

## MEMORANDUM

Agenda Item No. 11(A)(1)


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

**DATE:** October 1, 2013

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

**SUBJECT:** Resolution directing the Mayor to negotiate with the collective bargaining agents representing County employees for the purpose of implementing recommendation number five and suggestion number one from the final report of the Compensation and Benefits Review Ad Hoc Committee which would limit the payout of sick leave for newly-hired County employees to a maximum of 600 hours  
Resolution No. R-815-13

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Esteban L. Bovo, Jr., and Co-Sponsors Vice Chair Lynda Bell and Chairwoman Rebeca Sosa.

  
\_\_\_\_\_  
R. A. Cuevas, Jr.  
County Attorney

RAC/cp



# MEMORANDUM

(Revised)

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

**DATE:** October 1, 2013

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

**SUBJECT:** Agenda Item No. 11(A)(1).

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)(1)  
10-1-13

RESOLUTION NO. R-815-13

RESOLUTION DIRECTING THE MAYOR OR MAYOR'S DESIGNEE TO NEGOTIATE WITH THE COLLECTIVE BARGAINING AGENTS REPRESENTING COUNTY EMPLOYEES FOR THE PURPOSE OF IMPLEMENTING RECOMMENDATION NUMBER FIVE AND SUGGESTION NUMBER ONE FROM THE FINAL REPORT OF THE COMPENSATION AND BENEFITS REVIEW AD HOC COMMITTEE WHICH WOULD LIMIT THE PAYOUT OF SICK LEAVE FOR NEWLY-HIRED COUNTY EMPLOYEES TO A MAXIMUM OF 600 HOURS WITH THE PAYOUT TO BE CALCULATED AT THE AVERAGE RATE OF AN EMPLOYEE'S EARNINGS AND WOULD REDUCE THE MAXIMUM LIMIT FOR ACCRUAL OF ANNUAL LEAVE FOR NEWLY-HIRED EMPLOYEES FROM 500 HOURS TO 300 HOURS

**WHEREAS**, the Board of County Commissioners created the Compensation and Benefits Review Ad Hoc Committee ("Ad Hoc Committee") to review employment and benefits policies and practices of County employees; and

**WHEREAS**, Commissioner Esteban L. Bovo, Jr. actively participated as an appointed member of the Ad Hoc Committee; and

**WHEREAS**, the Ad Hoc Committee held numerous meetings and analyzed a voluminous amount of information; and

**WHEREAS**, on March 20, 2013, Commissioner Barbara Jordan who served as Ad Hoc Committee Chairperson, submitted to the Board its Final Report containing suggestions and recommendations; and

**WHEREAS**, in its Final Report, the Ad Hoc Committee recommended that sick leave payouts for newly-hired County employees be limited to 600 hours and be calculated using the average employee earnings during the period of accrual; and

WHEREAS, in its Final Report, the Ad Hoc Committee suggested that the County's current policy of allowing employees to accrue up to 500 hours of annual leave be reduced to 300 hours for newly-hired employees only,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that the Mayor or Mayor's designee is hereby directed to negotiate with the collective bargaining agents representing County employees for the purpose of implementing recommendation number five and suggestion number one from the March 20, 2013 Final Report of the Compensation and Benefits Review Ad Hoc Committee which would limit the payout of sick leave for newly-hired County employees to a maximum of 600 hours with the payout to be calculated at the average rate of an employee's earnings and would reduce the maximum accrual limit for annual leave from 500 hours to 300 hours for newly-hired employees only.

The Prime Sponsor of the foregoing resolution is Commissioner Esteban L. Bovo, Jr., and the Co-Sponsors are Vice Chair Lynda Bell and Chairwoman Rebeca Sosa. It was offered by Commissioner **Esteban L. Bovo, Jr.**, who moved its adoption. The motion was seconded by Commissioner **Rebeca Sosa** and upon being put to a vote, the vote was as follows:

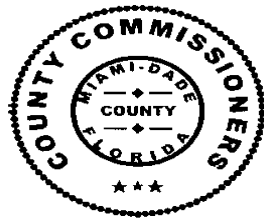
	Rebeca Sosa, Chairwoman	<b>aye</b>	
	Lynda Bell, Vice Chair	<b>absent</b>	
Bruno A. Barreiro	<b>aye</b>	Esteban L. Bovo, Jr.	<b>aye</b>
Jose "Pepe" Diaz	<b>aye</b>	Audrey M. Edmonson	<b>aye</b>
Sally A. Heyman	<b>absent</b>	Barbara J. Jordan	<b>aye</b>
Jean Monestime	<b>aye</b>	Dennis C. Moss	<b>absent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

The Chairperson thereupon declared the resolution duly passed and adopted this 1<sup>st</sup> day of October, 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.

Eric A. Rodriguez