

MEMORANDUM

Agenda Item No. 8(A)(1)

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

DATE: January 22, 2025

FROM: Geri Bonzon-Keenan
County Attorney

SUBJECT: Resolution waiving by a two-thirds vote of Board Members present the entry-level salary requirements of Implementing Order No. 7-44 in connection with the rehiring of Mr. Milford Cockfield as Chief, Aviation Risk Management and Support Services and Mr. Roy Alonso as Division Director 3, General Aviation Airport Support Services for the Miami-Dade Aviation Department

Resolution No. R-2-25

The accompanying resolution was prepared by the Aviation Department and placed on the agenda at the request of Prime Sponsor Commissioner Kevin Marino Cabrera.



Geri Bonzon-Keenan
County Attorney

GBK/ks

Memorandum



Date: January 22, 2025

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

From: Daniella Levine Cava
Mayor 

Subject: Recommendation to Waive by a 2/3 Vote of Board Members Present the Applicable Entry-Level Salary Requirements of Implementing Order No. 7-44

EXECUTIVE SUMMARY

Miami-Dade County Implementing Order (I.O.) No. 7-44 requires former County employees to undergo the County's open and competitive hiring process including job applications, testing and interviews where applicable, when seeking reemployment with the County. Furthermore, I.O. 7-44 requires former employees to start at the applicable entry-level salary and receive salary increases commensurate with other entry-level employees. However, the Board of County Commissioners (Board) can grant exceptions to this policy by a 2/3 vote of Board members present.

If approved by the Board, this item would grant two (2) exceptions to the applicable entry-level salary requirements specified in I.O. 7-44 and authorize the setting of Mr. Milford Cockfield's (Mr. Cockfield) salary at the rate of \$118,000.00 for the position of Chief, Aviation Risk Management and Support Services, and the setting of Mr. Roy Alonso's (Mr. Alonso) salary at the rate of \$168,000.00 for the position of Division Director 3, General Aviation Airport Support Services. Both applicants are former Miami-Dade Aviation Department (MDAD or Aviation Department) employees that participated in the County's competitive interview process and scored as the top-ranking candidates. The proposed salaries are commensurate with their degrees of expertise and number of years working at Miami International Airport (MIA). Both positions are budgeted and funded in MDAD's Adopted Budget for Fiscal Year 2024-2025.

In August 2023, Mr. Cockfield retired from the County after 10 years of service as the Chief, Aviation Risk Management and Support Services. He has extensive experience with MDAD's property, casualty and management liability risk management programs including emergency and safety management. In February 2015, Mr. Alonso retired from the County after 34 years of service as an Airport Operations Supervisor at MIA where he coordinated and directed operations and other associated services for MDAD's Terminal Operations Division.

RECOMMENDATION

Pursuant to Implementing Order 7-44, it is recommended that the Board approve the attached Resolution granting two (2) exceptions to the entry-level salary requirements by a 2/3 vote of Board members present for two (2) former MDAD employees seeking reemployment with the Aviation Department. The salary exceptions apply to (i) Mr. Cockfield for the position of Chief, Aviation

Risk Management and Support Services (\$118,000.00), and (ii) Mr. Alonso for the position of Division Director 3, General Aviation Airport Support Services. (\$168,000.00).

SCOPE

Both candidates would be working at MIA, which is in District 6 represented by Commissioner Kevin M. Cabrera. However, the impact of this item is countywide as MIA is a regional asset.

Position Responsibilities

- Mr. Cockfield – this position is responsible for overseeing all risk management, claims management, insurance requirements, surety and performance bonds, safety management, public records requests, and Federal Emergency Management Agency preparation and recovery. This position is also responsible for administering, managing, overseeing and monitoring an annual expense budget of \$14 million.
- Mr. Alonso - this position is responsible for planning, organizing, and directing the general maintenance of all MDAD operating buildings throughout the County's airport system which includes MIA, the General Aviation Airports (GAA), the Mobile Garage and Fleet Maintenance, with oversight responsibilities in the areas of Public Works, Striping/Paint, West Cargo, Waste Transfer of MIA. The GAA includes Miami-Opa Locka Executive Airport (OPF), Miami Executive Airport (TMB), Miami Homestead General Aviation Airport (X51), and the Dade-Collier Training and Transition Airport (TNT). This position is also responsible for administering, managing, overseeing, and monitoring an annual expense budget of approximately \$100 million dollars in contractual agreements.

DELEGATION OF AUTHORITY

There are no delegations of authorities associated with granting exceptions to the entry-level salary requirements stipulated in I.O. 7-44.

FISCAL IMPACT AND FUNDING SOURCE

There is no fiscal impact to the County as the proposed salaries for both positions are included in MDAD's Adopted Budget for Fiscal Year (FY) 2024-2025. The funding source is MDAD's Adopted Operating Budget.

SOCIAL EQUITY STATEMENT

The proposed Resolution has a positive social impact. Both positions were advertised as open and competitive and both candidates were evaluated and ranked as the ideal top candidates by a County appointed selection committee. The County will reemploy two professionals with extensive experience and knowledge ready to start contributing to the management and operations of the County's airport system on day one.

TRACK RECORD/MONITOR

This agenda item does not require monitoring.

BACKGROUND

Mr. Cockfield

Mr. Cockfield earned his bachelor's degree in public and insurance administration from Florida International University, and earned other associated degrees in Environmental Technology, Risk Management, and Hotel and Restaurant Institutional Management from Miami-Dade College. He has over 30 years of progressive professional experience in risk and safety management from the private and public sectors. In 2023, Mr. Cockfield retired from the County after 10 years of service as the Chief, Aviation Risk Management and Support Services. He has extensive experience with MDAD's property, casualty and management liability risk management programs including emergency and safety management. Because he is a former MDAD employee, he has vast knowledge of the aviation insurance renewal process, negotiations, acquisitions, appraisals, insurance policy maintenance, cost allocations and budget development, claims management, loss control, construction management, risk identification and analysis.

Mr. Cockfield previously worked for Dade Aviation Consultants as the Director of Construction Risk, Safety and Emergency Management for 13 years. During his tenure with Dade Aviation Consultants, he worked as a general consultant for MIA on the Capital Improvement Program (CIP) South Terminal Program which designed the expansion of the airport's terminal square footage. Thereafter, he worked for Heery International, Inc. in Atlanta, Georgia as the Director of Risk, Safety, and Emergency Management for seven (7) years. In that capacity, he served as a consultant for MIA on the North Terminal Development Program.

Mr. Cockfield's unparalleled knowledge and experience in insurance, risk and safety management will be instrumental in streamlining MDAD's existing and future CIP projects in a safe and efficient manner. His experience with MDAD makes him highly qualified for the position, as such, he can begin to work with very little on-the-job training.

It should be noted that this position was advertised four (4) times due to the limited pool of applicants that applied. The minimum qualifications were changed, and the position was upgraded with the intent of attracting a better pool of applicants, however, the efforts to recruit a more qualified pool of candidates failed. In the last advertisement Mr. Cockfield was the only applicant that applied and was interviewed. This is a highly specialized position dealing with processing casualty and property insurance. The current salary range for this position is \$76,010.20 - \$130,802.69. MDAD is seeking an exception to offer Mr. Cockfield \$118,000.00.

Mr. Alonso

Mr. Alonso earned his bachelor's degree in professional studies from Barry University and has over 43 years of progressive professional experience in operations management in the private and public sectors. In February 2015, Mr. Alonso retired from the County after 34 years of service as an Airport Operations Supervisor at MIA where he coordinated and directed operations and associated services for the Terminal Operations Division. During his tenure he managed the Airport Operations Center, three janitorial contracts providing services to the MIA terminal, outlying buildings, and the GAA airports. He also managed MIA's Paging and Information Center and played a pivotal role in developing multiple important plans that are fundamental to the safety and operational efficiency of

MIA including the Contingency of Operations and Airport Evacuation, the Airport Emergency Evacuation Plan and the Maintenance of Traffic plans.

Mr. Alonso has hands-on experience maintaining the County's airport facilities, which makes him uniquely qualified for the role of Division Director 3 as the position is responsible for managing and coordinating routine and corrective maintenance for over 40 buildings throughout the County's airport system. MIA and the GAAs require a unique blend of skills including operational oversight, safety, regulatory compliance, and strategic planning. Mr. Alonso's familiarity with Chapter 25 of the Code of Miami-Dade County will allow him to usher MIA and the GAA to new heights and to support the County's mission of providing efficient and high-quality services. This role is essential not only for the day-to-day functioning of the County's airport system but also for ensuring long-term growth, sustainability, and adherence to both federal and local aviation standards.

The Division Director 3, General Aviation Airport Support Services position was advertised once, and Mr. Alonso was the only applicant in the top band. The current salary range for this position is \$107,486.60 - \$178,662.64. MDAD is seeking an exception to offer Mr. Alonso \$168,000.00.

Given Mr. Cockfield's and Mr. Alonso's unparalleled knowledge, expertise and prior professional experience at MIA, and recognizing the immense value each candidate brings to these positions, it is in the best interest of the County to grant a waiver of the entry-level salary requirements of I.O. 7-44 to ensure a seamless transition for both positions.



Jimmy Morales
Chief Operating Officer



MEMORANDUM (Revised)

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

DATE: January 22, 2025

FROM: 
Glen Bonzon-Keenan
County Attorney

SUBJECT: Agenda Item No. 8(A)(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 ☐, 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 *Daniella Leme Carr* Mayor
Veto _____
Override _____

Agenda Item No. 8(A)(1)
1-22-25

RESOLUTION NO. R-2-25

RESOLUTION WAIVING BY A TWO-THIRDS VOTE OF BOARD MEMBERS PRESENT THE ENTRY-LEVEL SALARY REQUIREMENTS OF IMPLEMENTING ORDER NO. 7-44 IN CONNECTION WITH THE REHIRING OF MR. MILFORD COCKFIELD AS CHIEF, AVIATION RISK MANAGEMENT AND SUPPORT SERVICES AND MR. ROY ALONSO AS DIVISION DIRECTOR 3, GENERAL AVIATION AIRPORT SUPPORT SERVICES FOR THE MIAMI-DADE AVIATION 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 County Mayor may seek Board approval to grant an exception to this policy for hiring in a particular classification; and

WHEREAS, Mr. Milford Cockfield had 10 years of County service prior to retirement as Chief, Aviation Risk Management and Support Services in the Miami-Dade Aviation Department (MDAD) and has extensive experience with MDAD's Property, Casualty and Management Liability Risk Programs. Mr. Cockfield's unparalleled knowledge and experience in insurance, risk and safety management will be instrumental in streamlining MDAD's existing and future capital improvement projects in a safe and efficient manner; and

WHEREAS, Mr. Roy Alonso had 34 years of County service as an Airport Operations Supervisor at Miami International Airport (MIA) where he coordinated and directed operations and associated services for MDAD's Terminal Operations Division, this experience makes him highly qualified for the position of Division Director 3, General Aviation Airport Support Services with little to no learning curve; and

WHEREAS, the County 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. Milford Cockfield, as Chief, Aviation Risk Management and Support Services and to set his salary at \$118,000.00 for this critical position; and

WHEREAS, the County 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. Roy Alonso, as Division Director 3, General Aviation Airport Support Services and to set his salary at \$168,000.00 for this critical position,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that the applicable entry-salary level requirements of Implementing Order 7-44 are waived by a two-thirds vote of the Board members present in connection with the setting of Mr. Cockfield's salary at \$118,000.00 for the position of Chief, Aviation Risk Management and Support Services, and with the setting of Mr. Roy Alonso's salary at \$168,000.00 for the position of Division Director 3, General Aviation Airport Support Services at Miami International Airport (MIA) for MDAD.

The foregoing resolution was offered by Commissioner **Danielle Cohen Higgins** , who moved its adoption. The motion was seconded by Commissioner **Kionne L. McGhee** and upon being put to a vote, the vote was as follows:

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

The Chairperson thereupon declared the resolution duly passed and adopted this 22nd day of January, 2025. 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.

Angela F. Benjamin