

MEMORANDUM

Agenda Item No. 9(A)(1)

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

DATE: May 20, 2025

FROM: Geri Bonzon-Keenan
County Attorney

SUBJECT: Resolution authorizing
continuation of certain
compensation to County
employees on active military
service effective November 1,
2024; providing for retroactive
effective date; directing the
County Mayor to provide annual
reports on the cost of providing
such supplemental pay

Resolution No. R-496-25

The accompanying resolution was prepared by the Human Resources Department and placed on the agenda at the request of Prime Sponsor Commissioner Roberto J. Gonzalez.



Geri Bonzon-Keenan
County Attorney

GBK/jp

Memorandum



Date: May 20, 2025

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

From: Daniella Levine Cava *Daniella Levine Cava*
Mayor

Subject: Resolution Authorizing Continuation of Certain Compensation to County Employees on Active Military Service

Recommendation

It is recommended that the Board of County Commissioners (Board) approve the attached resolution authorizing continuation of certain compensation to County employees on active military service, retroactively to November 1, 2024, and for the Human Resources Department to provide reports on the cost of providing such supplemental pay on an annual basis.

Scope

The impact of this resolution is countywide.

Delegation of Authority

The Human Resources Department will be responsible for preparing the annual report.

Fiscal Impact/ Funding Source

The Resolution calls for employees entering into active military leave on or after November 1, 2024 to be eligible to receive County supplemental pay in an amount equal to the net difference between their military pay and their Miami-Dade County (County) compensation for a total of up to 24 months or the duration of their military services, whichever is less. The funding source is the respective budget for each department with employees with active/reservist military service. The cost of providing this supplemental military pay totaled \$293,674 in FY 2023-24.

Track Record/Monitor

The Human Resources Department will be monitoring and providing the requisite reports.

Background

This Resolution approves the continuation of certain compensation to County employees on active military service indefinitely retroactively from November 1, 2024, until further action of the Board; and directs the Mayor to provide annual reports on the cost of providing such supplemental pay. In adherence with this Board's Directive in Resolution R-1023-22, the Human Resources Department is also presenting a report providing an overview of the compensation, as a separate agenda item. Section 115.14, Florida Statutes, authorizes counties and municipalities to, "supplement the military pay of its officials and employees who are reservists called to active military service after the first 30 days in an amount necessary to bring their total salary, inclusive of their base military pay to the level earned at the time they were called to active military duty." Upon exhaustion of the statutorily required 30 days of full pay for the first 30 days of federal military service that is equal to or greater than 90 consecutive days, this Resolution authorizes the supplemental military pay in the amount equal to the net difference between employees' military pay and their county compensation for a total of up to 24 months or the duration of their military service, whichever is less.

Honorable Chairman Anthony Rodriguez
and Members, Board of County Commissioners
Page No. 2

The Board of County Commissioners previously implemented authorization for this supplemental compensation through Resolutions No. R-1059-01, R-1063-02, R-157-03, R-1345-07, R-1117- 10, R-873-12, R-945-14 and R-1108-16; R1097-18: R-1111-20, R-1023-22.

In order for the County to continue to supplement the military pay of its employees who are on active military service, the Resolution requires Board approval.



Carladenise Edwards
Chief Administrative Officer



MEMORANDUM (Revised)

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

DATE: May 20, 2025

FROM: 
Gen Bonzon-Keenan
County Attorney

SUBJECT: Agenda Item No. 9(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 _____ Mayor
Veto _____
Override _____

Agenda Item No. 9(A)(1)
5-20-25

RESOLUTION NO. R-496-25

RESOLUTION AUTHORIZING CONTINUATION OF CERTAIN COMPENSATION TO COUNTY EMPLOYEES ON ACTIVE MILITARY SERVICE EFFECTIVE NOVEMBER 1, 2024; PROVIDING FOR RETROACTIVE EFFECTIVE DATE; DIRECTING THE COUNTY MAYOR OR COUNTY MAYOR'S DESIGNEE TO PROVIDE ANNUAL REPORTS ON THE COST OF PROVIDING SUCH SUPPLEMENTAL PAY

WHEREAS, Section 115.14, Florida Statutes, authorizes counties and municipalities to "supplement the military pay of its officials and employees who are reservists called to active military service after the first 30 days in an amount necessary to bring their total salary, inclusive of their base military pay, to the level earned at the time they were called to active military duty;" and

WHEREAS, this Board implemented this statutory authorization, through Resolution No. R-1059-01, in response to the September 11, 2001, terrorist attacks against the United States, and extended such authorization in Resolution Nos. R-1063-02, R-157-03, R-1345-07, R-1117-10, R-873-12, R-945-14, R-1108-16, R-1097-18, R-1111-20 and R-1023-22; and

WHEREAS, Resolution No. R-1023-22 last extended such authorization through October 31, 2024; and

WHEREAS, the United States Military has continued to engage in hazardous activities overseas requiring the ongoing military service of County employees; and

WHEREAS, this Board wishes to provide the supplemental compensation first authorized by Resolution No. R-1059-01, and subsequently extended, to those employees called to active military service, effective November 1, 2024, and to monitor the continuation of such compensation; and

WHEREAS, it is the desire of this Board to provide this supplemental compensation retroactively, with an effective date of November 1, 2024,

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

Section 1. The compensation authorized by Resolution Nos. R-1059-01, R-1063-02, R-157-03, R-1345-07, R-1117-10, R-873-12, R-945-14, R-1108-16, R-1097-18, R-1111-20, and R-1023-22 is hereby extended indefinitely from November 1, 2024, until any subsequent action by this Board. Accordingly, eligible employees entering into active military leave on or after November 1, 2024, shall be entitled to receive County supplemental pay in an amount equal to the net difference between their military pay and their County compensation for a total of up to 24 months or the duration of their military service, whichever is less.

Section 2. The compensation described in Section 1 of this resolution shall apply retroactively, effective November 1, 2024.

Section 3. The County Mayor or County Mayor's designee shall fund the compensation set forth in section 1 from legally available funds within the Fiscal Year 2024-2025 budget and include such funding in the proposed Fiscal Year 2025-2026 County budget, and any future proposed County budgets, or alternatively, if such funds are not available, include possible sources of funding in the reports required pursuant to section 4 below.

Section 4. The County Mayor or County Mayor's designee shall provide a report to this Board within 180 days of the effective date of this resolution on the cost of providing supplemental pay under this resolution and shall place the completed report on an agenda of the Board without committee review pursuant to rule 5.06(j) of the Board's Rules of Procedure. In addition, the County Mayor or County Mayor's designee shall provide to the Board updated reports on the cost of providing supplemental pay under this resolution on an annual basis thereafter. The County Mayor or County Mayor's designee shall place such updated reports on applicable agendas of the Board without committee review pursuant to rule 5.06(j) of the Board's Rules of Procedure

The foregoing resolution was offered by Commissioner **Raquel A. Regalado** , who moved its adoption. The motion was seconded by Commissioner **Micky Steinberg** 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
Sen. René García	absent	Oliver G. Gilbert, III	aye
Roberto J. Gonzalez	aye	Keon Hardemon	absent
Danielle Cohen Higgins	aye	Eileen Higgins	aye
Natalie Milian Orbis	aye	Raquel A. Regalado	aye
Micky Steinberg	aye		

The Chairperson thereupon declared this resolution duly passed and adopted this 20th day of May, 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.

A handwritten signature in blue ink, appearing to read "M. Moffett", is written over a horizontal line.

Marlon D. Moffett