

MEMORANDUM

Agenda Item No. 8(B)(1)

TO: Honorable Chairman Oliver G. Gilbert, III
and Members, Board of County Commissioners

DATE: March 7, 2023

FROM: Geri Bonzon-Keenan
County Attorney

SUBJECT: Resolution waiving by two-thirds
vote of the Board members
present the requirement of
Implementing Order 7-44 in
connection with the hiring of
Mr. John Prats as C&R Human
Resources Commander for the
Miami-Dade Corrections and
Rehabilitation Department

Resolution No. R-152-23

The accompanying resolution was prepared by the Corrections and Rehabilitation Department and placed on the agenda at the request of Prime Sponsor Commissioner Kionne L. McGhee.



Geri Bonzon-Keenan
County Attorney

GBK/uw

Memorandum



Date: March 7, 2023

To: Honorable Chairman Oliver G. Gilbert, III
and Members, Board of County Commissioners

From: Daniella Levine Cava
Mayor 

Subject: Recommendation to Waive by a Two-Thirds Vote of the Members Present the Requirements of Implementing Order No. 7-44 and Authorize the Hiring of a C&R Human Resources Commander for the Miami-Dade Corrections and Rehabilitation Department

EXECUTIVE SUMMARY

This item approves the exception of Implementing Order 7-44 and the setting of Corrections and Rehabilitation (C&R) Human Resources Commander John Prats' salary at the rate of \$137,000. Commander Prats retired from the County in 2011 and has been reemployed by Miami-Dade Corrections and Rehabilitation Department. Commander Prats has extensive experience in human resources both within Miami-Dade County and in the private sector and the requested salary is commensurate with his extensive knowledge and experience.

RECOMMENDATION

It is recommended that the Board of County Commissioners (Board) waive, by a two-thirds vote of the members present, Implementing Order 7-44 to authorize the hiring of John Prats into the position of Corrections and Rehabilitation (C&R) Human Resources Commander for the Miami-Dade Corrections and Rehabilitation Department (MDCR), at the rate of \$137,000. Implementing Order 7-44 establishes the policy that retirees of the County who seek re-employment with the County adhere to the County's regular hiring process and that the Mayor may seek Board approval to grant exceptions to this policy.

In January 2011, Mr. Prats separated from the County after 29 years of County service, retiring from MDCR as its C&R Human Resources Commander. He has extensive experience in the field of human resources and dedicated his time after retirement to serving as a Director of Human Resources for various agencies. Most recently, Mr. Prats was appointed as C&R Human Resources Commander for MDCR in October 2022. In order to expedite the hiring of Mr. Prats, he was hired at the minimum salary of the range in accordance with Implementing Order 7-44, in anticipation of requesting approval of the intermediate rate by the Board commensurate with his extensive experience and knowledge.

SCOPE

The position is responsible for overseeing all human resources-related functions for MDCR including enhanced recruitment efforts, labor management and employee relations, compliance with Fair Employment practices, Title VII, Title IX, and Fair Labor Standards Act, leave of absence process, comprehensive background investigation process, and employee retention efforts.

DELEGATION OF AUTHORITY

There is no delegation requirement with this item.

FISCAL IMPACT AND FUNDING SOURCE

The position is authorized and funded by General Fund operating funds.

TRACK RECORD/MONITOR

Approval of the item does not require monitoring.

BACKGROUND

MDCR is the largest jail system in the state of Florida and the eighth largest in the nation, detaining approximately 4,400 inmates daily. As a metropolitan correctional agency, MDCR operates three detention facilities, a Mental Health Treatment Center, the Centralized Intake Center, the Boot Camp Program, inmate vocational and educational services, Court Services, Monitored Release, Pretrial Services, academy and in-service training. The successful operation of MDCR is contingent upon a professional, engaged workforce that promotes its mission of safe, secure and humane detention of inmates in its custody. As such, an innovative human resources professional is essential to effectively managing the workforce, actively recruiting and retaining employees, engaging in enhanced recruitment efforts to minimize operational vacancies, maintaining positive relationships with unions, and ensuring fair employee practices are maintained.

Mr. John Prats is a retired County employee who served as Human Resources Commander for MDCR for 8 years and has been identified as the human resources professional that would be able to immediately and seamlessly assume this important role for MDCR. Mr. Prats earned his Master of Business Administration from Saint Thomas University and his Bachelor of Business Administration from Florida International University. He also earned a Graduate Certificate in Human Resources from Saint Thomas University, and holds a Senior Professional in Human Resources Certificate from the HR Certification Institute and is a Senior Certified Professional from Society for Human Resources Management. He has over 20 years of progressively, professional experience as a human resource profession.

Mr. Prats served in a variety of capacities in Miami-Dade County beginning his career as a Police Complaint Officer for the Miami-Dade Police Department in 1984 and was promoted to various positions including Assistant Director for the Miami-Dade Office of Community and Economic Development and Human Resources Commander for MDCR. Upon his retirement, Mr. Prats continued working in the human resources field serving as the Human Resources Director for the City of Doral and Saint Thomas University. Throughout his vast career, Mr. Prats accomplished many important endeavors including effectively managing the COVID-19 protocols for staff, engaging in compensation and benefit surveys to ensure pay parity, designing a new employee orientation program to better train staff, revising outdated personnel policies, and overhauling the leave of absence process to ensure appropriate oversight and monitoring.

Mr. Prats will be instrumental in streamlining MDCR's personnel and hiring processes to minimize the number of operational vacancies. I respectfully request that the advance approval requirements of Implementing Order 7-44 be waived. Mr. Prats' extensive experience and knowledge in human resources in general and the business practices of MDCR in particular make him the best candidate to seamlessly transition to this role while making immediate operational improvements. This will best serve the interests of the County and advance key objectives at the department level.



J.D. Patterson
Chief Corrections and Forensics



MEMORANDUM

(Revised)

TO: Honorable Chairman Oliver G. Gilbert, III
and Members, Board of County Commissioners

DATE: March 7, 2023

FROM: 
Gen Bonzon-Keenan
County Attorney

SUBJECT: Agenda Item No. 8(B)(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
- ☐ 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 present ☒, 2/3 membership ____, 3/5's ____, unanimous ____, CDMP 7 vote requirement per 2-116.1(3)(h) or (4)(c) ____, CDMP 2/3 vote requirement per 2-116.1(3)(h) or (4)(c) ____, or CDMP 9 vote requirement per 2-116.1(4)(c)(2) ____ 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. 8(B)(1)
3-7-23

RESOLUTION NO. _____ R-152-23

RESOLUTION WAIVING BY TWO-THIRDS VOTE OF THE BOARD MEMBERS PRESENT THE REQUIREMENT OF IMPLEMENTING ORDER 7-44 IN CONNECTION WITH THE HIRING OF MR. JOHN PRATS AS C&R HUMAN RESOURCES COMMANDER FOR THE MIAMI-DADE CORRECTIONS AND REHABILITATION DEPARTMENT

WHEREAS, this Board desires to accomplish the purpose outlined in the accompanying memorandum, a copy of which is incorporated herein by reference; and

WHEREAS, Implementing Order 7-44 states that retirees of Miami-Dade County who seek re-employment with the County shall be subject to the County's regular hiring process, including job applications, testing and interviews where applicable, and if hired, shall start at the applicable entry-level salary; and

WHEREAS, when necessary to attract and hire qualified applicants for a particular County classification, the Mayor may seek Board approval to grant exception to this policy in advance of hiring for the particular classification; and

WHEREAS, due to an immediate hiring need, Mr. Prats has started at the minimum salary of the applicable range, despite the fact that Mr. Prats retired from the County in 2011 and has extensive experience as a human resources professional, including as the Corrections and Rehabilitation ("C&R") Human Resources Commander of the Miami-Dade Corrections and Rehabilitation Department; and

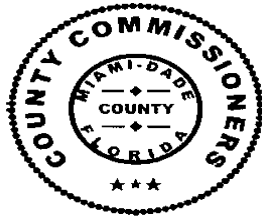
WHEREAS, the Mayor has determined that it is in the best interest of the County to approve an exception to the policy on salaries of retired County employees that are rehired pursuant to Implementing Order 7-44, in connection with the hiring of Mr. Prats, as C&R Human Resources Commander and to set his salary at \$137,000.00 for this important position,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that the requirements of Implementing Order 7-44 are waived by a two-thirds vote of the Board members present in connection with the hiring of Mr. John Prats as C&R Human Resources Commander of the Miami-Dade Corrections and Rehabilitation Department and the setting of his starting salary at \$137,000.00.

The foregoing resolution was offered by Commissioner **Anthony Rodriguez** , who moved its adoption. The motion was seconded by Commissioner **Marleine Bastien** and upon being put to a vote, the vote was as follows:

Oliver G. Gilbert, III, Chairman	aye		
Anthony Rodríguez, Vice Chairman	aye		
Marleine Bastien	aye	Juan Carlos Bermudez	aye
Kevin Marino Cabrera	aye	Sen. René García	absent
Roberto J. Gonzalez	aye	Keon Hardemon	aye
Danielle Cohen Higgins	aye	Eileen Higgins	aye
Kionne L. McGhee	aye	Raquel A. Regalado	aye
Micky Steinberg	aye		

The Chairperson thereupon declared this resolution duly passed and adopted this 7th day of March, 2023. 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

LUIS G. MONTALDO, CLERK AD INTERIM

By: Basia Pruna
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

A handwritten signature in black ink, appearing to be "AV", written over a horizontal line.

Anita Viciano Zapata