

MEMORANDUM

Amended
Agenda Item No. 14(A)(3)

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

DATE: September 3, 2025

FROM: Geri Bonzon-Keenan
County Attorney

SUBJECT: Resolution establishing County policy to prioritize laid-off County employees when hiring within County Enterprise Departments; encouraging the five independently elected Constitutional Officers to prioritize laid-off County employees when hiring within Constitutional Offices; directing the County Mayor to implement procedures to effectuate this policy within Enterprise Departments, and to coordinate with Constitutional Offices regarding laid-off County employees; and requiring reports

Resolution No. R-891-25

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Raquel A. Regalado and Co-Sponsors Commissioner Marleine Bastien and Commissioner Natalie Milian Orbis.



Geri Bonzon-Keenan
County Attorney

GBK/ks



MEMORANDUM

(Revised)

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

DATE: September 3, 2025

FROM: 
Gen Bonzon-Keenan
County Attorney

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SUBJECT: Agenda Item No. 14(A)(3)

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 _____

Amended
Agenda Item No. 14(A)(3)
9-3-25

RESOLUTION NO. R-891-25

RESOLUTION ESTABLISHING COUNTY POLICY TO PRIORITIZE LAID-OFF COUNTY EMPLOYEES WHEN HIRING WITHIN COUNTY ENTERPRISE DEPARTMENTS; ENCOURAGING THE FIVE INDEPENDENTLY ELECTED CONSTITUTIONAL OFFICERS TO PRIORITIZE LAID-OFF COUNTY EMPLOYEES WHEN HIRING WITHIN CONSTITUTIONAL OFFICES; DIRECTING THE COUNTY MAYOR OR COUNTY MAYOR'S DESIGNEE TO IMPLEMENT PROCEDURES TO EFFECTUATE THIS POLICY WITHIN ENTERPRISE DEPARTMENTS, AND TO COORDINATE WITH CONSTITUTIONAL OFFICES REGARDING LAID-OFF COUNTY EMPLOYEES; AND REQUIRING REPORTS

WHEREAS, Miami-Dade County has a fundamental interest in supporting its workforce during periods of economic instability, departmental restructuring, or workforce reduction; and

WHEREAS, because of a projected budget deficit impacting the general fund for Fiscal Year 2025-2026, County Departments that are funded primarily through general revenues may need to consider various cost-saving measures, including layoffs; and

WHEREAS, when layoffs occur, displaced employees who have developed institutional knowledge, possess specialized training, and have committed years of public service deserve a pathway toward continued public employment; and

WHEREAS, this policy shall be implemented in accordance with all applicable civil service rules, hiring regulations, and collective bargaining agreements; and

WHEREAS, County Enterprise Departments (e.g., Aviation, PortMiami, Water & Sewer, RER, and Solid Waste) are funded primarily through proprietary funds rather than general revenue, and therefore, may have different budgetary flexibility and staffing needs; and

WHEREAS, prioritizing laid-off County employees when hiring within County Enterprise Departments and encouraging the five independently elected Constitutional Officers to do the same when hiring for available jobs within their offices, where skillsets align, would help to maintain continuity of services and reduce the strain on unemployment systems and County morale; and

WHEREAS, while the five independently elected Constitutional Officers are not under the purview of the Board, this Board seeks their good-faith cooperation in furtherance of this workforce stabilization policy; and

WHEREAS, this Board seeks to protect and reintegrate laid-off County employees by prioritizing them for hiring opportunities across County Enterprise Departments and by encouraging and coordinating with the independently elected Constitutional Officers to do the same; and

WHEREAS, the prioritization of laid-off County employees shall remain subject to alignment with job requirements, skillsets, and qualifications,

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

Section 1. Establishes a County policy to prioritize laid-off County employees, meaning those involuntarily separated due to budgetary or operational reductions, when hiring within County Enterprise Departments.

Section 2. Encourages the five independently elected Constitutional Officers to prioritize laid-off County employees when hiring for positions within the Constitutional Offices, and to participate in good-faith coordination with the County Administration, possibly through a Memorandum of Understanding (MOU) or other interlocal agreement prepared and proposed by the County Mayor or County Mayor's designee in consultation with the County Attorney's Office.

Section 3. Directs the County Mayor or County Mayor's designee to implement procedures to effectuate the policy in this resolution, including but not limited to, establishing a formal notification and referral system to inform County Enterprise Departments and Constitutional Offices of available laid-off County personnel, and to expedite, as much as possible, the process of transitioning impacted employees into available positions before their termination date from the County whenever possible.

Section 4. Directs the County Mayor or County Mayor's designee to initiate and maintain ongoing coordination with each of the five independently elected Constitutional Officers for the purposes of implementing this resolution, including encouraging them to prioritize laid-off County employees when hiring for positions within the Constitutional Offices. Such coordination shall include exploring the use of a Memorandum of Understanding (MOU) or other interlocal agreement prepared by the County Mayor or County Mayor's designee in consultation with the County Attorney's Office.

Section 5. Directs the People and Internal Operations Department or other County Mayor's designee to maintain an up-to-date registry of displaced County employees, their classifications, and qualifications.

Section 6. Directs the County Mayor or County Mayor's designee to provide a report to this Board within 60 days of the effective date of this resolution, and semiannual reports thereafter for the next two years, regarding all laid-off County employees that have been hired by a County Enterprise Department or Constitutional Office, and the effectiveness of the prioritization system set forth in this resolution, and place each 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 Raquel A. Regalado and the Co-Sponsors are Commissioner Marleine Bastien and Commissioner Natalie Milian Orbis. It was offered by Commissioner **Raquel A. Regalado** , who moved its adoption. The motion was seconded by Commissioner **Marleine Bastien** 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	absent
Sen. René García	aye	Oliver G. Gilbert, III	absent
Roberto J. Gonzalez	absent	Keon Hardemon	aye
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 3rd day of September, 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