

Memorandum



Date: February 4, 2020

To: Honorable Chairwoman Audrey M. Edmonson
and Members, Board of County Commissioners

From: Carlos A. Gimenez
Mayor

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Supplement to
Agenda Item No. 8(O)3

Subject: Supplemental Information Regarding Resolution Approving Reimbursement To Rickey Hawkins In An Amount Not To Exceed \$3,481.49 For The Theft/Loss Of Personal Tools Stolen From His County Vehicle

This supplement provides information to the Board of County Commissioners in response to questions raised by Commissioner Esteban L. Bovo, Jr. at the January 22, 2020 Board of County Commissioners meeting concerning the County's reimbursement practices for tools stolen from employees.

The tools that were stolen from Miami-Dade Water and Sewer Department ("WASD") Plant Maintenance Mechanic Rickey Hawkins' County vehicle are considered his personal tools and are necessary for his job. Under Article 17 of the Collective Bargaining Agreement with Local 121 (the "CBA"), WASD employees in 11 job classifications, including Maintenance Mechanics, are awarded \$250 in April and \$250 in October of each year in order to purchase tools required for their positions. This benefit is in addition to their annual salary and other benefits. The employees receiving this benefit under the CBA are responsible for maintaining their tools and making them available for inspection at any time.

This tool supplement has been embedded as part of the CBA as far back as 1993. At that time, or prior, the department examined the use of a tool supplement as is common in the technical trades industry for tool intensive jobs. The industry considers this a viable method because it can be more cost-effective and efficient for technicians to have their own set of tools specialized for their particular position and available to them at all times. Utilizing tools from a shared pool, where the shared tools may be in use by other employees when needed, or may get lost or not be maintained adequately, creates additional cost and efficiency problems. Additionally, the large number of tools required for these positions, which can amount to nearly 25,000 tools, creates ordering and re-stocking difficulties.

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Jack Osterholt
Deputy Director