

MEMORANDUM

Agenda Item No. 11(A)(10)

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

DATE: May 2, 2023

FROM: Geri Bonzon-Keenan
County Attorney

SUBJECT: Resolution directing the County Mayor to provide a report: (1) updating the Board on all County job classifications that do not require a four-year college degree; and (2) identifying and evaluating all remaining County job classifications for which it is feasible to remove the four-year degree requirement

Resolution No. R-437-23

This item was amended at the 4-11-23 County Infrastructure, Operations and Innovations Committee to: (1) extend the due date of the report from 90 days after the effective date of the resolution to 120 days; and (2) to direct the County Mayor or County Mayor's designee to evaluate all County job classifications for which it is feasible to incorporate stackable credentials as a component of the minimum qualifications requirements.

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Eileen Higgins.


Geri Bonzon-Keenan
County Attorney

GBK/uw



MEMORANDUM

(Revised)

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

DATE: May 2, 2023

FROM: 
Gen Bonzon-Keenan
County Attorney

SUBJECT: Agenda Item No. 11(A)(10)

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. 11(A)(10)
5-2-23

RESOLUTION NO. _____ R-437-23

RESOLUTION DIRECTING THE COUNTY MAYOR OR COUNTY MAYOR'S DESIGNEE TO PROVIDE A REPORT: (1) UPDATING THE BOARD ON ALL COUNTY JOB CLASSIFICATIONS THAT DO NOT REQUIRE A FOUR-YEAR COLLEGE DEGREE; AND (2) IDENTIFYING AND EVALUATING ALL REMAINING COUNTY JOB CLASSIFICATIONS FOR WHICH IT IS FEASIBLE TO REMOVE THE FOUR-YEAR DEGREE REQUIREMENT

WHEREAS, Miami-Dade County government plays a significant role in the advancement of economic development and opportunity for its nearly three million residents; and

WHEREAS, with approximately 30,000 employees, Miami-Dade County is one of the biggest employers within geographic Miami-Dade County; and

WHEREAS, over the past several years, numerous departments have had significant challenges in recruiting and hiring new employees to fulfill roles essential to delivering quality services to County residents; and

WHEREAS, the County's current hiring standards, which often require eligible applicants to have a four-year degree from an accredited university, are a contributing factor; and

WHEREAS, while there are likely many positions for which this requirement should remain, this Board wishes to conduct an in-depth analysis of positions that could be adequately filled by applicants who do not have a four-year degree; and

WHEREAS, in addition to a four-year degree, there remain several methods through which young professionals may be trained for the workforce; and

WHEREAS, this includes, but is not limited to, trade schools or vocational training programs, apprenticeships, certificate programs, internships, and more; and

WHEREAS, for example, Miami Dade College currently offers 92 College Credit Certificate programs, which allow students to receive specialized training in a variety of fields; and

WHEREAS, these certificates provide valuable training and can often be completed in one year or less; and

WHEREAS, moreover, a traditional education consisting of four years of undergraduate study may not be feasible for many residents with challenging personal or familial circumstances; and

WHEREAS, as the cost of college tuition continues to increase, the prospect of attending a four-year university may grow increasingly untenable to many residents; and

WHEREAS, as such, this Board wishes to do everything in its power to ensure that residents are not disenfranchised for choosing an educational or career path that best suits their needs; and

WHEREAS, since 2021, the Human Resources Department has initiated several job classification studies to review minimum requirements for potential County employees; and

WHEREAS, while these studies have updated the minimum requirements for over 200 positions, this Board wishes to conduct a comprehensive review that considers all positions; and

WHEREAS, furthermore, this Board believes it is in the best interest of the County to enhance professional and economic advancement, and to remove barriers to obtaining careers with Miami-Dade County, by identifying all jobs that can be filled with qualified individuals who may not have a four-year college degree,

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

Section 1. This Board directs the County Mayor or County Mayor's designee to provide to the Board a report: (a) updating the Board on all County job classifications that do not require a four-year college degree, specifically identifying all positions for which the four-year degree requirement has been removed within the last two years; (b) identifying and evaluating, to the fullest extent possible, all remaining County job classifications for which it is feasible to remove the existing four-year degree requirement; ~~[[and]]~~¹ (c) an analysis of all County positions that have gone unfilled for more than six months>>; and (d) an evaluation of all County job classifications for which it is feasible to incorporate stackable credentials as a component of the minimum qualifications requirements<<.

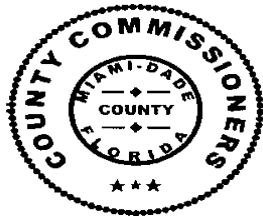
Section 2. The County Mayor or County Mayor's designee shall provide the report to this Board within ~~[[90]]~~>>120<< days of the effective date of this resolution and place the completed report on an agenda of the full Board without committee review pursuant to rule 5.06(j) of the Board's Rules of Procedure.

The Prime Sponsor of the foregoing resolution is Commissioner Eileen Higgins. It was offered by Commissioner **Eileen Higgins**, who moved its adoption. The motion was seconded by Commissioner **Marleine Bastien** and upon being put to a vote, the vote was as follows:

¹ Committee amendments are indicated as follows: Words stricken through and/or [[double bracketed]] are deleted, words underscored and/or >>double arrowed<< are added.

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 aye
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 2nd day of May, 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

Basia Pruna

By: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

Marlon D. Moffett