

MEMORANDUM

Agenda Item No. 11(A)(6)

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

DATE: October 21, 2025

FROM: Geri Bonzon-Keenan
County Attorney

SUBJECT: Resolution directing the County Mayor to expedite negotiations with the County's collective bargaining units for successor agreements to be effective starting in 2026, and for any subsequent year in which such successor agreements are required, and endeavor to ensure that such negotiations are completed or significantly progressed before the Board's consideration of the County budget for Fiscal Year 2026-2027 and for any future fiscal year in which such negotiations are necessary

Resolution No. R-1012-25

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Chairman Anthony Rodriguez.



Geri Bonzon-Keenan
County Attorney

GBK/uw



MEMORANDUM (Revised)

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

DATE: October 21, 2025

FROM: 
Glen Bonzon-Keenan
County Attorney

SUBJECT: Agenda Item No. 11(A)(6)

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)(6)
10-21-25

RESOLUTION NO. _____ R-1012-25

RESOLUTION DIRECTING THE COUNTY MAYOR OR COUNTY MAYOR'S DESIGNEE TO EXPEDITE NEGOTIATIONS WITH THE COUNTY'S COLLECTIVE BARGAINING UNITS FOR SUCCESSOR AGREEMENTS TO BE EFFECTIVE STARTING IN 2026, AND FOR ANY SUBSEQUENT YEAR IN WHICH SUCH SUCCESSOR AGREEMENTS ARE REQUIRED, AND ENDEAVOR TO ENSURE THAT SUCH NEGOTIATIONS ARE COMPLETED OR SIGNIFICANTLY PROGRESSED BEFORE THE BOARD'S CONSIDERATION OF THE COUNTY BUDGET FOR FISCAL YEAR 2026-2027 AND FOR ANY FUTURE FISCAL YEAR IN WHICH SUCH NEGOTIATIONS ARE NECESSARY

WHEREAS, Miami-Dade County is a party to multiple collective bargaining agreements with labor organizations representing County employees, all of which currently have a three-year term ending on various dates in 2026; and

WHEREAS, Chapter 447, Florida Statutes, governs labor relations and collective bargaining for public employees, and requires good faith negotiations between public employers and certified bargaining agents; and

WHEREAS, Chapter 129, Florida Statutes, governs the preparation and adoption of County budgets and requires that all anticipated expenditures be balanced against estimated revenues; and

WHEREAS, section 447.309(1), Florida Statutes, provides that "[i]n conducting negotiations with the bargaining agent, the chief executive officer or his or her representative shall consult with, and attempt to represent the views of, the legislative body of the public employer;" and

WHEREAS, moreover, section 447.309(2)(a), Florida Statutes, provides that “[u]pon execution of the collective bargaining agreement, the chief executive shall, in his or her annual budget request or by other appropriate means, request the legislative body to appropriate such amounts as shall be sufficient to fund the provisions of the collective bargaining agreement;” and

WHEREAS, section 447.309(5), Florida Statutes, provides that “[a]ny collective bargaining agreement shall not provide for a term of existence of more than three years,” ensuring that public sector collective bargaining agreements are periodically renegotiated to reflect current conditions and legislative priorities; and

WHEREAS, collective bargaining agreements can have a significant fiscal impact on the County’s budget over multiple years, and such impacts should be considered within the framework of the County's budgetary process; and

WHEREAS, the County’s fiscal year begins on October 1st of each calendar year; and

WHEREAS, the County Mayor is required to submit a proposed budget to the Board on or before July 15th of each year, and the Board typically holds public budget hearings in September prior to the final adoption of the budget for the fiscal year which begins on October 1st; and

WHEREAS, the Board finds that timely initiation of collective bargaining negotiations for successor agreements to be effective starting in 2026 and in future years will allow for more informed fiscal planning and ensure that the financial implications of any proposals or tentative agreements are appropriately considered during the County’s budget development process for fiscal year 2026–2027, and for any future fiscal year in which such negotiations are necessary,

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 expedite collective bargaining negotiations with all applicable labor organizations representing County employees for successor agreements to be effective starting in 2026, and for any subsequent fiscal year in which such successor agreements are required, with the intent to have such negotiations concluded, if possible, before the Board’s budget hearings in September. On or before January 31, 2026, and by January 31 of any year in which such negotiations are necessary, the County Mayor or County Mayor’s designee shall request – or require, if permitted under the terms of each collective bargaining agreement – that the collective bargaining agents engage in such negotiations.

Section 2. The County Mayor or County Mayor’s designee shall endeavor to ensure that such negotiations are completed or in an advanced stage prior to the Board’s consideration of the County budget for fiscal year 2026–2027, and for any fiscal year in which successor collective bargaining agreements are required.

The Prime Sponsor of the foregoing resolution is Chairman Anthony Rodriguez. It was offered by Commissioner **Marleine Bastien**, who moved its adoption. The motion was seconded by Commissioner **Oliver G. Gilbert, III** 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	aye	Oliver G. Gilbert, III	aye
Roberto J. Gonzalez	aye	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 21st day of October, 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