



**MEMORANDUM**

Agenda Item No. 11(A)(5)

**TO:** Honorable Vice Chairwoman Audrey M. Edmonson  
and Members, Board of County Commissioners

**DATE:** December 4, 2012

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

**SUBJECT:** Resolution requesting and  
directing the Mayor to  
remove from the County's  
website any and all postings  
and/or links related to the  
salary of County Employees

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/cp



# MEMORANDUM

(Revised)

**TO:** Honorable Vice Chairwoman Audrey M. Edmonson  
and Members, Board of County Commissioners

**DATE:** December 4, 2012

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

**SUBJECT:** Agenda Item No.11 (A) (5)

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)(5)  
12-4-12

RESOLUTION NO. \_\_\_\_\_

RESOLUTION REQUESTING AND DIRECTING THE  
MAYOR TO REMOVE FROM THE COUNTY'S WEBSITE  
ANY AND ALL POSTINGS AND/OR LINKS RELATED TO  
THE SALARY OF COUNTY EMPLOYEES

**WHEREAS**, this Board embraces the ideals of government-in-the-sunshine and transparency in government administration and operations; and

**WHEREAS**, the Constitution and the laws of Florida make most of the records of the County government public records that are and should be open for the inspection and copying of members of the public; and

**WHEREAS**, the County has recently begun to post the salary information of its employees on the County's Website; and

**WHEREAS**, the ease with which the salary information of County employees may be accessed could potentially pose a safety risk to such employees and make them a target for potential wrongdoing; and

**WHEREAS**, the salary information, absent additional information about the individual's work experience and educational background fails to provide a clear picture of why such a salary is merited and is therefore misleading to the general public; and

**WHEREAS**, prior to the posting of salary information on the County's website, any individual who wished to know an employee's salary would file a public records request and obtain such information; and

**WHEREAS**, in light of the fact that there is an alternative for accessing employee salary information, the County must counterbalance the need for transparency with the safety of its employees and the need to refrain from providing information which, when taken out of context, would mislead the public,

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA**, that the Mayor is requested and directed to remove any postings and/or link on the County's website relating to the salary of the County's employees. Any request for information relating to an employee's salary shall be provided only to those individuals or entities which have made a valid public records request of the County.

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:

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

The Chairperson thereupon declared the resolution duly passed and adopted this 4th day of December, 2012. 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.

JRA

Juliette R. Antoine