

Memorandum



Date: October 16, 2012

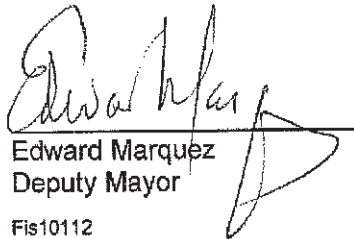
To: Honorable Chairman Joe A. Martinez
and Members, Board of County Commissioners

From: Carlos A. Gimenez
Mayor

Subject: Ordinance Creating Section 11A-37 of the Code

IMFR
Supplement to
Agenda Item No. 1(E)5

The proposed ordinance establishes an appeals process for any County employee or applicant protected under Section 11A-27 of the Code to file an appeal of an adverse determination or ruling by the Director of the Office of Human Rights and Fair Employment Practices. Currently, the Department receives approximately 125 cases from County employees per year and it is estimated that at least 30 percent (or 38 cases) will be appealed. Based on current cases per employee workload, it is estimated that the Department would require two additional positions, in addition to operational expenses to support hearing examiners, court reporters, and mailings. The two additional positions will cost approximately \$65,000 each. The costs for hearing officers and court reporters are estimated at \$1,000 and \$600 per hearing, respectively, or \$60,800 per year ($\$1,600 \times 38$). In addition, the Department estimates another \$1,000 annually for the cost of mailing hearing notices, final orders, and disposition letters, which are required to be sent via certified mail. The total annual estimated impact to the County would be approximately \$191,000 annually.


Edward Marquez
Deputy Mayor
Fis10112