

MEMORANDUM

Agenda Item No. 11(A)(9)

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

DATE: October 16, 2024

FROM: Geri Bonzon-Keenan
County Attorney

SUBJECT: Resolution establishing County policy to give a hiring preference to former and current County employees in good standing in the filling of certain County job positions; authorizing the County Mayor to adopt rules and procedures to implement this policy; and requiring a report

Resolution No. R-954-24

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Chairman Oliver G. Gilbert, III.



Geri Bonzon-Keenan
County Attorney

GBK/ks



MEMORANDUM

(Revised)

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

DATE: October 16, 2024

FROM: 
Glen Bonzon-Keenan
County Attorney

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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 ____, majority plus one ____, 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) ____, 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)(9)
10-16-24

RESOLUTION NO. R-954-24

RESOLUTION ESTABLISHING COUNTY POLICY TO GIVE A
HIRING PREFERENCE TO FORMER AND CURRENT
COUNTY EMPLOYEES IN GOOD STANDING IN THE
FILLING OF CERTAIN COUNTY JOB POSITIONS;
AUTHORIZING THE COUNTY MAYOR OR COUNTY
MAYOR'S DESIGNEE TO ADOPT RULES AND
PROCEDURES TO IMPLEMENT THIS POLICY; AND
REQUIRING A REPORT

WHEREAS, former and current employees of Miami-Dade County possess organization-specific knowledge, skills, and experience that contribute to the County's ability to deliver excellent public services to County residents; and

WHEREAS, many dedicated and qualified County employees leave County service to pursue educational, vocational, and professional opportunities, or for a variety of other personal reasons; and

WHEREAS, this Board desires to capitalize on the positive attributes of former County employees who separated from the County in good standing by giving them hiring preferences in the event they decide apply for certain vacant job positions within the County; and

WHEREAS, current employees of Miami-Dade County possess a well-rounded knowledge of the practices and policies that govern the operations of Miami-Dade County; and

WHEREAS, current County employees are uniquely qualified to transition to other roles within Miami-Dade County and tend to provide a more seamless transition by expediting the onboarding process, reducing turnover, and promoting succession planning; and

WHEREAS, as the seventh largest County in the country, with a budget totaling \$12,700,000,000.00, retaining and supporting a qualified workforce is crucial to the efficient delivery of services; and

WHEREAS, this Board believes that implementing hiring preferences that recognize the value of former and current County employees in good standing will allow the County to attract and retain employees who already understand the County's organization, mission, and operations, and who have already demonstrated their ability to succeed as a County employee,

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

Section 1. This Board establishes a County policy to give a hiring preference to former County employees who left in good standing and current County employees who remain in good standing in the filling of vacant job positions if the following minimum criteria are met: (a) the applicant meets the qualifications for the position; (b) the applicant must have no previous disciplinary action in their employment history; (c) if applicable, the employee's prior separation from County service must be due to retirement, separation, or resignation in good standing; and (d) if the former employee's separation was due to retirement, they must be eligible to return to work without penalty or impact to their Florida Retirement System (FRS) pension benefits or any potential liability of the County, and must meet all requirements of Miami-Dade County Implementing Order 7-44.

Section 2. The County Mayor or County Mayor's designee is directed to prepare and submit a report to this Board describing when and how the hiring preferences in this resolution were implemented. The County Mayor or County Mayor's designee shall place the completed report on an agenda of the full Board within 60 days without committee review pursuant to rule 5.06(j) of the Board's Rules of Procedure.

The Prime Sponsor of the foregoing resolution is Chairman Oliver G. Gilbert, III. It was offered by Commissioner **Eileen Higgins**, who moved its adoption. The motion was seconded by Commissioner **Danielle Cohen Higgins** 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	aye
Roberto J. Gonzalez	aye	Keon Hardemon	absent
Danielle Cohen Higgins	aye	Eileen Higgins	aye
Kionne L. McGhee	aye	Raquel A. Regalado	aye
Micky Steinberg	absent		

The Chairperson thereupon declared this resolution duly passed and adopted this 16th day of October, 2024. 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

JUAN FERNANDEZ-BARQUIN, CLERK

By: **Basia Pruna**
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

Marlon D. Moffett