

Memorandum



Date: August 24, 2026

To: Honorable Chairman Anthony Rodriguez
and Members, Board of County Commissioners

From: Daniella Levine Cava *Daniella Levine Cava*
Mayor

Subject: Report of Employee Ideas/Suggestions – FY 2024-2025

Agenda Item No. 2(B)(6)
October 6, 2026

Pursuant to Resolution No. R-777-14, attached is the FY 2024-2025 Annual Report of Employee Suggestions. The report provides a list of Miami-Dade County (County) employees whose cost-saving or efficiency-maximizing ideas/suggestions have been implemented. It is hereby noted that qualifying winners were recognized in two of the four quarters for FY 2024-2025.

Aligned to the four pillars of our WISE305 strategic initiative, the Employee Suggestion Program provides employees with the opportunity to submit innovative ideas that improve County operations, enhance services, increase revenue, reduce costs, or address workplace challenges. Submitted ideas are reviewed for eligibility and evaluated by the appropriate departments to determine their feasibility, effectiveness, and potential for implementation to qualify for recognition. Awards may be granted for contributions that produce measurable financial benefits or significant operational, service, safety, or employee-related improvements, provided the contribution exceeds normal job responsibilities. Employees remain eligible for awards even after leaving County employment, and all program criteria, administration, eligibility, and determinations are governed by Administrative Order 7-8.

For the first quarter of the same period, the Water and Sewer Department successfully implemented one idea, resulting in a total of \$700 being awarded to the employees, with Attachment 1 providing a summary of the implemented idea.

Department	Employee Name	Tangible/ Intangible	Award
Miami-Dade Water and Sewer Department	Alberto Hernandez and Abraham Delgado	Intangible	\$700
Total			\$700

For Q4, the Corrections and Rehabilitation Department successfully implemented one idea, resulting in a total of \$600 being awarded to the employee, with Attachment 1 providing a summary of the implemented idea.

Department	Employee Name	Tangible/ Intangible	Award
Miami-Dade Corrections and Rehabilitation Department	Pablo Mirabal	Intangible	\$600
Total			\$600

These awards are funded by the departments that accepted the ideas and received the resulting benefits. In accordance with Administrative Order 7-8, Employee Suggestion Program, employees who submit ideas/suggestions that, upon departmental review, do not produce tangible savings are eligible to receive between \$50 and \$1,000. Employees whose ideas are

determined to yield tangible savings to the County are awarded 10 percent of the projected annual savings, with a maximum of \$5,000.

Per Ordinance 14-65, this memorandum will be placed on the next available Board of County Commissioners meeting agenda.

Should you require additional information, please contact Virginia Washington, Deputy Director, People and Internal Operations Department, at 305-375-1793.

Attachment

- c: Honorable Juan Fernandez-Barquin, Clerk of the Court and Comptroller
- Geri Bonzon-Keenan, County Attorney
- Jess M. McCarty, First Assistant County Attorney
- Office of the Mayor Senior Staff
- Yinka Majekodunmi, Commission Auditor
- Raimundo Delgado, Director, People and Internal Operations Department
- Sherea Green, Director, Corrections and Rehabilitation Department
- Jay Fink, Director, Water and Sewer Department
- Basia Pruna, Director, Clerk of the Board
- Christina M. Cicilia, Director, Office of Policy and Budgetary Affairs
- Eugene Love, Agenda Coordinator

Attachment 1
Employee Ideas Suggestions
FY 2024 - 2025

FY 24-25 Quarter 1						
Department Name	Employee Name	Title	Idea Summary	Reward Issued	Intangible/ Tangible*	Annual Savings
Miami-Dade Water and Sewer	Alberto Hernandez and Abraham Delgado	Idea # 28-1606 (Idea Scale #116) – Booster Station Inspection Plate Articulating Support Bracket AD/AH	Mr. Hernandez and Mr. Delgado designed, manufactured, and installed the Booster Station Inspection Plate Articulating Support Bracket at Pump Station 0187, creating a safer and more efficient method for accessing and unclogging pumps. The custom-designed mechanical arm safely supports and stores heavy inspection plates during maintenance operations, sustaining the full weight of the plate and keeping it securely suspended while work is being performed. Previously, removing and reinstalling inspection plates weighing up to 200 pounds required multiple employees, specialized lifting equipment, and up to four hours of labor per pump, creating significant safety risks and operational delays. The new stainless-steel articulating bracket permanently attaches to each pump, eliminating manual lifting and reducing the risk of overexertion injuries. Since implementation, maintenance time has been reduced from approximately four hours to 1.5 hours per pump, while staffing requirements have decreased from four employees to two. This innovation has improved employee safety, increased operational efficiency, reduced equipment needs, and helped ensure critical pump stations return to service more quickly during routine maintenance, high-flow events, and emergencies.	\$700	Intangible	N/A
FY 24-25 Quarter 4						
Department Name	Employee Name	Title	Idea Summary	Reward Issued	Intangible/ Tangible*	Annual Savings

Employee Ideas Suggestions
FY 2024 - 2025

Miami-Dade Corrections and Rehabilitation Department	Pablo Mirabal	Idea # (Idea Scale #94) – Stainless Steel Prison Toilet Tester	Mr. Mirabal designed and manufactured a stainless-steel toilet testing system to verify the operational readiness of prison toilets before installation. Prior to this innovation, modified stainless-steel toilets were installed without pre-testing, creating the risk that leaks, deformities, flushing issues, or other malfunctions would only be discovered after installation. The testing system allows maintenance staff to evaluate each unit's performance and confirm that all components are functioning properly before installation. By identifying defects in advance, the process eliminates the need to remove and reinstall malfunctioning units, reducing labor costs, preventing project delays, and conserving valuable resources. This practical solution has improved installation efficiency, enhanced quality control, and ensured that toilets are installed correctly the first time. Mr. Mirabal's innovation demonstrates exceptional initiative, technical expertise, and a commitment to improving departmental operations while increasing overall effectiveness and reliability.	\$600	Intangible	N/A
			Total	\$1,300		N/A

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