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CLERK OF THE BOARD
OF COUNTY COMMISSIONERS
MIAMI-DADE COUNTY, FLORIDA

MEMORANDUM

Agenda Item No. 14(A)(73)

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

DATE: July 21, 2009

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

SUBJECT: Resolution directing the County Mayor and Manager to conduct a survey within 14 days and provide a report within 21 days regarding the possibility of developing a program of incentives to encourage employees to consider early departure from County employment

Resolution No. R-1035-09

The accompanying resolution 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

MEMORANDUM

(Revised)

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

DATE: July 21, 2009

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

SUBJECT: Agenda Item No. 14(A)(73)

Please note any items checked.

_____ **"4-Day Rule" ("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**

_____ **Bid waiver requiring County Mayor's written recommendation**

_____ **Ordinance creating a new board requires detailed County Manager's report for public hearing**

✓ **Housekeeping item (no policy decision required)**

✓ **No committee review**

Approved _____ Mayor ___
Veto _____
Override _____

Agenda Item No. 14(A)(73)
7-21-09

RESOLUTION NO. R-1035-09

RESOLUTION DIRECTING THE COUNTY MAYOR AND MANAGER TO CONDUCT A SURVEY WITHIN 14 DAYS AND PROVIDE A REPORT WITHIN 21 DAYS REGARDING THE POSSIBILITY OF DEVELOPING A PROGRAM OF INCENTIVES TO ENCOURAGE EMPLOYEES TO CONSIDER EARLY DEPARTURE FROM COUNTY EMPLOYMENT

WHEREAS, this Board recognizes that the County is facing fiscal limitations that may require the layoff of substantial numbers of employees; and

WHEREAS, this Board wishes to minimize the number of mandatory layoffs; and

WHEREAS, one way of minimizing layoffs is to provide incentives to County employees to voluntarily leave employment; and

WHEREAS, the provision of incentives to encourage departure from employment can only be justified in cases where it will actually save the County money; and

WHEREAS, this Board wishes to fully understand the costs, both monetary and administrative, of providing incentives to encourage employees to voluntarily leave employment,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board directs the County Mayor and Manager to study the feasibility, both monetary and administrative, of providing incentives to encourage the voluntary departure of employees. The study should include:

(1) An e-mail survey of County employees to determine how many would be interested in leaving County service early if they were offered such incentives as:

(a) Payment of health insurance premiums for employees and their spouses or domestic partners for a fixed number of years;

(b) Payment of accumulated leave at the rate of pay the employee received before any reduction required as a result of salary adjustments for fiscal year 2009-2010; and

(c) Deferred payment of accumulated leave over a period of from two to four years, which would result in a reduced immediate burden to the County and provide potential tax savings to employees.

(2) An estimate of the savings, if any, that the County would realize if an employee accepted one or more of the incentives offered, in comparison to retaining an employee in the same classification with less years of service;

(3) An estimate of the number of layoffs that could be avoided through the use of an incentive program.

The e-mail survey shall be completed within fourteen (14) days and the report completed within twenty-one (21) days. The survey, report and information included shall be provided in sufficient detail as to allow for a meaningful discussion at the Budget Conference Meetings presently scheduled for August 2009.

The Prime Sponsor of the foregoing resolution is Commissioner Carlos A. Gimenez. It was offered by Commissioner **Joe A. Martinez**, who moved its adoption. The motion was seconded by Commissioner **Rebeca Sosa** and upon being put to a vote, the vote was as follows:

Dennis C. Moss, Chairman **aye**
Jose "Pepe" Diaz, Vice-Chairman **aye**

Bruno A. Barreiro	**aye**	Audrey M. Edmonson	**aye**
Carlos A. Gimenez	**aye**	Sally A. Heyman	**aye**
Barbara J. Jordan	**aye**	Joe A. Martinez	**aye**
Dorrin D. Rolle	**aye**	Natacha Seijas	**aye**
Katy Sorenson	**aye**	Rebeca Sosa	**aye**
Sen. Javier D. Souto	**aye**		

The Chairperson thereupon declared the resolution duly passed and adopted this 21st day of July, 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: **DIANE COLLINS**
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

Lee Kraftchick