Miami-Dade County Board of County Commissioners

Office of the Commission Auditor

Legislative Analysis

Internal Management and Fiscal Responsibility Committee

Thursday, August 18, 2005
2:00 PM
Commission Chamber

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Commission Auditor

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Miami-Dade County Board of County Commissioners
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Legislative Analysis

Internal Management & Fiscal Responsibility Committee
Meeting Agenda
August 18, 2005

Written analyses for the below listed items are attached for your consideration in this Legislative Analysis.

Item Number(s)

2(B)	2(H)
3(A)(4)	

If you require further analysis of these or any other agenda items, please contact Guillermo Cuadra, Chief Legislative Analyst, at (305) 375-5469.

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IMFR ITEM 2(B)
August 18, 2005

LEGISLATIVE ANALYSIS

RESOLUTION RELATING TO RECOUPING THE COSTS OF TRAINING EMPLOYEES WHO LEAVE COUNTY EMPLOYMENT.

Commissioner Barbara Carey-Shuler, Ed.D.

I. SUMMARY

This Resolution directs the County Manager to develop a procedure for the County to be reimbursed for training costs from employees who voluntarily terminate employment with the County and to negotiate for the inclusion of such a procedure in the County's collective bargaining agreements.

II. PRESENT SITUATION

Miami-Dade County employees have the opportunity to apply for various types of training upon the department director's approval. The training costs are paid by each department's individual budget. The purpose of training employees is to enhance their skills, improve their performance, prepare them for increased responsibilities and to provide better service to the residents of Miami-Dade County. Presently, there is no obligation to remain employed with the County after receiving training.

Pursuant to Administrative Order No. 7-4 approved by the Board of County Commissioners on August 27, 1963, County employees are eligible for the Tuition Refund Program. This program entitles employees enrolled in approved coursework from accredited educational institutions, reimbursement for 50% of their tuition costs.

Currently, all employees receiving tuition refunds are obligated to remain employed with the County for a minimum of one (1) year following completion of the coursework. Employees voluntarily terminating their employment with the County prior to fulfilling the one (1) year obligation will reimburse the County for refunds received during the final year of employment through payroll deductions from their final payroll check. If the final paycheck is insufficient, the employee is still responsible for reimbursing the County.

III. POLICY IMPLICATIONS

This Resolution initiates the creation of a procedure to address the issue of County employees voluntarily terminating employment shortly after receiving costly training.

IV. ECONOMIC IMPACT

None.

V. COMMENTS AND QUESTIONS

- Will this procedure specify what type of training will have to be reimbursed?
- Will this procedure also pertain to County mandated training? (i.e. ethics training, customer service related training etc.)
- Will there be exceptions on a case-by-case basis for employees who although voluntarily terminate employment have a good reason? (i.e. illness of a family member, relocation of a spouse etc.)

IMFR ITEM 2(H)
August 18, 2005

LEGISLATIVE ANALYSIS

ORDINANCE REPEALING SECTION 2-11.17 OF THE CODE RELATING TO RESIDENCY REQUIREMENTS.

Commissioner Sally A. Heyman
Commissioner Jose "Pepe" Diaz
Commissioner Natacha Seijas
Commissioner Katy Sorenson

I. SUMMARY

This Ordinance repeals Section 2-11.17 of the Code of Miami-Dade County eliminating the residency requirement for Miami-Dade County employees.

II. PRESENT SITUATION

Section 2-11.17 of the Code, relates to the residency requirement for new County employees, providing a 6-month deadline for new hires to establish residency in Miami-Dade County. New hires subject to a probationary period must do so within 3-months of completing their probation. This section does not apply to employees hired prior to the adoption of the Ordinance in 1999.

The Employee Relations Department (ERD) publishes the residency requirement in all employment advertisements. The covenant is signed by prospective employees and notarized during their processing. Most employees have a 12-month probationary period. Employees who do not establish residency before the deadline may be dismissed. ERD does not keep separate records of dismissals due to the resident requirement.

The County Manager is authorized to waive the residency requirement for humanitarian reasons, and must submit a list of granted waivers to the Commission on a quarterly basis. A Residency Waiver Committee reviews each application on a case-by-case basis, and then forwards their recommendations to the Manager. According to ERD, only 34 requests for waivers have been received: 22 approved, 7 denied, and 5 pending review.

III. POLICY IMPLICATIONS

This Ordinance repeals the residency requirement for Miami-Dade County employees.

IV. ECONOMIC IMPACT

None.

V. COMMENTS AND QUESTIONS

- The Building Department is authorized to hire plans examiners and building inspectors residing in Broward County without the residency requirement.

IMFRC agenda item 3(A)(4)
August 18, 2005

LEGISLATIVE ANALYSIS

RESOLUTION DECLARING VARIOUS COUNTY-OWNED PROPERTIES SURPLUS; AUTHORIZING THE PUBLIC SALE OF SAME TO THE HIGHEST BIDDER; AUTHORIZING THE COUNTY MANAGER TO TAKE ALL ACTIONS NECESSARY TO ACCOMPLISH THE SALE OF SAID PROPERTIES; AND AUTHORIZING EXECUTION OF A COUNTY DEED FOR SUCH PURPOSE

General Services Administration Department

I. SUMMARY

The resolution declares seven County-owned properties as surplus, and authorizes the sale of these properties by competitive bid for a minimum of the current assessed value. The County acquired these properties by Tax Deed for non-payment of taxes. The Infill Housing Advisory Committee determined that these properties are not suitable for affordable housing development, and no other County agency expressed an interest.

II. PRESENT SITUATION

A tax deed sale occurs after an owner of a tax certificate applies to the Tax Collector for a tax deed after the tax certificate has been held for the statutory period (between 2 and 7 years). On County-held tax certificates for which no bids are received at the auction are placed on a "Lands Available for Taxes" list. After 90 days, anyone can purchase the property for the base bid, plus fees and interest. Three years after the day the Lands Available for Taxes was offered for public sale, the land shall escheat to the County.

These properties are then available for infill housing, governmental use, or sale by the County. The sale is triggered by a person expressing an interest in buying a property, typically an adjacent land-owner. The sale of these properties will be posted on the County's website, and all bidders must turn in their sealed bid to the Clerk of the Board to be considered.

III. POLICY CHANGE AND IMPLICATION

This resolution continues the County policy of disposing of surplus property by competitive bidding, if the property in not suitable for infill housing or other governmental use.

IV. ECONOMIC IMPACT

The sale of surplus property to private ownership will place that property back on the tax rolls (valued at approximately $130,000), and generate additional ad valorem revenue.

V. COMMENTS AND QUESTIONS

None.