

MEMORANDUM

Agenda Item No. 11(A)(10)

TO: Honorable Chairwoman Rebeca Sosa
and Members, Board of County Commissioners

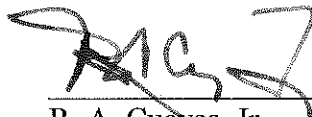
DATE: May 7, 2013

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

SUBJECT: Resolution directing the County
Mayor to continue the policy
of hiring individuals as police
officer trainees and sponsoring
them through the Miami-Dade
Police Department's Police
Academy
Resolution No. R-370-13

This item was amended at the Public Safety and Animal Services Committee on April 10, 2013. The item was amended to change all references to the word reinstitute and replace it with continue. Three of the whereas clauses were deleted and a clause was added to the second sentence of the body of the resolution to reflect the goal of aspiring to have each recruiting class reflect the diversity found in Miami-Dade County.

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Barbara J. Jordan and Co-Sponsor Commissioner Sally A. Heyman.



R. A. Cuevas, Jr.
County Attorney

RAC/smm



MEMORANDUM

(Revised)

TO: Honorable Chairwoman Rebeca Sosa
and Members, Board of County Commissioners

DATE: May 7, 2013

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

SUBJECT: Agenda Item No. 11(A)(10)

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 Mayor'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)(10)
5-7-13

RESOLUTION NO. R-370-13

RESOLUTION DIRECTING THE COUNTY MAYOR OR
MAYOR'S DESIGNEE TO CONTINUE THE POLICY OF
HIRING INDIVIDUALS AS POLICE OFFICER TRAINEES
AND SPONSORING THEM THROUGH THE MIAMI-DADE
POLICE DEPARTMENT'S POLICE ACADEMY

WHEREAS, the Miami-Dade Police Department provides countywide and sheriff services to a diverse multi-ethnic and racial population; and

WHEREAS, in order to become a certified police officer, each new police recruit/trainee must participate in a basic law enforcement training program; and

WHEREAS, in prior administrations, as the need for new recruits arose, the County hired individuals as police officer trainees and sponsored them through the police academy as County employees while they trained to obtain their certification as police officers; and

WHEREAS, the policy of training recruits and sponsoring such training allowed the County the opportunity to have the best trained and most diverse group of police officers; and

WHEREAS, ~~>>for the past three hiring cycles<<¹ this administration has~~ ~~[[instituted a new policy of only hiring]]~~ ~~>>hired<<~~ certified and/or lateral police officers rather than sponsoring cadets through the police academy; and

WHEREAS, by focusing its recruiting on certified and/or lateral police officers who do not have to go through the Miami-Dade Police Department police academy, the Miami-Dade Police Department loses the advantage of training and evaluating its own recruits; and

~~[[WHEREAS, this change in policy makes it very difficult for individuals from lower economic backgrounds to become Miami-Dade Police Department police officers; and~~

¹ Committee amendments are indicated as follows: Words stricken through and/or [[double bracketed]] are deleted, words underscored and/or >>double arrowed<< are added.

~~WHEREAS, according to economic research conducted by the Social and Economic Development Council, Miami-Dade County Department of Planning and Zoning, households headed by minorities are significantly more likely to fall in the lower socioeconomic class; and~~

~~WHEREAS, the policy of hiring pre-certified police officers rather than giving all potential recruits the opportunity to train as Miami-Dade Police Department police officers has a disproportionate adverse impact on minorities and others who are unable to afford the cost of such training; and]]~~

WHEREAS, the policy of hiring pre-certified police officers limits the diversity of the pool of officers available to serve as recruits and makes it more difficult for the Miami-Dade Police Department to serve the needs of our diverse community,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that the County Mayor or Mayor's designee is directed to ~~[[reinstitute]]~~ >>continue<< the policy of focusing its' recruiting on hiring individuals as police officer trainees and sponsoring such individuals through the police academy training program. The ~~[[reinstitution]]~~ >>continuation<< of this policy of recruiting non-certified police trainees shall not preclude the Miami-Dade Police Department from hiring a class consisting predominantly or wholly of certified police officers should there be a shortage of officers and there is not adequate time to recruit and train a non-certified class>>; provided that, whether lateral hire or recruited and trained by the Miami-Dade Police Department, each class of recruits takes into account the diversity of Miami-Dade County<<. If this resolution becomes effective on or prior to June 1st, 2013, the policy of recruiting non-certified police academy trainees shall be implemented no later than June 1st, 2013, otherwise, this policy shall be implemented as of the effective date of this resolution.

The Prime Sponsor of the foregoing resolution is Commissioner Barbara J. Jordan and the Co-Sponsor is Commissioner Sally A. Heyman. It was offered by

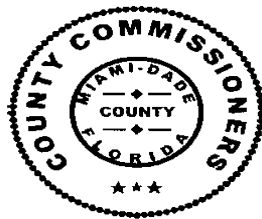
Commissioner **Lynda Bell**, who moved its adoption. The motion was seconded by Commissioner **Sally A. Heyman** and upon being put to a vote, the vote was as follows:

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

The Chairperson thereupon declared the resolution duly passed and adopted this 7th day of May, 2013. 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: **Christopher Agrippa**
Deputy Clerk

Approved by County Attorney as to form and legal sufficiency.

JRA

Juliette Antoine