

## MEMORANDUM

Agenda Item No. 11(A)(2)

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**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 the  
recommendations of the  
Compensation and Benefits  
Review Ad Hoc Committee  
Resolution No. R-816-13

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The accompanying resolution was prepared and placed on the agenda at the request of Co-Prime Sponsors Commissioner Barbara J. Jordan and Commissioner Jean Monestime, and Co-Sponsors Commissioner Esteban L. Bovo, Jr. and Chairwoman Rebeca Sosa.



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R. A. Cuevas, Jr.  
County Attorney

RAC/smm



# 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)(2)

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)(2)

10-1-13

RESOLUTION NO. R-816-13

RESOLUTION DIRECTING THE MAYOR OR MAYOR'S  
DESIGNEE TO NEGOTIATE WITH THE COLLECTIVE  
BARGAINING AGENTS REPRESENTING COUNTY  
EMPLOYEES FOR THE PURPOSE OF IMPLEMENTING THE  
RECOMMENDATIONS OF THE COMPENSATION AND  
BENEFITS REVIEW AD HOC COMMITTEE

**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 Barbara J. Jordan was appointed as the Chair of the Ad Hoc Committee; and

**WHEREAS**, Commissioner Esteban L. Bovo, Jr., Commissioner Jose "Pepe" Diaz, and Commissioner Jean Monestime were appointed as Committee members to 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 made five specific recommendations that were discussed at a Workshop with members of the Board of County Commissioners who conducted a straw poll favorable to all five recommendations in the Final Report and requested the preparation of an action item directing the Mayor to negotiate the recommendations in the Final Report with the County's collective bargaining agents,

**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 the following recommendations from the March 20, 2013 Final Report of the Compensation and Benefits Review Ad Hoc Committee:

1. Reduce the number of job classifications in the County Pay Plan; and
2. Combine the merit and cost of living adjustment (COLA) to a maximum of 5% annually; and
3. Evaluate long-term part-time employees to determine if eligible for full-time conversion; and
4. Restructure the Pay Plan with open ranges and reduce the new hire rate by approximately 9-10% (2 steps), thus implementing an additional tier to the Pay Plan; and
5. For new hires only limit sick leave payments to a maximum of 600 unused sick leave hours and calculate the payout rate at a weighted average of the employee's total earnings, rather than at the rate earned at separation.

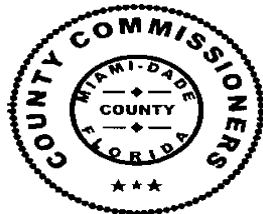
The Co-Prime Sponsors of the foregoing resolution are Commissioner Barbara J. Jordan and Commissioner Jean Monestime, and the Co-Sponsors are Commissioner Esteban L. Bovo, Jr. and Chairwoman Rebeca Sosa. It was offered by Commissioner **Barbara J. Jordan**, who moved its adoption. The motion was seconded 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.

GKS FOR EAR

Eric A. Rodriguez