range~~]][1] >>Ranges 2 and 3<< will be the lesser of the full percentage reduction or $1,000.00 more than the highest paid employee in the next

[1] The differences between the substitute and the original item are indicated as follows: words double stricken through and/or [[double bracketed]] shall be deleted, words double underlined and/or >>double arrowed<< constitute the amendment proposed.

lower range. >>The pay reduction for an individual in Range 1 will be the lesser of 7.5% or the difference between the employee's salary and $100,000. In the event that the County reduces salaries of employees outside these ranges by a percentage amount, employees within these ranges will receive at least the same reduction as the majority of County employees.<< For purposes of this [[~~resolution~~]] >>ordinance<<, salary shall be defined as base pay.

Section 2. This ordinance shall become effective ten (10) days after the date of enactment unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

PASSED AND ADOPTED:

Approved by County Attorney as to form and legal sufficiency: RAC

Prepared by: Lee

Lee Kraftchick

Prime Sponsor: Commissioner Carlos A. Gimenez