



# **MIAMI-DADE COUNTY FINAL OFFICIAL MINUTES Miami-Dade Charter Review Task Force**

Stephen P. Clark Center  
Commission Chambers  
111 NW 1st Street  
Miami, Florida  
October 10, 2025  
As Advertised

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Board of County Commissioners

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**FINAL OFFICIAL MINUTES  
CHARTER REVIEW TASK FORCE  
OCTOBER 10, 2025**

The Miami-Dade Charter Review Task Force (CRTF/Task Force) convened its meeting at the Stephen P. Clark Center, Commission Chambers: 111 NW 1st Street, Miami, FL 33130, on October 10, 2025 at 10:33 a.m.

**I – ROLL CALL**

Prior to the Roll Call, Deputy Clerk Bryce Stephenson-Pickett announced that Ms. Stephanie Daniels, Mayor Joshua Dieguez, Mr. Robert Fernandez, Mayor Steven Losner, Ms. Rebecca Wakefield, and Vice Chairman Michael Redondo would be excused from today’s meeting.

The following Task Force members were present at roll call:

- Senator Alexis Calatayud;
- Ms. Iris Escarra;
- Mr. Eric Eikenberg;
- Mr. Rafael E. Granado;
- Mr. Jose Jimenez;
- Former Miami-Dade County Commissioner Dennis Moss;
- Former City of North Miami Mayor Andre D. Pierre;
- Former City of Miami Shores Mayor Crystal Wagar; and
- Chairman Dennis Kerbel.

In addition to the Task Force members, the following staff members were present:

- Assistant County Attorney (ACA) Michael Valdes;
- Mr. Jorge Damian de la Paz, Director of Policy, Office of the Mayor;
- Ms. Demetria Henderson, Director of Legislative Affairs, Office of the Mayor;
- Mr. Luis Montaldo, COCC General Counsel;
- Ms. Barbara Galvez, COCC Chief Admin Officer;
- Mr. Carlos Maxwell, Assistant Director, Office of Management and Budget (OMB); and
- Bryce Stephenson-Pickett, Deputy Clerk, Clerk of the Board.

**II – PLEDGE OF ALLEGIANCE**

Mr. Granado led the Pledge of Allegiance.

**III – REASONABLE OPPORTUNITY FOR THE PUBLIC TO BE HEARD**

Chairman Dennis Kerbel opened the reasonable opportunity to be heard, seeing no one forward to speak, Chairman Kerbel closed the reasonable opportunity to be heard.

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**IV – CONTINUATION OF DISCUSSIONS ON THE STRUCTURE OF COUNTY GOVERNMENT**

**A. MOTIONS FOR CONSIDERATION**

Chairman Kerbel called the meeting to order and continued the Task Force's discussion on the County's governmental structure. He explained that he had requested staff to distribute information regarding the Meek v. Metro Dade case to provide members with historical context about the current election voting process for County Commissioners. This request followed comments from Mayor Losner during the previous meeting. The Chairman also noted that the County Attorney's Office had prepared draft versions of potential motions based on commentary from the prior meeting for Task Force members to review.

Chairman Kerbel recapped the discussion from the previous meeting, noting that the Task Force had determined that including both salary and term limit questions on the ballot might not be well-received by voters. He suggested that Task Force members work toward reaching an agreement on the substance of term limits and base salary recommendations, and then present specific technical changes for the Board of County Commissioners (Board) to review and prioritize. Chairman Kerbel emphasized that this approach would allow the Board to consider the Task Force's recommendations while retaining full discretion to make additional revisions or suggestions for their own draft ballot language.

Regarding ballot question formatting, Chairman Kerbel explained that the Task Force had previously reviewed sample ballot questions when finalizing earlier rounds of amendments, specifically for the constitutional officer amendments and technical changes. He noted that such detailed review had been necessary to address concerns about ballot fatigue and to ensure proper packaging of multiple items. However, for individual items currently under consideration, he indicated that presenting actual ballot question language to the Task Force would not be necessary. Instead, the Task Force would focus on making recommendations regarding charter policy and charter language to the Board. This approach would ensure that no Commissioner would be excluded from developing alternative formulations when the matters reached the full Board for consideration.

**I. ITEM A: KERBEL – COMMISSIONER SALARIES**

The Task Force engaged in extensive deliberation regarding commissioner compensation, beginning with Mayor Pierre's inquiry about why Miami-Dade County had opted out of the State salary system.

ACA Valdes clarified that the County had not opted out of the State system and explained that the Home Rule Amendment to the Florida Constitution specifically granted the Miami-Dade County Charter authority to establish its own method of compensation for County Commissioners. He noted this unique provision allowed the County to set salary rates that could

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only be revised through Charter amendment. ACA Valdes explained that the current \$6,000 annual salary had been established in 1957 when the original Charter was adopted and had never been updated.

Mayor Pierre presented findings from an informal survey he conducted with 50 registered voters in North Miami. He reported all respondents expressed that the \$6,000 salary was unfair given the full-time nature of the position and the significant policy responsibilities involved. Mayor Pierre noted however, when informed that commissioners had voted three years earlier to increase their car allowances, expense accounts, and retirement benefits from \$60,000 to \$138,000, approximately ninety percent of respondents believed commissioners did not need a salary increase, reasoning that most employees must cover such expenses from their own salaries. Mayor Pierre suggested removing the Charter provision entirely and reverting to the State salary system, which would provide cost-of-living adjustments and pay grade escalation with greater transparency.

Mr. Eikenberg questioned whether Mayor Pierre's survey had addressed commissioners' ability to maintain outside employment while serving.

Mayor Pierre confirmed his survey had been limited to two questions and did not cover this issue.

Mr. Eikenberg noted that while salaries were authorized by the Charter, commissioners could maintain outside employment, which was confirmed by Chairman Kerbel and ACA Valdes..

Ms. Henderson provided additional information requested by the Task Force regarding School Board member salaries, reporting that the nine elected School Board members earned \$56,587 annually.

Chairman Kerbel inquired whether the Public School System covered other allowances and expenses similar to County practices.

Ms. Henderson explained that this information had not been included in the public records response. She then referenced Attachment 2, which provided a compensation breakdown for Florida chartered counties prepared by the Office of Management and Budget (OMB).

Mr. Maxwell explained that the compensation data in Attachment 2 came from filings submitted to the Florida Office of Ethics, showing income earned from their employer. He clarified that the data represented total compensation and taxable income without distinguishing between salary and benefits.

Chairman Kerbel summarized his proposal, designated as Agenda Item A, which offered structured options for commissioner compensation: maintaining the current \$6,000 system with outside employment permitted, or eliminating outside employment and adopting the state salary formula of approximately \$123,000.

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Commissioner Moss proposed creating an Independent Salary Commission composed of five individuals who would gather relevant data and establish acceptable commissioner salaries. He explained that this commission would convene annually to set salary levels for the next fiscal cycle, with their decisions being binding. Commissioner Moss identified respected officials within the County who he believed would engage public trust as commission members.

Mr. Jimenez expressed concerns about the broad language regarding outside employment in Item A, questioning when the State salary system would apply if a commissioner lost outside employment. He supported Commissioner Moss's proposal and recommended adding a cap to ensure the commission's determination could not exceed the salary for non-chartered counties.

Commissioner Moss accepted this amendment.

Mr. Granado supported Agenda Item C and the commission concept, suggesting that various County-covered expenses should be considered within the commission's final compensation decision to maintain transparency.

Mr. Jimenez emphasized that the commission should consider all transparent totals and increases. Commissioner Moss accepted this additional amendment.

Mr. Eikenberg expressed support for Item A, noting that information from the Office of Economic and Demographic Research indicated the State salary would be \$123,000. He explained that commissioners wanting to maintain outside employment should remain under the current pay system, while those devoting full time to County service should receive the State salary. Regarding potential job loss during a term, Mr. Eikenberg noted there would be a transition process to move from the current salary system to the State system.

Ms. Escarra inquired whether the Task Force had considered establishing a base salary and then implementing the State formula with a salary cap.

Commissioner Moss indicated he wanted to receive feedback from the entire Task Force before advancing the motion. He summarized his proposal, emphasizing the respected officials who could serve on the commission and the information that would inform compensation determinations. Commissioner Moss inquired whether commissioners in other Florida counties governed by State salary systems were prohibited from outside employment.

ACA Valdes stated that such a provision was not known to exist, and Mr. Maxwell confirmed that nothing in the State system prevented outside employment.

Mayor Pierre requested that Commissioner Moss restate his motion for clarity.

Commissioner Moss detailed his motion to establish an Independent Salary Commission that would convene annually to review and determine commissioner compensation. Additionally, the commission would consider factors including cost of living, benefits, and other compensation elements when making binding decisions for each fiscal cycle. He advised, under this proposal,

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commissioner salaries would be set with a floor of \$6,000 and a ceiling not to exceed the State salary system.

Mayor Pierre asked whether car allowances, phone allowances, and other compensation would be included. Moss confirmed these items would be considered by the commission. Mayor Pierre sought clarification on whether commissioners would lose the ability to change their own salaries and expense increases.

Commissioner Moss clarified that commissioners would not be able to change their base salary or pay level under this proposal. He emphasized that serving as a county commissioner was a full-time job deserving full-time compensation. He reviewed the salary history since the home rule charter's inception, noting that while the \$6,000 base salary was appropriate in the 1950s for a part-time position, it was no longer adequate in 2025.

Chairman Kerbel asked whether the salary commission would have authority to limit salaries if commissioners had been too generous with expense increases.

Commissioner Moss confirmed the commission would possess that authority.

Mr. Eikenberg expressed concern that Section E of Agenda Item C appeared to transfer power from voters to an independent commission. He questioned why the salary floor was not set at \$123,000 with provisions to deduct County-covered expenses and allowances from this total. Mr. Eikenberg reiterated his concerns about removing voters' ability to determine salaries.

Commissioner Moss clarified that the proposal did not remove voter power, noting that the ceiling was the state level and the base was \$6,000.

Chairman Kerbel acknowledged that his motion represented an increase if the commissioner lacked outside employment but believed the Task Force sought a more transparent process.

Mr. Jimenez stated he was comfortable with the public not directly determining salary amounts but had greater confidence in Commissioner Moss's proposal. He believed the increase language from the alternative motion would be rejected by residents.

Ms. Escarra supported Commissioner Moss's proposal as a fair approach, noting that fixed numbers could skew public perception. She explained that outside employment was independent of commissioners' County work and represented a personal choice.

Mayor Pierre asked whether the public had previously been asked to make this decision.

ACA Valdes responded that all previous ballot questions regarding commissioner compensation had failed, including six ballot questions from 2002 through 2012 that proposed transitioning to the State salary system.

Chairman Kerbel asked whether default language could be added by referendum.

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Commissioner Moss recommended this new approach, suggesting it could provide sufficient transparency for voter approval.

Mayor Wagar observed that voters' previous perception may have been that commissioners could increase their salaries without accountability. She believed Commissioner Moss's proposal could help build public trust and maintain necessary checks and balances. She cautioned that while the nominated participants were credible, there should be greater diversity on the panel beyond elected officials.

Mr. Granado clarified that the proposal removed power from the commission rather than from voters.

Mr. Jimenez noted that if they proceeded with Agenda Item A, voters would have no voice in salary determination. He suggested the commission could utilize public input and reiterated Mayor Wagar's concerns about membership diversity. Mr. Jimenez supported five members but suggested expanding to seven for greater diversity and inclusion.

Ms. Escarra inquired whether non-government individuals could be appointed to the commission, such as college presidents or charitable community leaders.

Mayor Wagar expressed concern about potential pushback if a particular institution's president was selected. Mayor Pierre noted there should be no campaigning for salary compensation.

ACA Valdes addressed prohibitions on County fund allocation, referencing Florida Statute 106.113. He clarified that while public funds could not be used for campaigning, individuals could exercise their First Amendment rights.

Mr. Eikenberg concurred with previous concerns and recommended that voters might have greater trust if the commission comprised more substantially of private sector leaders.

Chairman Kerbel expressed concern about incorporating private sector leaders into legislative language, noting the uncertainty of organizational longevity. He suggested the five nominated personnel could select two additional representatives from specific types of organizations to achieve diversity goals.

Commissioner Moss stated he would consider Chairman Kerbel's suggestion and explained that the nominated individuals would be trusted community leaders without alternative motives who could serve as the voice of the people.

ACA Valdes suggested that Agenda Item C be amended to specify that vacancies would be filled in the same manner of appointment.

Mr. Eikenberg recommended deferring the motions to allow absent Task Force members to provide input.

Chairman Kerbel advised that he would keep his item on the agenda, although he was leaning toward supporting Commissioner Moss's proposal. He suggested the commission could also

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include non-profit organization leaders, college representatives, and American Bar Association members.

Commissioner Moss proposed deferring Agenda Item C to the next Task Force meeting scheduled for October 27, 2025, to allow additional time for determining appropriate commissioner term limits. Mayor Pierre seconded the motion. Upon being put to a vote, the motion passed 8-0 (Ms. Stephanie Daniels, Mayor Joshua Dieguez, Mr. Robert Fernandez, Mayor Steven Losner, and Ms. Rebecca Wakefield were excused, and Vice Chairman Michael Redondo was absent).

**II. ITEM B – COMMISSIONER TERM LIMITS**

Mr. Jimenez questioned whether current commissioners subject to two-term limits should be allowed to run for a third term if voters approved extending term limits to three consecutive terms.

Chairman Kerbel explained that his proposal excluded current commissioners based on political considerations, believing voters would be hesitant to approve the measure if they perceived it would benefit those who placed the question on the ballot.

Ms. Escarra agreed with Mr. Jimenez, stating that if voters approved three-term limits, they should be allowed to decide whether to re-elect current commissioners, noting there was no guarantee of re-election.

Mr. Eikenberg raised a concern about parity, referencing Paragraph D of Agenda Item B which limited the Mayor to two consecutive four-year terms. He suggested that if commissioners were being considered for three terms, the Mayor should also receive a third-term option.

Chairman Kerbel explained that the proposal treated the Mayor as an executive position, similar to the federal model where executives and legislators face different term limits.

Mr. Eikenberg indicated he would draft an amendment proposing a third term for the Mayor for consideration at the next meeting.

Senator Calatayud provided information on State-level term limits, clarifying that legislators were limited to eight years total, two terms in the Senate and four terms in the House.

Chairman Kerbel acknowledged this created parity with the Governor's two four-year term limit and stated the items would be revisited at the next meeting.

Ms. Escarra requested that staff identify other Charter provisions that may require clarification or adjustment based on practical experience or legal issues.

Chairman Kerbel agreed and directed staff to prepare such recommendations for future meetings.

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**V. COMMENTS/ DISCUSSION BY TASK FORCE MEMBERS**

**A. MEETING SCHEDULE**

Chairman Kerbel reminded the Task Force that the resolution required regional meetings in the community. He proposed holding a regional meeting at the North Dade Regional Library on October 27th and solicited member input on timing and location preferences.

Ms. Henderson advised that the North Dade Regional Library was available from both 10:00 a.m. to 1:00 p.m. and 5:00 p.m. to 8:00 p.m. on that date. She noted that the West Kendall and Westchester Regional Libraries were also available.

Commissioner Moss recommended scheduling the meeting in the evening to allow working residents greater opportunity to attend.

Ms. Escarra asked whether the meeting would have a set agenda with approved motions and solidified ideas.

ACA Valdes explained that the Code allowed for listening sessions without action, but if official action was required, proper notice must be provided. He clarified that previous listening sessions had been held primarily due to quorum concerns.

Mr. Jimenez expressed that a listening session alone would not be a good use of time and suggested allowing time for follow-up public comments after substantive discussions.

Chairman Kerbel agreed and proposed adding follow-up public comment periods to the agenda.

Mr. Eikenberg suggested that the Commission Chambers would better accommodate participants than a library facility.

Mayor Pierre indicated that North Miami would provide adequate space if needed.

Ms. Henderson clarified that the North Dade Regional Library lacked audio-visual transmission capability for live streaming, noting only the Downtown Regional Library possessed this technology. Meetings at other regional libraries would need to be recorded and posted later to the website.

Chairman Kerbel stated he was less concerned about live streaming capability, emphasizing that community meetings were intended for direct in-person engagement. The meeting could be recorded for later posting.

The Task Force agreed to schedule the October 27th meeting from 5:00 p.m. to 8:00 p.m. at the North Dade Regional Library as a properly noticed Sunshine meeting that would allow for official action if quorum was achieved, or serve as a listening session if not.

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Mayor Pierre requested improved notice throughout municipalities to maximize public engagement.

Mr. De La Paz confirmed that all meetings would be properly noticed and that the administration would utilize the Mayor's Office of Equity and Engagement for local outreach, posting information on the County's website. He noted that the Mayor's Office Intergovernmental team would conduct outreach to municipal partners and community organizations.

Commissioner Moss inquired about future meeting topics.

Ms. Henderson advised that upcoming topics included annexation and incorporation, land use and sea level rise, and budget processes.

Chairman Kerbel proposed scheduling two November meetings: November 6th from 2:00 p.m. to 5:00 p.m. and November 17th from 9:00 a.m. to 12:00 p.m. in the Commission Chambers.

Following discussion, the Task Force selected November 17th from 9:00 a.m. to 12:00 p.m. based on member availability.

Mr. Jimenez suggested holding the annexation discussion at a west side regional meeting since that area would be most heavily impacted.

Chairman Kerbel agreed to address annexation in January, potentially scheduling a combined regional and action meeting in the western part of the County. He indicated that the November 17th meeting would likely continue government structure discussions or potentially begin land use topics, with additional meetings in December if needed.

ACA Valdes noted that the initial report was due no later than fourteen days prior to the Board of County Commissioners' last meeting in November, making the October 27th meeting the deadline for finalizing the interim report.

Staff indicated they were working on a preliminary draft.

Chairman Kerbel confirmed the report would be targeted for the Board's November 18th meeting.

Ms. Escarra requested that staff inform Task Force members if their presence would be needed at the Board meeting to present recommendations.

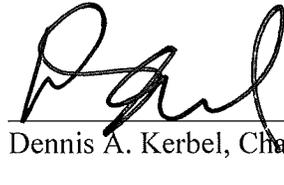
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**C. OTHER DISCUSSION ITEMS**

Mr. Eikenberg moved to approve the August 1<sup>st</sup>, 2025 CRTF minutes, with the correction to Mayor Losner's title as Mayor of Homestead. This motion was seconded by Ms. Escarra and upon being put to a vote passed by a vote of 8-0 (Ms. Stephanie Daniels, Mayor Joshua Dieguez, Mr. Robert Fernandez, Mayor Steven Losner, and Ms. Rebecca Wakefield were excused, and Vice Chairman Michael Redondo was absent).

**VI. ADJOURNMENT**

There being no further business to come before the Charter Review Task Force, the meeting was adjourned at approximately 1:00 p.m.



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Dennis A. Kerbel, Chairman



# BOARD OF COUNTY COMMISSIONERS

## Charter Review Task Force

### October 10, 2025

Prepared by: Bryce Stephenson-Pickett

#### EXHIBITS LIST

<b>AGENDA ITEM NO.</b>	<b>DESCRIPTION</b>
-	CHARTER REVIEW TASK FORCE 10/10/25 AGENDA
-	FORM: SEXUAL HARASSMENT PREVENTION TRAINING ACKNOWLEDGEMENT
-	MIAMI-DADE PUBLIC SCHOOLS PUBLIC RECORDS REQUEST

**Miami-Dade County Charter Review Task Force Agenda**  
**Official Version**  
**Friday, October 10, 2025**  
**10:00 AM**  
**Commission Chambers**

- I. Roll Call
  
- II. Pledge of Allegiance
  
- III. Reasonable Opportunity for the Public to be Heard
  
- IV. Continuation of Discussion on the Structure of County Government
  - A. Motions for Consideration
    - i. Item A: Kerbel – Commissioner Salaries
    - ii. Item B: Kerbel – Commissioner Term Limits
    - iii. Item C: Moss – Independent Salary Commission
  
- V. Comments/Discussion by Task Force members
  - A. Meeting Schedule
  
  - B. New Business
  
  - C. Other Discussion Items
  
- VI. Adjournment

Attachments:

- Attachment 1: Motions for Consideration (Items A-C)
- Attachment 2: Commission Compensation for Charter Counties
- Attachment 3: Miami-Dade County AMI
- Attachment 4: Notes - FL Salaries of Elected County Constitutional Officers
- Attachment 5: Power and Pay - The Salaries Behind Every City Hall in Miami-Dade
- Attachment 6: Clerk's Summary of Minutes – August 1, 2025

**Item A**

**SECTION 1.06. - SALARY.**

Each County Commissioner shall receive a salary of \$6,000 per year payable monthly and shall be entitled to be reimbursed for such reasonable and necessary expenses as may be approved by the Board. >>However, effective with the term of Commissioners scheduled to commence in 2028, if a County Commissioner agrees to devote their full-time service to the office and hold no other employment during their term, then he or she shall be entitled to receive an annual salary, payable monthly, as determined by general law applicable to non-charter counties.<<

## Item B

**SECTION 3.01. - ELECTION AND COMMENCEMENT OF TERMS OF COUNTY COMMISSIONERS.**

- A. The election of the Commissioners from even-numbered districts shall be held in 1994 and every four years thereafter and the election of Commissioners from odd-numbered districts shall be held in 1996 and every four years thereafter at the time of the state primary elections.
- B. A candidate for County Commission or Mayor must receive a majority of the votes cast to be elected. Effective with the election for County Commission in 2004, if no candidate receives a majority of the votes cast there will be a runoff election at the time of the general election following the state primary election between the two candidates receiving the highest number of votes. Should a tie result, the outcome shall be determined by lot. No votes cast in favor of any candidate who withdraws, becomes disqualified, or becomes deceased prior to any election shall be counted. The names of unopposed candidates for Mayor and County Commissioners shall not appear on an election ballot and such election shall not take place. Each unopposed candidate shall be deemed to have voted for himself or herself. In the event that no candidate has qualified for Mayor or County Commissioner, a vacancy shall be deemed to have occurred, and shall be filled as provided by this Charter for the filling of a vacancy.
- C. Except as otherwise provided in this Charter, beginning with the elections in 2004, the terms of office of the Mayor and County Commissioners shall commence on the second Tuesday next succeeding the date of the general election in November.
- D. Notwithstanding any other provision of this Charter, effective with the term of Mayor scheduled to commence in October, 1996, no person shall be elected as Mayor for more than two consecutive four-year terms. Neither service as Mayor or County Commissioner prior to the terms scheduled to commence in October, 1996, nor service of a partial term subsequent to October, 1996, shall be considered in applying the term limitation provisions of this section.
- E. Notwithstanding any other provision of this Charter, effective with the term of Commissioners scheduled to commence in ~~[[2012]]~~>>2028<<, no person shall be elected as Commissioner for more than ~~[[two]]~~>>three<< consecutive four-year terms. ~~[[No term of service as a Commissioner commencing prior to 2012 shall be considered a part of or counted toward the two term limit.]]~~>>However, for any Commissioner who was already in office prior to November 2028, the previous limit of two consecutive terms established in 2012 shall still apply.<<

## Item C

**SECTION 1.06. - SALARY.**

~~[[Each County Commissioner shall receive a salary of \$6,000 per year payable monthly and shall be entitled to be reimbursed for such reasonable and necessary expenses as may be approved by the Board.]] >>~~

- A. The salary of County Commissioners shall be determined by an independent Salary Commission. The independent Salary Commission shall be comprised of five (5) members who shall serve without compensation.
- B. Each member of the independent Salary Commission must be a County resident, but may not be a current elected official, County employee, registered lobbyist, or immediate family member of a sitting County Commissioner. One member shall be appointed by the Chief Judge of the Eleventh Judicial Circuit of Florida; one member shall be appointed by the State Attorney; one member shall be appointed by the Public Defender; one member shall be appointed by the Executive Director of the Commission on Ethics; and one member shall be appointed by the Inspector General.
- C. Except as provided otherwise in this Charter, members of the independent Salary Commission shall serve for a term of four (4) years and may not serve more than two (2) consecutive terms. Notwithstanding the foregoing, for the initial Salary Commission following the general election of 2026, two (2) of the appointments shall be determined, by lot, to only serve for a two (2) year term in order to allow members to be appointed on staggered terms. Members serving an initial (2) year term may still nevertheless serve no more than two (2) consecutive terms.
- D. At least once every two (2) years, the independent Salary Commission shall meet and conduct a comprehensive review of County Commissioner salaries and determine whether or not there is a need for revision. In making this determination, the independent Salary Commission shall consider (a) the duties and responsibilities of County Commissioners, (b) the salary of commissioners in comparable jurisdictions, (c) increases in cost of living and inflation in Miami-Dade County, (d) the fiscal condition of the County, and (e) the need to attract and retain qualified candidates for office. All meetings of the independent Salary Commission shall be open to the public and conducted in accordance with Florida's open-government and sunshine laws and the independent Salary Commission must hold at least one (1) public hearing prior to finalizing its review. the independent Salary Commission it shall provide its final conclusions, including any salary revisions, to the Board of County Commissioners in a written report.
- E. All determinations, including any salary revisions, made by the independent Salary Commission in its written reports shall be final and not subject to modification or amendment by the Board of County Commissioners. However, any salary revisions shall only take effect following the next election cycle for County Commissioners so that no sitting member of the County Commission may benefit from any relevant salary revisions during their current term in office.<<

**Miami-Dade County  
Office of Management and Budget  
Selected Form of Government and Compensation Information for Florida Charter Counties**

*The contents herein are summary in nature and not necessarily comprehensive.*

Council/Manager form of government: Commission appoints a County Manager to handle administrative matters. Mayors or Board Chairs are appointed by the Commission.

Strong Mayor/Council form of government: Mayor is elected countywide, acts as the chief executive officer, and appoints and removes department heads.

*The income information provided in this document is based on the financial disclosures submitted by each elected official to the Florida Commission on Ethics for tax year 2024. The information was found in the online Florida Commission on Ethics Electronic Financial Disclosure Management System (EFDMS). This publicly available information is provided in lieu of comprehensive salary and benefit details due to challenges in obtaining it, particularly in a compressed time frame.*

<b>Charter County Name</b>	<b>Form of Government</b>	<b>Method of Setting Board Member/Executive/Constitutional Officer Salaries (per Charter)</b>	<b>Restrictions on outside employment or compensation</b>	<b>Median of Board Members' Income from County as reported to the State Commission on Ethics for Tax Year 2024</b>	<b>Mayor Income from County as reported to the State Commission on Ethics for Tax Year 2024</b>
Miami-Dade County	Strong Mayor/Council	Fixed at \$6,000 per year.  Does not specify method of setting executive or constitutional officer salary.	None found in charter	\$71,873	\$192,292
Broward County	Council/Manager	Commissioners' salaries shall be determined and established in accordance with the general law of the State of Florida pertaining to compensation for Commissioners of non-charter counties.  Does not specify method of setting executive or constitutional officer salary.	None found in charter	\$115,771	\$113,656
Palm Beach County	Council/Manager	Salaries of members of the Board of County Commissioners shall be the same as set by state law for the county commissioners of non-charter counties.  The county administrator's salary shall be set by the Board of County Commissioners.  Does not specify method of setting constitutional officer salary.	None found in charter	\$124,979	\$125,648

Charter County Name	Form of Government	Method of Setting Board Member/Executive/Constitutional Officer Salaries <i>(per Charter)</i>	Restrictions on outside employment or compensation	Median of Board Members' Income from County as reported to the State Commission on Ethics for Tax Year 2024	Mayor Income from County as reported to the State Commission on Ethics for Tax Year 2024
Jacksonville-Duval County (consolidated city-county)	Strong Mayor/Council	<p>Each member of the Council, other than the Council President, shall receive an annual salary equal to one-half of the salary allowed for a member of the Board of County Commissioners in a County with a population equal to that of Duval County, in accordance with the provisions of F.S. §§ 145.031(1) and 145.19; provided however, each Council Member shall submit in writing a notification with the Council Director/Secretary as to their election for salary placement for the upcoming fiscal year prior to October 1 of the affected fiscal year.</p> <p>The Mayor shall receive an annual salary equal to the average of the annual salaries to which the Sheriff, Clerk of the Circuit and County Courts, Supervisor of Elections, Property Appraiser and Tax Collector are entitled under this Chapter (exclusive of special qualification salary or other incentive pay for the Sheriff, Clerk of the Circuit and County Courts, Supervisor of Elections, Property Appraiser and Tax Collector but inclusive of annual factor adjustments to the salaries of the Sheriff, Clerk of the Circuit and County Courts, Supervisor of Elections, Property Appraiser and Tax Collector) plus an additional amount equal to 20 percent of that average.</p> <p>In compliance with Section 5.06 of the Charter, the Council hereby adopts a uniform salary ordinance for the Clerk of the Circuit and County Courts, the Supervisor of Elections, the Property Appraiser and the Tax Collector to coincide with the salaries for these elected officers as set forth in F.S. Ch. 145.</p>	None found in charter	\$56,561	\$264,726
Lee County	Council/Manager	<p>Salaries and other compensation of the County Commissioners shall be the same as those set by general law for the County Commissioners of non-charter counties and shall not be lowered during the term of office.</p> <p>The compensation of the County Manager shall be fixed by the Board of County Commissioners.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$114,816	Not Identified

Charter County Name	Form of Government	Method of Setting Board Member/Executive/Constitutional Officer Salaries (per Charter)	Restrictions on outside employment or compensation	Median of Board Members' Income from County as reported to the State Commission on Ethics for Tax Year 2024	Mayor Income from County as reported to the State Commission on Ethics for Tax Year 2024
Polk County	Council/Manager	<p>The yearly salary and other compensation of commissioners serving on the Board of County Commissioners shall be \$33,500 effective with the Commission term of office beginning in November 2000. The Board of County Commissioners may amend the salary established in this Charter by ordinance, which requires, for passage, the unanimous vote of the members of the entire Board of County Commissioners. Any increase shall not exceed the average percentage increase in the salaries of county employees for the fiscal year just concluded, or the percentage change in the U.S. consumer price index for the previous year, whichever is less.</p> <p>The Board of County Commissioners shall establish the salary for the county manager at a level that is commensurate with the requirements of the position and shall at least annually review the performance and salary.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$49,488	Not Identified
Brevard County	Council/Manager	<p>The Board of County Commissioners may adopt an ordinance to set commissioners' salaries by October of every even-numbered year.</p> <p>The Board shall establish the salary for the County Manager at a level which is commensurate with the requirements of the position and shall at least annually review the salary.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$60,195	Not Identified
Orange County	Strong Mayor who is elected county-wide, sits on the board as a voting member and is board chair. Also, has a county administrator that serves at the pleasure of the Mayor.	<p>Commissioners' salaries shall be uniform and shall be set by ordinance. The salary in effect at the beginning of a commissioner's term in office shall not be lowered during that commissioner's term.</p> <p>The county mayor's salary shall be set by ordinance. The salary in effect at the beginning of a county mayor's term in office shall not be lowered during that term.</p> <p>The county administrator's salary will be established by resolution of the board after recommendation by the county mayor.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$119,288	\$240,359

Charter County Name	Form of Government	Method of Setting Board Member/Executive/Constitutional Officer Salaries (per Charter)	Restrictions on outside employment or compensation	Median of Board Members' Income from County as reported to the State Commission on Ethics for Tax Year 2024	Mayor Income from County as reported to the State Commission on Ethics for Tax Year 2024
Hillsborough County	Council/Manager	<p>Salaries of all commission members shall be as provided by ordinance at 75 percent or higher of the salary which would have been provided by general law had this Charter not been adopted.</p> <p>The chairman shall receive additional remuneration in an amount of ten percent of the basic salary for the period of time such person serves as chairman of the commission.</p> <p>The compensation of the administrator shall be fixed by the Board of County Commissioners by ordinance at a level which is commensurate with the requirements of the position.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$123,291	Not Identified
Seminole County	Council/Manager	<p>Salaries and other compensation of the County Commissioners shall be set by county ordinance, approved at a public hearing, all in accordance with general law and the State Constitution. Any increases in said salaries shall not exceed the percentage change in the U.S. Consumer Price Index for Urban Wage Earners and Clerical Workers Revised during the preceding calendar year ending December 31st. Any salary increase shall be effective on the first day of January in the year following the adoption of the increase. (Res. No. 2006-R-177, eff. 11- 07-06).</p> <p>The compensation of the County Manager shall be fixed by the Board of County Commissioners.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$92,855	Not Identified
Pinellas County	Council/Manager	<p>Compensation of members shall all be in accordance with general law.</p> <p>Does not specify method of setting executive or constitutional officer salary.</p>	None found in charter	\$112,485	Not Identified
Alachua County	Council/Manager	<p>Salaries and other compensation of the county commissioners shall be set by county ordinance and shall be the same as those set by general law for the county commissioners of noncharter counties.</p> <p>The compensation of the county manager shall be fixed by the Board of County Commissioners.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$90,325	Not Identified

Charter County Name	Form of Government	Method of Setting Board Member/Executive/Constitutional Officer Salaries <i>(per Charter)</i>	Restrictions on outside employment or compensation	Median of Board Members' Income from County as reported to the State Commission on Ethics for Tax Year 2024	Mayor Income from County as reported to the State Commission on Ethics for Tax Year 2024
Charlotte County	Council/Manager	<p>Salaries and other compensation of the county commissioners shall be the same as those set by general law for the county commissioners of noncharter counties.</p> <p>The county administrator's salary shall be set by the Board of County Commissioners.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$91,000	Not Identified
Clay County	Council/Manager	<p>Salaries of the county commissioners shall be set at \$37,000 per year. Any salary changes shall be approved by a majority of electors in a general election. Other compensation, benefits, or reimbursable expenses shall be set the same as those set by general law for the county commissioners of non-charter counties or by county ordinance.</p> <p>The compensation for the County Manager shall be fixed by the Board of County Commissioners.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$37,500	Not Identified
Columbia County	Council/Manager	<p>Salary and other compensation of the county commissioners shall be the same as those set by general law for the county commissioners of non-charter counties.</p> <p>The Board of County Commissioners shall establish the salary for the County Manager at a level which is commensurate with the requirements of the position and shall at least annually review the performance and salary.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$55,363	Not Identified
Leon County	Council/Manager	<p>Salaries and other compensation of the County Commissioners shall be established by ordinance, and salary shall not be lowered during an officer's term in office.</p> <p>The compensation of the County Administrator shall be fixed by the Board of County Commissioners at a level commensurate with the responsibilities of the position, with performance appraisals conducted by the Board of County Commissioners at least annually.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$101,910	Not Identified

Charter County Name	Form of Government	Method of Setting Board Member/Executive/Constitutional Officer Salaries <i>(per Charter)</i>	Restrictions on outside employment or compensation	Median of Board Members' Income from County as reported to the State Commission on Ethics for Tax Year 2024	Mayor Income from County as reported to the State Commission on Ethics for Tax Year 2024
Osceola County	Council/Manager	<p>Salaries and other compensation of the County Commissioners shall be the same as those set by general law for the County Commissioners of non-charter Counties.</p> <p>The compensation of the County Manager shall be established by the Board of County Commissioners.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$102,767	Not Identified
Sarasota County	Council/Manager	<p>Commissioners shall determine by ordinance the salary paid its members on each odd numbered year, which shall remain fixed until the next odd numbered year. The salary shall not exceed that allowed to be paid to the County Commissioners by the State Legislature, but may be any lesser amount. All other compensation must be based on actual expenses incurred in the performance of duties as Commissioners as provided by the General Laws of the State of Florida.</p> <p>The Board of County Commissioners shall establish the salary for the County Administrator, at a level which is commensurate with the requirements of the position, and shall review the salary annually. In the event the County Administrator is terminated without cause after one year of service, he or she shall receive at least four (4) months severance pay, notwithstanding other monies due him or her.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$108,745	Not Identified
Wakulla County	Council/Manager	<p>Salary and other compensation of the county commissioners shall be set by ordinance and shall be the same as those set by general law for the county commissioners of non-charter counties, and shall not be lowered during a county commissioner's term of office.</p> <p>The Board of County Commissioners shall establish the salary for the county administrator at a level that is commensurate with the requirements of the position and shall at least annually review the performance and salary. Terms and conditions of compensation and employment shall be set forth in a contract.</p> <p>Does not specify method of setting constitutional officer salary.</p>	None found in charter	\$37,179	Not Identified

Note: The general hold harmless provisions of IRC Section 142(d)(2)(E) mean that projects with at least one building placed in service on or before the end of the 45-day transition period for newly-released limits use whichever limits are greater, the current-year limits or the limits in use the preceding year.

HUD release: 4/1/2025

Effective: 4/1/2025

Implement on/before: 5/15/2025

**2025 Income Limits and Rent Limits**  
**Florida Housing Finance Corporation**  
**Multifamily Rental Programs and CWHIP Homeownership Program**  
***NOTE: Does not pertain to CDBG-DR, HHRP, HOME, NHTF or SHIP***

County (Metro)	Percentage Category	Income Limit by Number of Persons in Household										Rent Limit by Number of Bedrooms in Unit					
		1	2	3	4	5	6	7	8	9	10	0	1	2	3	4	5
Miami-Dade County (Miami-Miami Beach-Kendall HMFA)	20%	17,360	19,820	22,300	24,780	26,780	28,760	30,740	32,720	34,692	36,674	434	464	557	644	719	793
	25%	21,700	24,775	27,875	30,975	33,475	35,950	38,425	40,900	43,365	45,843	542	580	696	805	898	991
	28%	24,304	27,748	31,220	34,692	37,492	40,264	43,036	45,808	48,569	51,344	607	650	780	902	1,006	1,110
	30%	26,040	29,730	33,450	37,170	40,170	43,140	46,110	49,080	52,038	55,012	651	697	836	966	1,078	1,189
	33%	28,644	32,703	36,795	40,887	44,187	47,454	50,721	53,988	57,242	60,513	716	766	919	1,063	1,186	1,308
	35%	30,380	34,685	39,025	43,365	46,865	50,330	53,795	57,260	60,711	64,180	759	813	975	1,127	1,258	1,388
	40%	34,720	39,640	44,600	49,560	53,560	57,520	61,480	65,440	69,384	73,349	868	929	1,115	1,289	1,438	1,586
	45%	39,060	44,595	50,175	55,755	60,255	64,710	69,165	73,620	78,057	82,517	976	1,045	1,254	1,450	1,617	1,784
	50%	43,400	49,550	55,750	61,950	66,950	71,900	76,850	81,800	86,730	91,686	1,085	1,161	1,393	1,611	1,797	1,983
	60%	52,080	59,460	66,900	74,340	80,340	86,280	92,220	98,160	104,076	110,023	1,302	1,394	1,672	1,933	2,157	2,379
	70%	60,760	69,370	78,050	86,730	93,730	100,660	107,590	114,520	121,422	128,360	1,519	1,626	1,951	2,255	2,516	2,776
	80%	69,440	79,280	89,200	99,120	107,120	115,040	122,960	130,880	138,768	146,698	1,736	1,859	2,230	2,578	2,876	3,173
	90%	78,120	89,190	100,350	111,510	120,510	129,420	138,330	147,240	156,114	165,035	1,953	2,091	2,508	2,900	3,235	3,569
	100%	86,800	99,100	111,500	123,900	133,900	143,800	153,700	163,600	173,460	183,372	2,170	2,323	2,787	3,222	3,595	3,966
	110%	95,480	109,010	122,650	136,290	147,290	158,180	169,070	179,960	190,806	201,709	2,387	2,556	3,066	3,544	3,954	4,362
120%	104,160	118,920	133,800	148,680	160,680	172,560	184,440	196,320	208,152	220,046	2,604	2,788	3,345	3,867	4,314	4,759	
140%	121,520	138,740	156,100	173,460	187,460	201,320	215,180	229,040	242,844	256,721	3,038	3,253	3,902	4,511	5,033	5,552	
Median: 87,200																	

Florida Housing Finance Corporation (FHFC) income and rent limits are based upon figures provided by the United States Department of Housing and Urban Development (HUD) and are subject to change. Updated schedules will be provided when changes occur.

## Miami-Dade County Office of Management and Budget

### **Notes on: *Florida Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2024-25*, from the Florida Legislature's Office of Economic and Demographic Research**

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*Disclaimer: The notes below are summary in nature and not comprehensive.*

- State formula applies to “all designated officers in all counties, except those officials whose salaries are not subject to being set by the Legislature due to.... a county home rule charter” (or chartered consolidated government i.e. Duval County). The offices include:
  - Clerk of Circuit Court
  - Property Appraiser
  - Supervisor of Elections
  - Tax Collector
  - Sheriff
  - County Commissioner
  - Elected school superintendent
  - Elected school board member
  
- Current formula for officer salaries was established in 1973
  
- Formula has 5 components:
  1. *Base amount* – a flat number defined in state law
  2. A multiplier based on County population
  3. *Initial factor* – a constant multiplier, currently 1.292
  4. *Certified annual factor* – multiplier equivalent to the average % salary increase of state employees or 7%, whichever is less
  5. *Cumulative annual factor* – The product of all previous annual factors prior to the fiscal year for which salaries are being calculated
  
- From year to year, unless there are changes to state law or county population, salaries increase by the certified annual factor.
  
- The base amounts for sheriffs and tax collectors were increased in 2024.
  
- County commissioners and constitutional officers may voluntarily reduce their salaries.
  
- FY 24-25 amounts are specified on pages 10-11 of: *Florida Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2024-25*. This document was previously provided to the Charter Review Task Force.
  
- See Example from document on next page:

Example:

Salary = [Base Salary + (Population Above Group Minimum x Group Rate)] x Initial Factor x Certified Annual Factor x Certified Cumulative Annual Factor

Sample Computation of Salary: Alachua County's Clerk of Circuit Court, Property Appraiser, and Supervisor of Elections

2023 Countywide Population Estimate: 293,040

Group Number (IV) Minimum: 200,000

Corresponding Base Salary (i.e., Group IV): \$30,175

Corresponding Group Rate (i.e., Group IV): 0.01575

Initial Factor: 1.292

Certified Annual Factor: 1.0301

Certified Cumulative Annual Factor: 4.1336

Salary = [\$30,175 + [(293,040 - 200,000) x 0.01575]] x 1.292 x 1.0301 x 4.1336 = **\$174,065**

## Miami New Times

POLITICS & GOVERNMENT

### Power and Pay: The Salaries Behind Every City Hall in Miami-Dade

We gathered salary data for elected officials in all 34 Miami-Dade municipalities. Here's the breakdown.

By Theo Karantsalis May 22, 2025

Elected officials' salaries across Miami-Dade County's 34 municipalities – spanning mayors, council members, city managers, and clerks – range from zero to six-figure baller pay. While some local leaders bring in abysmal paychecks, others earn salaries that rival corporate executives.

To paint a clearer picture of how taxpayer dollars fund local leadership, *New Times* combed through thousands of pages of municipal budgets and submitted public records requests to all 34 cities, towns, and villages, as well as Miami-Dade County. The responses varied: some municipalities provided detailed records promptly, while others required more persistence.

We extend our thanks to the mayors, city managers, and officials who took the time to answer our questions.

While Florida public records law does not require city clerks, the official custodians of government documents, to explain or clarify the content of records, we appreciate those who went the extra mile to help us connect the dots.

Here's a breakdown of who makes what in Miami-Dade government.

#### Aventura (Population 40,242)

The charter determines salaries, but the mayor's and commissioners' non-accountable expenses can be – and have been – increased through ordinances.

According to city clerk Ellisa Horvath, the mayor receives an annual salary of \$10,000 and an annual expense allowance of \$18,414, and commissioners receive an annual salary of \$7,500 and an annual expense allowance of \$18,414. Horvath says neither the commissioners nor the mayor receive cell phone or car allowances, and they don't get city-issued credit cards.

The city manager makes an annual salary of \$237,500.

#### Bal Harbour (Population 3,093)

According to Bal Harbour's municipal ordinance, the mayor's annual salary is \$30,000, while council members make \$24,000 yearly. Before September 26, 2017, when leaders voted to give themselves a raise, the mayor received a scant \$1,800 annually, and council members just \$1,200.

The ordinance says the mayor and council also have the option to be covered by the village's Medicare supplement insurance policy. Those not "Medicare-eligible at the time of leaving the council" can opt in upon reaching eligibility. The village manager receives a salary of \$222,847.

The village does not provide a car, mobile phone, or expense allowances for the mayor or council, nor does it issue the elected officials village credit cards. However, Bal Harbour reimburses them for any travel they do on behalf of the village. The village does not contribute anything toward a retirement fund or pension.

#### Bay Harbor Islands (Population 5,922)

According to the Bay Harbor Islands website, each elected official gets \$1 per year, “as has been the case since the town’s inception. “The town does not contribute to any retirement account or pension fund for its mayor or council Members.

“The annual salary of council members shall be one dollar per year until amended by ordinance,” Bay Harbor town clerk Yvonne Hamilton says. Council members also have a town-issued cell phone.

“The police chief is the interim Town Manager,” Hamilton says. His annual salary is \$265,000.

### **Biscayne Park (Population 3,117)**

An ordinance sets the compensation for the mayor and commissioners.

“They receive compensation [as a] flat sum to reimburse them for their expenses,” village clerk Pamela Latimore says. “They do not receive a salary.”

The village reimburses commissioners and the mayor for travel, promotional activities, and memberships in organizations like the Florida League of Cities. Biscayne Park budgets \$1,500 for commissioners’ travel, \$1,000 for promotional activities, and \$900 for subscriptions and memberships. It doesn’t issue credit cards, car, or phone allowances to elected officials, though they receive a cell phone.

The village manager makes a salary of \$176,000.

“There is no contribution to any retirement program for the elected officials,” Latimore says.

### **Coral Gables (Population 48,353)**

According to Coral Gables public records coordinator Maria Gonzalez, an ordinance sets the compensation for elected officials.

Gonzalez says the mayor’s annual salary is \$70,980, the vice mayor gets \$68,923, and the three commissioners receive \$67,000 each. Each gets an expense allowance of \$9,600 and a car allowance of \$8,446. They do not have city-issued credit cards but do receive city-issued cell phones.

The city manager receives a salary of \$294,137.

### **Cutler Bay (Population 43,762)**

A charter sets the salaries of the mayor, vice mayor, and council members, with annual cost-of-living increases pegged to the consumer price index, according to Cutler Bay town clerk Mauricio Melinu.

The mayor’s current annual salary is \$21,112, while the vice mayor and council members receive \$10,555. Council members receive paid monthly travel and cell phone allowances from non-accountable funds. The mayor gets \$2,400 yearly for travel and \$1,800 yearly as a phone allowance. The town manager makes a salary of \$323,842.

Cutler Bay participates in the Florida Retirement System (FRS).

### **Doral (Population 79,359)**

Doral residents voted to increase council members’ salaries in the November 2024 election, though the mayor’s salary remained the same, Doral mayor Christi Fraga says.

According to the charter, the mayor receives an annual salary of \$80,690. She also gets a travel allowance of \$10,000. The city's four council members earn a yearly salary of \$19,355, and each receives a travel allowance of \$5,000.

Elected officials do not get credit cards. However, each receives \$6,000 for "dues and memberships." A council stipend allows each member a monthly allowance of \$2,500 for lunch meetings or other city-related activities.

The city manager makes an annual salary of \$259,047.

Fraga says Doral instituted a pension fund in 2021, then canceled it in 2023. "However, the City has always maintained a 401(b) investment retirement fund." The retirement system has a balance of about \$685,000.

### **El Portal (Population 1,897)**

Village clerk Yenise Jacobi tells *New Times* that the mayor and council members receive an "allocation" of \$3,000 annually. The mayor and council also share a combined \$10,000 "discretionary fund," which amounts to \$2,000 each.

Elected officials receive \$5,000 for travel, according to the [2025 budget](#). They do not have car allowances or village-issued credit cards.

The village manager earns a salary of \$145,683.

El Portal contributes to the FRS on behalf of its elected officials and has budgeted \$1,850 for fiscal year 2025.

### **Florida City (Population 12,582)**

Florida City has a strong mayor form of government, which gives the mayor executive power over daily operations.

"The mayor serves as both the mayor and city manager. Therefore, the salaries for those positions are combined," Florida City finance director Chad Burkhalter says, noting that the mayor's salary is \$250,328, with a \$5,600 expense account. Florida City also provides the mayor with a cell phone and car.

The commissioners' annual salaries are \$15,768. They also receive \$48 monthly to cover their cell phones, share a city car for city business, and are reimbursed for city-related travel expenses.

"The annual cost of the elected officials' pensions adjusts with each valuation," Burkhalter said, with a current yearly cost of \$49,637.

Elected officials are vested in their pensions at age 55 with 12 or more consecutive years of service as a commissioner; and, at age 55, with ten or more consecutive years as mayor; or, 12 or more consecutive years of combined service as a commissioner and mayor.

### **Golden Beach (Population 972)**

The mayor and council members make a \$1 annual salary. Elected officials do not receive cell phone or car allowances, and the town does not reimburse them for travel expenses.

Golden Beach town clerk Lissette Perez and town manager Alex Diaz did not respond to public records requests for salary information of its elected officials. During a follow-up call, a town employee referred *New Times* to the town's website.

According to [Golden Beach's current budget](#), the town manager makes an annual salary of \$314,754.

The Town of Golden Beach does not contribute to any pension fund or retirement plan. The tiny town, spanning just 0.3 square miles, calls itself "a town unlike any other."

### **Hialeah (Population 223,109)**

In an email, Hialeah city clerk Marbelys Fatjo said that the mayor's annual salary is \$150,000. The mayor also receives a yearly expense account of \$40,000 to cover travel, per diem, meals, and other expenses related to his official duties.

The city has a strong mayor form of government and no city manager. Council members make a yearly salary of \$44,000, according to the [city's website](#).

Hialeah eliminated pensions for elected officials in 2013.

### **Hialeah Gardens (Population 22,286)**

The mayor, who also serves as the city manager, receives an annual salary of \$157,864 and an expense allowance of \$7,519 monthly, human resources coordinator Aimee De La Osa told *New Times*.

Council members receive an annual salary of \$35,613, and each gets a monthly expense allowance of \$2,135.

De La Osa said the mayor receives a cell phone bill reimbursement, and council members receive a monthly stipend.

For elected officials, the city offers a matching contribution of up to five percent for its 401(a) pension plan and a two percent contribution to the 457 deferred compensation plan.

### **Homestead (Population 81,659)**

Elected officials' salaries are set by ordinance. The mayor receives an annual salary of \$6,000, according to [page eight of its 2025 adopted budget](#).

However, the budget said the mayor also gets an "auto benefit" of \$12,500, an expense allowance of \$22,500, a travel allotment of \$7,500, and a public relations expense account totaling \$9,600.

Council members receive \$4,800 annually, an annual car allowance of \$11,500, an expense allowance of \$20,000, \$5,500 for "travel and training," and a public relations purse of \$7,100.

It is unclear how much the city manager earns yearly. A line item for "full-time wages" in the current budget for the city manager's office lists an amount of \$625,349, and the city has not returned multiple messages seeking clarification on whether that applies to one or more persons.

The city's website states that Homestead employs a city manager, an assistant city manager, and an "assistant to the city manager."

Homestead changed its pension plan in 2002 to save money. For fiscal year 2025, the city budgeted \$64,982 toward elected officials' pensions under the old plan (for those elected before February 18, 2002) and \$110,236 under the new plan (for those elected after that date).

### **Indian Creek Village (Population 82)**

The village does not compensate elected officials for their services, Indian Creek Village clerk Roseann Prado told *New Times*.

The village manager makes an annual salary of \$150,000.

### **Key Biscayne (Pop. 14,414)**

The village charter specifies that elected officials receive no salary, car or mobile phone allowances, or village-issued credit cards. They also don't receive retirement benefits.

Key Biscayne spokesperson Jessica Drouet said that the village manager, who is not elected, makes a yearly salary of \$252,847.

### **Medley (Population 1,036)**

**Medley** has a strong mayor form of government. A year ago, the mayor and council unanimously voted to give themselves a raise, increasing annual salaries for council members to \$59,879 and mayoral compensation to \$230,872 – \$30,000 more per year than Miami-Dade County mayor Daniella Levine Cava gets paid. However, Medley leaders have assured taxpayers that they, too, have limits.

"These amounts shall be capped at their present rates and shall not increase or be subject to any raises, cost of living, or any other increases," the Medley compensation ordinance says.

The mayor and council members have not received credit cards since a [2012 \*New Times\* story](#) revealed an official went ham on his town-issued credit card.

A county ethics report said that the town contributes five percent of gross salary to all elected officials' 401(a) accounts. Medley also provides elected officials with a town-funded pension plan.

### **Miami (Population 455,924)**

An ordinance sets the mayor's salary at \$97,000. They also receive fringe benefits, including \$2,500 for expenses and a \$300 cell phone allowance.

The commissioners' salaries are 60 percent of the mayor's salary, currently \$58,200. They also receive benefits, including \$2667 for expenses, \$300 for cell phones, and \$900 for auto. Miami's city manager draws a salary of \$471,714.

The City of Miami contributes 20 percent to a 401(a) retirement account for the mayor and commissioners, according to

Miami communications director Kenia Fallat. "The mayor's executive pay is \$3,730 biweekly, and the commissioners' pay is \$4,850 monthly," Fallat said.

The city also funds a retirement trust for its elected officers. Fallat said that the contribution for the 2024 plan year was \$631,473. The mayor and commissioners do not partake in the Elected Officials Retirement Trust,

except Commissioner Joe Carollo, who vested during his previous tenure. According to city code, any person elected to the office of mayor or commissioner after October 22, 2009, is not eligible to receive the benefits.

### **Miami Beach (Population 79,607)**

Miami Beach operates on a “commission/city manager” form of government, its 2024 proposed budget book says. The city commission consists of the mayor and six commissioners, who serve as the policy-making body of the city. An ordinance sets the compensation of elected officials.

Miami Beach communications director Melissa Berthier told *New Times* that the mayor makes an annual salary of \$10,000, while commissioners make \$6000 annually. The mayor also receives taxable fringe benefits of \$37,800, and commissioners get taxable fringe benefits of \$42,516. Elected officials can also request reimbursement for travel conducted on city business.

The city manager makes an annual salary of \$375,000.

Miami Beach funds retirement plans for its commissioners and mayor.

### **Miami-Dade County (Population 2.687 million)**

According to Board of County Commissioners spokesperson Olga Vega, a charter sets the commissioners’ salaries at \$6,000 annually. In 2025, commissioners also receive an “executive benefit allowance” of \$19,186, a car allowance of \$11,192, and an expense allowance of \$43,000 – a total cash value of \$79,378. The county also funds commissioners’ 401(a) retirement accounts with \$69,000, though Vega said the actual contribution could vary depending on how benefits are received.

In January 2007, the Miami-Dade County charter was amended to create a strong mayor form of government. In 2020, Miami-Dade mayor Daniella Levine Cava in 2020 cut her pay from \$250,000 to \$200,000. The county contributes to the FRS fund for elected officials’ pensions at rates set by the legislature.

### **Miami Gardens (Population 110,717)**

Miami Gardens city clerk Mario Bataille said that council members earn an annual salary of \$40,000, while the mayor receives \$80,000 annually. Council members receive a yearly auto allowance of \$4,800 and a telephone stipend of \$552, and the mayor gets \$6,000 per year for auto expenses and the same \$552 telephone stipend. The mayor and council members have an annual budget of \$14,400 for expenses. The city issues the mayor and council members credit cards for travel. The mayor also has a separate travel budget of \$15,000.

The city manager makes an annual salary of \$317,207.

Bataille said that Miami Gardens contributed \$45,160 to the FRS accounts of the mayor and council members.

### **Miami Lakes (Population 31,238)**

The mayor currently receives a salary of \$25,147, town clerk Gina Inguanzo said. This amount is adjusted annually based on the consumer price index. In addition, the mayor receives a \$600 monthly car allowance. The council members do not earn salaries. However, they each get a \$500 monthly car allowance and a \$962 monthly expense allowance.

Inguanzo said the mayor and council receive a tablet or phone. Miami Lakes also budgets \$1250 annually for awards and proclamations for its council.

“Only the Mayor is part of FRS; the town pays amounts established by the Florida Legislature each year,” Ingianzo said.

The town manager earns an annual salary of \$226,986. According to his job description, one of his duties is to drive the neighborhoods of Miami Lakes at least once a week.

### **Miami Shores (Population 11,530)**

Village clerk Ysabely Rodriguez said the mayor and city council members are each paid \$1 yearly. Miami Shores also pays the expenses for council members’ professional development.

According to Mayor George Burch, the village manager receives a salary and benefits of \$290,000. Miami Shores does not contribute to elected officials’ retirement plans.

### **Miami Springs (Population 13,325)**

A charter sets the salaries of the mayor and city council members. According to city clerk Erika Santamaria, the mayor’s annual salary is currently \$7,800, while council members receive \$6,000.

The city pays the cell phone bills for the mayor and council members. They have no travel or expense allowance or any other taxable fringe benefit. Council members receive city-issued credit cards, but the clerk maintains them and gives them to the council members only when they plan to travel.

They share a budget line item for council promotions and city events, with \$34,400 budgeted for 2025. The city manager makes an annual salary of \$185,400; elected officials receive no retirement benefits.

### **North Bay Village (Population 7,930)**

A charter sets the salaries of the mayor and village commissioners. According to village clerk Alba Chang, the mayor earns an annual salary of \$7,800, while commissioners receive \$6,300. The commissioners and mayor do not receive car allowances, but they are issued a village cell phone and receive reimbursement for travel expenses.

The city manager makes an annual salary of \$175,000. The village does not contribute to any retirement plan for its elected officials or the manager.

### **North Miami (Population 59,008)**

An ordinance sets the compensation for the mayor, council members, and the elected clerk. The mayor’s salary is \$89,880, while council members receive \$77,910. The city clerk, an elected position in North Miami, also receives a yearly salary of \$77,910.

The mayor and council members receive a “P-card” or purchase card, a city credit card, and a \$200 monthly cell phone allowance.

The clerk’s office responded to a public record request that the car allowance is “\$750 per month for elected officials or assigned city vehicle option.”

The city manager makes \$283,569 annually.

North Miami participates in the FRS. “The required employer FRS contribution rate for elected officials is 58.68% of salary as of July 1, 2024,” the clerk’s office said.

**North Miami Beach (Population 42,789)**

An ordinance sets the compensation of elected officials. The mayor's annual salary is \$89,880, while council members make \$77,910 yearly.

City officials did not return emails and phone messages seeking 2025 salary figures. Instead, they referred *New Times* to the city's website and "[open finance](#)" search box, a feature the city says is part of its "commitment to delivering financial transparency." However, searches for elected officials' and city managers' salaries yield no results.

The city manager's office did not return calls asking about the office's annual salary.

A 2023 [Local 10 investigation](#) reported on the misuse of taxpayer funds and "egregious" spending by NMB officials, including expenditures on Amazon "to the tune of almost \$300,000."

According to Local 10, North Miami Beach has faced turmoil, including city employees arrested for stealing Publix gift cards meant for residents, the mayor's arrest, and absentee commissioners missing meetings and delaying city business.

**Opa-locka (Population 15,794)**

Opa-locka city clerk Joanna Flores said the mayor, vice mayor, and commissioners receive \$6,600 annually, though they don't get retirement benefits or health insurance.

Elected officials receive \$300 per month as a reimbursable expense allowance. Officials do not receive a city car, gas, or credit card.

The annual salary for the city manager is \$190,000.

**Palmetto Bay (Population: 24,264)**

A village charter sets the salaries of council members, who receive \$12,000 annually, and the mayor, who makes \$24,000 annually.

Additionally, the village provides taxable fringe benefits to cover phone and healthcare allowance. These benefits vary for each council member and the mayor. Some do not take all the allowances, and those who accept the health allowance receive individual amounts ranging from \$3,562 to \$9,503 annually.

Council members can participate in the village's group health insurance plan and receive the same benefits as regular full-time employees, human resources manager Jessica Mak told *New Times*. Those participating in the health plan are reimbursed for health expenses up to \$1,350 monthly.

Mak said the council spent \$5,500 on donations and \$4,622.77 on travel last year.

In January, village manager Nick Marano proposed adding a monthly car allowance for council members that would cost \$24,000 annually, according to an internal email vice mayor Mark Merwitzer, who opposes the measure, forwarded to *New Times*.

"The optics of increasing council benefits while simultaneously discussing tax increases would severely damage public trust," Merwitzer said in an email.

The village manager receives an annual compensation of \$210,968, which includes a monthly \$150 phone allowance.

**Pinecrest (Population: 18,051)**

Pinecrest's charter states that council members and the mayor shall serve without compensation but receive reimbursement per applicable law. They are reimbursed for travel related to their official duties, with an account budgeted at \$25,580.

"These funds allow village council to travel to several conferences, including the Miami-Dade Days in Tallahassee and National League of Cities, as well as the Miami-Dade League of Cities monthly meetings; and also includes funds for the Youth Advisory Council conference shuttle bus," village clerk Priscilla Torres said in an email.

The village manager earns an annual salary of \$277,095.

**South Miami (Population: 12,073)**

An ordinance, which was last updated in 2004, sets the compensation for the mayor, vice mayor, and city commissioners. The mayor's annual salary is \$14,000, while the vice mayor and commissioners earn \$12,000.

In addition to salaries, elected officials receive taxable fringe benefits over 12 months. These include a mobile phone allowance of \$1,150 for the mayor and \$962 for the vice mayor and commissioners. The mayor also receives a \$500 car allowance.

South Miami reimburses city-related travel up to \$1,200 a year. Commissioners each receive \$1,500 in discretionary funds, while the mayor gets \$2,000.

South Miami's deputy city manager, Samantha Fraga-Lopez, told *New Times* the city manager's annual salary is \$275,286.

**Sunny Isles Beach (Population: 21,885)**

The mayor receives a base salary of \$28,158, according to Sunny Isles Beach clerk Mauricio Betancur, while commissioners make \$22,526 yearly. Both the mayor and commissioners receive an annual expense stipend of \$6,000.

The city manager earns an annual salary of \$276,894, and elected officials receive contributions to FRS.

**Surfside (Population: 5,472)**

The town charter sets the salaries of the mayor and commissioners at \$1 each. They are each provided with mobile phones, according to town manager Mark Blumstein. The city manager earns an annual salary of \$250,000.

Officials are not issued expense accounts, travel allowances, or town credit cards. The town does not contribute to pensions or retirement accounts for elected officials.

**Sweetwater (Population: 21,321)**

The annual compensation for the mayor (\$195,000 and city commissioners (\$12,000) is set by ordinance during the budget process.

City Commissioners receive an annual salary of \$12,000, while the Mayor earns \$195,000.

"The Mayor also serves as the city administrator," Sweetwater spokesperson Alvaro Zabaleta says.

Additionally, the mayor and commissioners receive \$30,000 annually for expenses, and the commissioners receive an additional \$7,200 as a car allowance and \$2,600 monthly for council expenses.

The mayor has a city-issued credit card, while commissioners do not.

The City of Sweetwater is an FRS provider, and the mayor and council members receive a pension.

**Virginia Gardens (Population: 2,364)**

The mayor's salary is \$15,503, with a \$4,920 travel budget expense, according to Virginia Gardens Village Clerk Maritza Fernandez, while council members earn \$6,460 annually.

The village pays the mayor's cell phone bill. No elected officials receive a car or expense allowance. Virginia Gardens has a strong mayor system and no manager.

The village does not contribute to retirement plans for elected officials.

**West Miami (Population: 6,944)**

The city charter sets the compensation of elected officials.

The mayor and commissioners are paid \$20 per meeting they attend and receive \$1,200, according to West Miami city clerk Annery Gonzalez.

West Miami elected officials receive annual non-accountable expense allowances: the mayor, \$5,000; the vice-mayor, \$4,000; and the commissioners, \$3,000 each.

Gonzales said the total amount budgeted for West Miami's city commission is \$159,218.

The city manager earns an annual salary of \$236,000, and the elected officials receive no retirement benefits.

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The Miami-Dade Charter Review Task Force (CRTF/Task Force) convened its second meeting at the Miami-Dade County Main Library: 101 W Flagler Street, Miami, FL 33130, on August 1, 2025 at 10:15 a.m.

**I – ROLL CALL**

The following Task Force members were present at roll call:

- Senator Alexis Calatayud;
- Ms. Stephanie V. Daniels;
- City of Miami Lakes Mayor Joshua Dieguez;
- Mr. Eric Eikenberg;
- Mr. Robert H. Fernandez;
- Mr. Rafael E. Granado;
- Mr. Jose Jimenez;
- City of Aventura Mayor Steven D. Losner;
- Former Miami-Dade County Commissioner Dennis Moss;
- Former City of North Miami Mayor Andre D. Pierre;
- Ms. Rebecca Wakefield;
- Former City of Miami Shores Mayor Crystal Wagar;
- Vice Chairman Michael Redondo (State Representative for House District 20); and
- Chairman Dennis Kerbel.

Ms. Iris Escarra joined the meeting virtually via Zoom.

In addition to the Task Force members, the following staff members were present:

- Assistant County Attorney (ACA) Michael Valdes;
- Jorge Damian de la Paz, Director of Policy, Office of the Mayor;
- Demetria Henderson, Director of Legislative Affairs, Office of the Mayor;
- Mr. Ryan Lafarga, Senior Advisor, Office of Management and Budget (OMB);
- Ms. Alina Garcia, Miami-Dade Supervisor of Elections (SOE);
- Mr. Oren Rosenthal, Attorney, SOE;
- Mr. Tomás Regalado, Miami-Dade County Property Appraiser;
- Mr. Lazaro Solis, Deputy Property Appraiser;
- Ms. Diana Arteaga, Chief of Staff and General Counsel for the Property Appraiser;
- Mr. Juan Fernandez-Barquin, Clerk of the Court and Comptroller (COCC);
- Mr. Luis Montaldo, COCC General Counsel;
- Ms. Janet Luis, Miami-Dade Sheriff's Office General Counsel;
- Mr. Jerry Gomez, Miami-Dade County Deputy Tax Collector; and
- Bryce Stephenson-Pickett, Deputy Clerk, Clerk of the Board.

Chairman Dennis Kerbel requested that Vice Chairman Mike Redondo, Mayor Joshua Dieguez, and Mayor Andre D. Pierre introduce themselves to the Task Force, as they had been absent from the July 10, 2025 meeting.

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**II – PLEDGE OF ALLEGIANCE**

Commissioner Dennis Moss led the Pledge of Allegiance.

**III – REASONABLE OPPORTUNITY FOR THE PUBLIC TO BE HEARD**

Chairman Dennis Kerbel opened the reasonable opportunity to be heard, seeing no one forward, Chairman Kerbel closed the reasonable opportunity to be heard.

**IV – TOPIC INTRODUCTION & BACKGROUND**

ACA Valdes provided background on the topic for today's meeting which included changes to the County Charter based on the County's transition to elected constitutional officers. He explained that the Florida Constitution was amended in 2018, and went into effect with the November 2024 elections. ACA Valdes noted that with the exception of the clerk, the newly elected constitutional officers first took office on January 7, 2025.

ACA Valdes reviewed Article VIII, Section 1 of the Florida Constitution regarding constitutional officers, noting that electors of each County would elect a Sheriff, Tax Collector, Property Appraiser, Supervisor of Elections, and Clerk of Courts for four-year terms. He explained that charter counties previously had authority to abolish these offices by transferring duties and functions to the County or a department, but the 2018 amendment eliminated that power through new language stating that County charters may not abolish these offices, transfer their duties, change the length of terms, or establish any manner of selection other than election by County electors.

ACA Valdes referenced Article II, Section 5(c) of the Florida Constitution, which clarified that duties, powers, compensation, and method of payment of County officers shall be fixed by law. He explained that "law" had been defined by Supreme Court precedent as generally referring to State legislature action through general law.

ACA Valdes explained that Miami-Dade County's Home Rule Charter contained multiple references to abolishing constitutional offices based on the previous constitutional structure. He Stated that these provisions were of no effect because the Constitution had superseded them. ACA Valdes noted that while these charter provisions had no legal effect whether deleted or not, there was a need to clean up the charter language to reflect current State law

Mr. Eric Eikenberg inquired about the process following the Charter Review Task Force's completion of work, specifically whether recommendations would go to the Board of County Commissioners (Board) and then to voters as ballot measures.

ACA Valdes confirmed that the Board of County Commissioners had discretion to place charter amendments on ballots. He explained that previous cleanup amendments had been grouped into single ballot questions when they involved legal or technical changes. ACA Valdes Stated that policy changes

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requiring County discretion would require separate amendments. He offered to provide examples of past cleanup amendments.

**V – PRESENTATIONS**

**A. SUPERVISOR OF ELECTIONS**

Ms. Marina Garcia presented an overview of her office. She explained that constitutional officers were separate governmental entities governed by State, not County law. Ms. Garcia outlined the office's responsibilities including election administration, voter registration, voter education, issuing voter information cards, providing various voting methods, certifying petition validity, maintaining election equipment, hiring and training workers, and qualifying candidates for office.

Ms. Garcia explained that while the Supervisor of Elections compensation was set by State law and paid by the Board, State law preserved the office's independence in decisions relating to purchasing supplies and equipment, personnel selection, hiring, firing, and salary setting. She noted the office employed 151 permanent staff and up to 2,000 temporary staff during general elections, managed 762 precincts and 526 polling places, served over 1,000,630 registered voters, and conducted up to 30 elections annually.

Mr. Oren Rosenthal presented recommended charter amendments. He explained three (3) reasons for the changes: eliminating outdated provisions from the previous governmental structure, resolving conflicts with State law, and implementing recommendations that would make County processes easier while reflecting the new constitutional structure.

Mr. Rosenthal highlighted the significance of the constitutional amendment language that began with "notwithstanding section 6E of this article." He explained this was a direct reference to pre-existing home rule amendment language that no longer overrode State law provisions. Mr. Rosenthal recommended that the Task Force look to Article VIII, Section 1D first when determining whether duties belonged to constitutional officers or were subject to County control.

Mr. Rosenthal presented two (2) general recommendations applicable to all constitutional officers:

1. **Section 1.01(a)(19) Amendment:** Add language clarifying that the Board of County Commissioners did not have power by ordinance to abolish or impair the jurisdiction, responsibilities, powers, or duties of County constitutional officers set forth in the Florida Constitution or by general law, except as provided therein. He explained the exception language would preserve flexibility for situations where the constitution or State law granted permission for County action.
2. **Section 9.01 Replacement:** Remove the current section that abolished constitutional officers and transferred functions, replacing it with three provisions:
  - a. Restatement that the County shall not abolish, impair, or transfer constitutional officer jurisdiction, responsibilities, powers, or duties except as permitted by the Constitution and general law.

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b. Constitutional officers shall have the right to attend and be heard at any regular or special open session meeting of the Commission, but not the right to vote on matters within their jurisdiction, responsibilities, powers, or duties.

c. The County may enter into contracts with constitutional officers for joint performance or performance by one on behalf of the other of any authorized function.

Mr. Rosenthal explained that Option B mirrored existing charter language for the Mayor and would define governmental structure by giving constitutional officers ability to present matters to the Commission for consideration. He Stated this would prevent the Commission from avoiding decisions through inaction and would provide constitutional officers with authority to appear before the Commission in exercising their State-mandated duties.

Regarding Option C, Mr. Rosenthal noted this was similar to interlocal agreement provisions but specific to constitutional officers. He explained that the County had previously assigned duties to these offices that were not required by State law, such as filing reports about candidate activities and issuing fines. Mr. Rosenthal Stated that since constitutional officers could now only exercise such powers through agreements with the County, this provision would provide clear authority lines.

Chairman Dennis Kerbel asked whether these optional changes could be considered technical amendments for inclusion in a lump sum cleanup.

Mr. Rosenthal explained that this would depend on how the ballot question was drafted. He noted there was no single-subject rule for County charter amendments recommended by the Board. Mr. Rosenthal Stated that depending on ballot question language describing the chief purpose of changes, all amendments could potentially be included in one question.

ACA Valdes confirmed that the County Attorney's Office would be responsible for drafting ballot language pursuant to Board direction. He Stated that the Task Force had discretion in determining how to recommend packaging items together.

Commissioner Dennis Moss asked how Option B would work during a Board meeting.

Mr. Rosenthal suggested two approaches: a Commissioner could inform the Board about a constitutional officer's issue, or the Board could enact an ordinance creating a process after adopting the charter provision. He recommended the Board could allow constitutional officers to sponsor agenda items subject to the Chair's discretion, providing public opportunity for constitutional officers to exercise their duties under State law while noting the Board would retain discretion whether to act.

Chairman Dennis Kerbel asked whether the language would require the Commission Chair to authorize sponsorship of agenda items.

Mr. Rosenthal clarified that the language alone would not require authorization but was one suggested way to effectuate the charter provision.

Mayor Andre Pierre commented that Option B seemed unnecessary since he believed constitutional officers would automatically be entitled to be heard at meetings.

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Chairman Dennis Kerbel noted there was a parallel provision for the Mayor and asked for the County attorney's guidance.

ACA Valdes read Section 2.02(b) of the Home Rule Charter into the record, which Stated the Mayor shall have the right to attend and be heard at any regular or special open session meeting of the Commission, but not the right to vote at such meetings.

Mr. Rosenthal acknowledged the parallel provision but emphasized the importance of protecting constitutional officers' rights to participate without potential political hindrance. He noted that while government ideally worked cooperatively, having this provision ensured constitutional officers could present matters that may not be convenient for the Board.

Commissioner Dennis Moss asked about differences between the current process for constitutional officers to request legislation and the proposed new process.

Mr. Rosenthal explained that constitutional officers currently must find a commissioner to sponsor their items. He Stated that if a previous commissioner had sponsored a similar item, Board procedural rules would delay consideration of the new request. Mr. Rosenthal noted the proposed provision would allow constitutional officers to present items to the Board without procedural delays, while the Board retained discretion on whether to take action.

Vice Chairman Michael Redondo asked whether Option C would allow constitutional officers to transfer constitutional mandated authorities back to the County.

Mr. Rosenthal clarified that this option would allow the County to assist constitutional officers in exercising their authority, similar to existing interlocal agreement provisions in the charter.

Mr. Rosenthal presented several specific changes for the Supervisor of Elections:

1. Section 3.04 Qualifications and Fees: Return candidate qualification authority to the Supervisor of Elections as required by Florida Statute 99.061 rather than the Clerk of Circuit Court, and ensure qualifying fees were paid to the Supervisor of Elections office rather than County general funds.
2. Petition Qualification Process: Modify language to ensure qualification by petition followed State law rather than charter provisions, preventing potential conflicts if the legislature changed requirements.
3. Creation of New Municipalities: Remove timeline requirements imposed on the Supervisor of Elections by charter, allowing State law to govern timing, and transfer responsibility for presenting petitions to the Board from the Supervisor to the incorporation committee.
4. Election Timing Provisions: Add language to various sections stating elections should occur within specified timeframes "or at such other time as the Supervisor of Elections provides for such election," recognizing that these were special elections and the Supervisor of Elections had authority under general law to determine when registration books were available.

Mr. Eric Eikenberg asked whether the provisions were consistent with State law, which Mr. Rosenthal confirmed.

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Chairman Dennis Kerbel asked about County commissioners' status as constitutional officers.

ACA Valdes explained that County commissioners were recognized as County officers within the Florida Constitution. He noted that specifically for Miami-Dade County, the Home Rule Amendment incorporated into the Florida Constitution designated the Board of County Commissioners as the governing body.

Mr. Rafael Granado asked about the number of recommended ballot questions.

Mr. Rosenthal recommended limiting ballot questions to three to prevent voter fatigue. He suggested as few questions as possible while adequately informing voters of changes.

**B. PROPERTY APPRAISER**

Mr. Tomás Regalado presented information about his office's role and recommended charter changes. He described the constitutional change as the most significant alteration to County government since districts were enacted in the 1990s, with five offices that were previously part of County government now being independent.

Mr. Regalado Stated his office's mission was to value all properties in Miami-Dade County and help property owners understand and access exemptions and benefits allowed by State law. He described an outreach campaign visiting all 34 municipalities and unincorporated areas. Mr. Regalado noted they had conducted 19 visits since taking office and assisted over 3,000 people in obtaining exemptions they previously had not known they qualified for.

Mr. Regalado explained that the Property Appraiser was governed by State law with oversight from the Department of Revenue, requiring mandatory training and annual continuing education. He noted his office worked with the State legislature on issues such as increasing veteran disability exemptions and addressing senior exemption qualification requirements.

Mr. Regalado recommended changes were to remove all outdated references to the Property Appraiser from Charter Sections 1.01, 1.05, 5.04, 8.02, and 9.01. He explained that most references in the charter related the office to Miami-Dade County government governance, but emphasized that while the office maintained good relationships with the County Commission, Mayor's office, and other departments through signed agreements, they needed these references removed to properly navigate under State laws that now governed the office.

Chairman Dennis Kerbel asked whether State statutes governing the Property Appraiser had changed with the structural transition.

Ms. Diana Arteaga confirmed there was no change to statutory oversight.

Mayor Andre Pierre asked whether Mr. Regalado would recommend provisions requiring property tax calculation processes that would save residents from having to challenge assessments.

Mr. Regalado explained that mechanisms existed to protect property owners, including the ability to discuss assessments directly with his office and appeal to the Value Adjustment Board (VAB). He noted

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his office had reduced court challenges by 300% since taking office, choosing to work with residents rather than use taxpayer money to sue taxpayers.

Commissioner Dennis Moss asked whether the administration considered the referenced sections obsolete.

ACA Valdes reviewed the history, explaining that while the Property Appraiser was an elected official starting in 2008, it was a charter-created office functioning under the Board's direction and supervision until the constitutional change. He noted provisions allowing the Board to pass ordinances dictating office operations were no longer needed. ACA Valdes committed to researching the provisions to determine which were obsolete versus discretionary.

**C. CLERK OF COURT AND COMPTROLLER**

Mr. Juan Fernandez-Barquin presented information about his office's four primary roles: Clerk of the Circuit Court, Clerk of the Board, County Recorder, and Comptroller. He explained the office's historical significance, dating to 1821 with the territorial governor's creation of a clerk for transferring land titles from Spanish territory, becoming a constitutional office in 1838.

Mr. Fernandez-Barquin outlined the office's dual funding structure, explaining that the COCC operated under two distinct budgets: court operations funded through traffic tickets, filing fees, service charges, and parking tickets; and County functions funded primarily through documentary stamp revenues and general fund appropriations, with approximately half of the County-side budget derived from general fund contributions.

Mr. Fernandez-Barquin outlined several recommended charter changes including:

1. Removal of outdated leave of absence provisions for County constitutional officers;
2. Updating election-related provisions requiring candidates to qualify with the Clerk rather than Supervisor of Elections, noting this was now unnecessary;
3. Removal of Section 5.003(a) requiring the finance director to be appointed by both the Mayor and clerk, since the Florida Constitution clearly delineated that the Clerk's office supervised financial matters;
4. The review duties of the Office of Commission Auditor to clarify audit powers and ensure they did not duplicate constitutional officer powers, citing Florida Statute 125.691 which Stated duties exclusive to constitutional officers could not be duplicated by the County;
5. The review of Office of Inspector General powers to clarify differences or eliminate overlapping authority;
6. Transferring creation of municipalities duties to Office of Management and Budget and County Attorney's Office, keeping only ministerial record-keeping functions with the Clerk;
7. Transferring initiative and referendum petition canvassing duties to Supervisor of Elections, retaining only petition acceptance and form approval functions;
8. Transferring recall petition canvassing to Supervisor of Elections, noting the office lacked resources for the intensive canvassing required; and
9. Transferring charter amendment petition execution to Supervisor of Elections while retaining petition receipt and form approval.

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Clerk Fernandez-Barquin expressed support for the constitutional officers' right to attend and be heard at commission meetings, emphasizing the necessity of formal access to present critical matters such as audit results or financial issues to the Board. He indicated that while the provision would be utilized sparingly in most circumstances, direct access to the Board would be essential when addressing significant matters requiring formal communication to maintain transparency and operational effectiveness.

Mayor Andre Pierre asked whether the office could no longer perform certain duties or if other offices were better equipped for them.

Mr. Fernandez-Barquin explained that with the Supervisor of Elections now independent, election-related functions should transfer for efficiency, though his office could perform them. He provided additional context about the rationale for these transfers, citing budget constraints and noting that many of the proposed transferred functions fell outside his office's core areas of expertise and created operational challenges that strained available resources.

Ms. Rebecca Wakefield asked about preserving intent while cleaning up language regarding inspector general functions.

Mr. Luis Montaldo emphasized the importance of transparency, noting that charter ambiguity could frustrate the public.

Mr. Robert Fernandez expressed interest in audit-related provisions.

Mr. Fernandez-Barquin explained that nothing prevented the Inspector General or Commission Auditor from evaluating fund usage, but the COCC handled specific financial oversight to ensure funds were not misused and were directed as commissioners approved.

Commissioner Dennis Moss asked about differences between these proposals and other counties' approaches.

ACA Valdes clarified the constitutional framework governing clerk functions, explaining that while duties may be divided between court and comptroller roles under State law, Miami-Dade County's home rule charter structure limited such modifications to general law rather than the special legislation utilized by other jurisdictions such as Broward County.

#### **D. SHERIFF'S OFFICE**

Ms. Janet Luis presented recommendations to ensure consistency with the Constitution and State law, which required an elected sheriff in each County with exclusive policing responsibility.

The recommended changes included:

1. Article 1, Section 1.6 (Powers):
  - a. Removal of language from Subsection A, paragraphs 4 and 19 referencing powers now exclusive to the Sheriff's office

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- b. Modification of paragraph 8 by removing language in the first line referencing policing functions
- 2. Article 6, Section 6.05 (Creation of New Municipalities):
  - a. Removal of reference connecting Miami-Dade County to policing services while still enabling new municipalities to contract for local police services
- 3. Article 9, Section 9.01:
  - a. Adoption of the same language presented by the Supervisor of Elections for general constitutional officer provisions

Mayor Steven Losner asked whether removing traffic control language would prevent the Board from implementing school zone speed cameras or red light camera systems.

ACA Valdes explained that traffic control extended beyond Sheriff and law enforcement functions. He referenced Florida Supreme Court decisions allowing Miami-Dade County to establish traffic control systems like speed limits. ACA Valdes noted that while policing functions were exclusive to the sheriff, traffic control included broader regulatory authority not related to law enforcement.

**E. TAX COLLECTOR**

Mr. Jerry Gomez presented on behalf of Mr. Dariel Fernandez, Constitutional Tax Collector. He reviewed Amendment 10's impact and the Tax Collector's independence from Miami-Dade County as of January 7, 2025.

Mr. Gomez outlined the office's responsibilities including collecting real eState, tangible personal property, and business taxes and distributing them to local taxing authorities including 34 municipalities, three State-authorized taxing authorities, Miami-Dade County, special districts, library district, and school board. He noted that the office also acted as agent for various State agencies issuing hunting and fishing licenses, vehicle titles and registrations, Florida sales tax collection, special parking permits, and oversight of private tag agencies.

Mr. Gomez highlighted major expansion of services, particularly adding driver's license services and converting five State-run offices to full-service County tax collector offices. The office planned to operate 13 offices by year-end, including new locations in Coral Gables and Miami Beach.

The Tax Collector's recommended charter amendments included a comprehensive cleanup to:

- a. Address all provisions rendered unconstitutional by Amendment 10;
- b. Replace references to "County" with "Tax Collector" where appropriate;
- c. Clarify in Article 5, Section 5.04 that the Tax Collector, not the County, was responsible for property tax collection and distribution; and
- d. Include the same general constitutional officer provisions (Article 9, Section 9.01) presented by other officers.

Mr. Gomez emphasized the importance of provisions allowing constitutional officers to bring items to the Board, citing the annual extension of tax roll deadlines as crucial to preventing financial disaster for local governments that could not operate until VAB concluded and tax bills were mailed.

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Mayor Andre Pierre raised concerns about service delivery at the North Dade Justice Center, citing long lines and early morning queues.

Mr. Gomez explained that budget and staffing issues had been resolved as part of the transition, with expanded hours (8:00 a.m. to 5:00 p.m.) and commitment to serve all customers in the lobby by closing time.

Mr. Fernandez-Barquin added that space limitations had been addressed, with the Tax Collector's footprint expanding from 200 to 1,100 square feet in the North Justice Center through collaboration between offices.

**VI -- COMMENTS/DISCUSSION BY TASK FORCE MEMBERS**

**A. PROPOSED AMENDMENTS AND/OR REVISIONS TO THE HOME RULE CHARTER RELATED TO CONSTITUTIONAL OFFICES**

Mr. Eric Eikenberg asked whether there was discretion regarding allowing constitutional officers to be heard, suggesting adding constitutional officers under the Mayor's section of the Charter.

Chairman Dennis Kerbel noted that while constitutional offices were independent entities, the Task Force needed to determine its position on allowing these offices to sponsor agenda items.

ACA Valdes advised that Section 2.02 would not be the proper vehicle for constitutional officer language since it specifically outlined the Mayor's authority in a Mayor-dominated governmental structure. He explained that while the Board Chair and Commission could create Rules of Procedure allowing constitutional officers to be heard, the charter provision would provide more robust rights.

Mr. Rosenthal advocated for more robust charter rights, reiterating his general recommendations.

Mr. Fernandez-Barquin supported this but acknowledged it remained the Chair's discretion.

Mr. Lazaro Solis summarized that all officers wanted the ability to present concerns and sponsor time-sensitive items without hindrance. He noted that Board inaction on time-sensitive matters significantly impacted residents and local governments.

Chairman Dennis Kerbel asked whether the constitutional officers sought authority to sponsor agenda items.

Mr. Fernandez-Barquin Stated he preferred not to have legislative sponsorship authority, respecting the legislative body's role.

Mr. Rosenthal agreed there was a difference between sponsoring legislative items and placing discussion items on agendas, with constitutional officers needing to ensure their statutory responsibilities were met in a timely manner.

Commissioner Dennis Moss expressed concern that the proposal could disrupt the legislative process.

Vice Chairman Redondo agreed, stating opposition to officers forcing items onto agendas without regulation.

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**B. STAFF UPDATES**

Ms. Demetria Henderson requested Task Force members review the availability survey for scheduling the next meeting.

Discussion ensued regarding potential dates, with August 25, 2025 having the most member availability.

It was moved by Mr. Jose Jimenez to hold the next CRTF Meeting on August 25, 2025 at the Miami-Dade Main Library at 10:00 a.m. This motion was seconded by Senator Alexis Calatayud and passed by a vote of 14-0 (Ms. Iris Escarra was unable to vote due to joining virtually).

Ms. Henderson requested permission to invite Constitutional Officers to the August 25 meeting, with Chairman Dennis Kerbel approving both in-person and virtual participation options.

Mr. Ryan Lafarga provided a status update on the comparative review of how other Florida Home Rule counties interacted with their Constitutional Officers which included Broward, Palm Beach, Orange, Pinellas, and Volusia counties, with Volusia having recently updated their charter in 2021.

Chairman Dennis Kerbel requested the information be provided by August 25 in the simplest format possible, with Commissioner Dennis Moss requesting it be distributed one week prior to the meeting.

Commissioner Dennis Moss asked whether the ethics training from the first meeting satisfied requirements.

Ms. Henderson confirmed it was sufficient but noted all members needed to complete sexual harassment prevention training, which could be done virtually.

Mr. Eric Eikenberg requested that the comparative report be sent to Constitutional Officers and asked for copies of all PowerPoint presentations.

Ms. Henderson confirmed both requests would be fulfilled.

**C. OTHER DISCUSSION ITEMS**

Chairman Dennis Kerbel introduced corrections to the July 10, 2025 minutes, noting that page 8 should reflect one meeting on annexation and incorporation and one meeting on land-use and sea level rise, totaling seven meetings.

It was moved by Mayor Joshua Dieguez to approve the July 10, 2025 Charter Review Task Force Minutes as corrected. This motion was seconded by Ms. Rebecca Wakefield and passed by a vote of 14-0 (Ms. Iris Escarra was unable to vote due to joining virtually).

Chairman Dennis Kerbel requested that staff prepare a technical Charter amendment incorporating all Constitutional Officer recommendations from today's meeting.

ACA Valdes cautioned that not all recommendations were technical changes. He offered to provide two options: one including all suggestions with language acknowledging both technical and discretionary changes, and another with purely technical changes for charter cleanup. ACA Valdes cautioned that

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packaging everything as "technical" might not provide clear voter indication of what they would be voting on.

Chairman Dennis Kerbel expressed preference for avoiding voter fatigue through a single question including all changes, while leaving discretion to ACA Valdes on drafting. He specifically requested language reflecting Constitutional Officers' authority to sponsor items where statutes required time-certain or emergency action, leaving other discretion to the Board.

ACA Valdes agreed to work directly with the Chairman on drafting such language for presentation at the next meeting.

Ms. Rebecca Wakefield requested that if the County identified any recommendations as challenging, staff provide a list for member review prior to the next meeting.

**VII -- ADJOURNMENT**

There being no further business to come before the Charter Review Task Force, the meeting was adjourned at approximately 1:00 p.m.



**People and Internal Operations Department  
Human Rights & Fair Employment Practices**

**Sexual Harassment Prevention Training  
Acknowledgment Form**

On April 10, 2018, the Miami-Dade County Board of County Commissioner's adopted Resolution No. R-355-18, which requires all members of a County Advisory Board to complete a mandatory sexual harassment prevention training as a condition to membership.

My signature below certifies that I have viewed the above indicated training class, understood the contents noted, and will abide by the policies and procedures presented.

If I have questions about the training, materials presented or Miami-Dade County policy and procedures, I understand it is my responsibility to seek clarification from the Human Rights & Fair Employment Practices Division of the Human Resources Department.

**Board Member Name:** \_\_\_\_\_

**Board Member Signature:** \_\_\_\_\_

**Board:** \_\_\_\_\_

**Date of Viewing:** \_\_\_\_\_

Please submit this form to Tracey Mocombe, HRFEP Specialist, at [tracey.mocombe@miamidade.gov](mailto:tracey.mocombe@miamidade.gov). If you have any questions, she can be reached at (305) 375-4586.

**From:** Public Records Request  
**To:** Henderson, Demetria (Office of the Mayor)  
**Subject:** [External Message Added] Miami-Dade County Public Schools public records request #25-1352  
**Date:** Thursday, October 9, 2025 2:59:40 PM

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You don't often get email from [messages@nextrequest.com](mailto:messages@nextrequest.com). [Learn why this is important](#)

-- Attach a non-image file and/or reply ABOVE THIS LINE with a message, and it will be sent to staff on this request. --

## Miami-Dade County Public Schools Public Records

A message was sent to you regarding  
record request #25-1352:

October 9, 2025

Demetria Henderson  
Office of the Mayor  
VIA EMAIL: [demetria.henderson@miamidade.gov](mailto:demetria.henderson@miamidade.gov)

Dear Ms. Henderson:

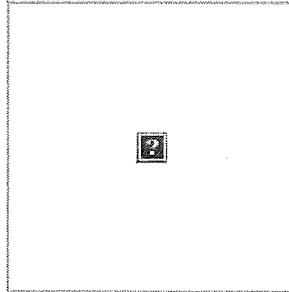
This is in response to your attached public records request. The staff of the Office of Human Capital Management has advised my office that the salary for each of the 9 elected board members is \$56,587.00.

Sincerely,

Alissa S. Augustin  
Supervisor, Citizen Information Center  
Office of Communications

[View Request 25-1352](https://miamidadecountyschoolsfl.nextrequest.com/requests/25-1352)

<https://miamidadecountyschoolsfl.nextrequest.com/requests/25-1352>



*Questions about your request?* Reply to this email or sign in to contact staff at Miami-Dade County Public Schools.

*Technical support:* See our [help page](#)