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

MEMORANDUM

Agenda Item No. 11(A)(4)

TO: Honorable Chairman Jean Monestime
and Members, Board of County Commissioners

DATE: February 2, 2016

FROM: Abigail Price-Williams
County Attorney

SUBJECT: Resolution establishing County Policy to reinstate the Management Trainee Program in the Office of the Mayor; requesting the Mayor to identify available funding sources to reinstate the Management Trainee Program for the Fiscal Year 2016-2017 and to include such funding in the Mayor's 2016-2017 budget proposal

Resolution No. R-131-16

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Daniella Levine Cava.

Abigail Price-Williams
County Attorney

APW/smm

MEMORANDUM

(Revised)

TO: Honorable Chairman Jean Monestime
and Members, Board of County Commissioners

DATE: February 2, 2016

FROM: Abigail Price-Williams
County Attorney

SUBJECT: Agenda Item No. 11(A)(4)

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**

_____ **Statement of social equity 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)(4)
2-2-16

RESOLUTION NO. R-131-16

RESOLUTION ESTABLISHING COUNTY POLICY TO REINSTATE THE MANAGEMENT TRAINEE PROGRAM IN THE OFFICE OF THE MAYOR; REQUESTING THE MAYOR OR MAYOR'S DESIGNEE TO IDENTIFY AVAILABLE FUNDING SOURCES TO REINSTATE THE MANAGEMENT TRAINEE PROGRAM FOR THE FISCAL YEAR 2016-2017 AND TO INCLUDE SUCH FUNDING IN THE MAYOR'S 2016-2017 BUDGET PROPOSAL; AND REQUIRING THE MAYOR OR MAYOR'S DESIGNEE TO PROVIDE A REPORT TO THE BOARD

WHEREAS, the Miami-Dade County Management Trainee Program (the "Program") was a nationally recognized training program for future public administrators in which participants gained experience in all facets of the Miami-Dade County government; and

WHEREAS, the County Manager's Office coordinated and supervised the Program for many years; and

WHEREAS, the Program was successful in creating a generation of exemplary public administrators; and

WHEREAS, numerous former and current County administrators graduated from the program including current Enterprise Florida Chief Executive Officer Bill Johnson, current Deputy Mayor and Public Works & Waste Management Director Alina T. Hudak, current Water & Sewer Director Lester Sola, current Office of Management and Budget Director Jennifer Moon and many other notable administrators; and

WHEREAS, the Adopted Fiscal Year 2007-2008 Final Business Plan, Adopted Budget and Multi-Year Capital Plan, and Five-Year Financial Outlook eliminated funding for four management trainee positions in an effort to save taxpayer funds during the economic downturn; and

WHEREAS, the County's Fiscal Year 2008-2009 Final Business Plan, Adopted Budget and Multi-Year Capital Plan, and Five-Year Financial Outlook, included the goal of promoting public service through the re-instatement of the Program consisting of four management trainee positions in the County Executive Office; and

WHEREAS, since the Program has ended, numerous mid- to senior-level County administrators have retired or are scheduled to retire; and

WHEREAS, a memo dated October 13, 2015, from the Mayor of Miami-Dade County, reported that as of August 2015, a total of 165 senior level employees under the County Mayor's purview are eligible to retire within three years based on Deferred Retirement Option Program (DROP) date, longevity years of service, or age; and

WHEREAS, this total includes 40 senior level positions, which must separate from County service due to completion of DROP; and

WHEREAS, the Mayor's memo further states that "it is critical that we accelerate the development of the current workforce to assume these future leadership positions"; and

WHEREAS, the County should do all it can to train and promote a skilled workforce as part of its succession planning; and

WHEREAS, succession planning is an excellent proactive employee development strategy to ensure that the leadership pipeline of County government is constantly filled with a diverse pool of qualified and well-trained candidates; and

WHEREAS, various proprietary departments have recognized the value that management trainee programs play in succession planning and have included funding for such programs in their annual budgets; and

WHEREAS, in Fiscal Year 2012-13, PortMiami included $243,000.00 in its operating budget to fund four management trainee positions to assist in succession planning for the department; and

WHEREAS, reinstating the Program in the Office of the Mayor would create a platform to train the next generation of public administrators that could assist the County's overall succession planning and future effectiveness,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that:

Section 1. This Board hereby establishes as its policy the reinstatement of the Program within the Office of the Mayor (the "Policy").

Section 2. This Board requests the Mayor or Mayor's designee to identify available funding sources to reinstate the Program for the Fiscal Year 2016-2017, and, if funding sources are identified, to include such funding for the management trainee program in his 2016-17 budget proposal, or as soon as practicable.

Section 3. The Mayor or Mayor's designee is directed to submit to the Board within 60 days of the effective date of this resolution a report identifying all funding sources available to reinstate the Program for the Fiscal Year 2016-2017. The report shall also inform the Board whether the Mayor will include such funding in his 2016-2017 budget proposal, and if not, provide the reasons for not doing so. The Mayor or Mayor's designee is further directed to place the completed report on an agenda of the Board pursuant to Ordinance No. 14-65.

The Prime Sponsor of the foregoing resolution is Commissioner Daniella Levine Cava. It was offered by Commissioner **Sally A. Heyman**, who moved its adoption. The motion was seconded by Commissioner **José "Pepe" Diaz** and upon being put to a vote, the vote was as follows:

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

The Chairperson thereupon declared the resolution duly passed and adopted this 2nd day of February, 2016. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County Mayor, and if vetoed, shall become effective only upon an override by this Board, or (2) approval by the County Mayor of this Resolution and the filing of this approval with the Clerk of the 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.

Marlon D. Moffett