

MIAMIBEACH

Charter Review & Revision Board

Members:

Stephen Zack, Esq., Chair
Aaron Perry, Vice Chair
Scott Diffenderfer
Jacqueline Lalonde
Rick Kendle
Alex Fernandez
Richard "Rick" J. Preira

Appointed by:

Mayor Matti Herrera Bower
Commissioner Jerry Libbin
Commissioner Jorge R. Exposito
Commissioner Michael Góngora
Commissioner Edward L. Tobin
Commissioner Deede Weithorn
Commissioner Jonah Wolfson

Staff:

Jose Smith, City Attorney
Debora Turner, First Assistant City Attorney
Rafael E. Granado, City Clerk
Liliam Hatfield, OAV, City Clerk's Office

Amended Meeting Agenda

Monday, July 1, 2013 at 4:30 p.m.
Commission Chambers, Third Floor, City Hall
Email: CharterReview@miamibeachfl.gov

Special Note: In order to ensure adequate consideration, if necessary, the members of the Charter Review & Revision Board may move any agenda item to another meeting date. In addition, the members of the Charter Review & Revision Board may, at their discretion, adjourn the Charter Review & Revision Board meeting without reaching all agenda items.

EXISTING ISSUES REQUIRING DISCUSSION/ACTION.

1. **Accept Minutes Of The June 24, 2013 Charter Review & Revision Board Meeting.** (See Item 1)
2. **Continuation Of Salary And Compensation Discussion** – Presentation by Sylvia Crespo-Tabak, Human Resources Director.
Continued from June 24, 2013.
3. **City Auditor/Inspector General** – Presentation by Aleksandr Boksner, Senior Assistant City Attorney.
Deferred from June 24, 2013.
4. **Subpoena Powers** – Proponent Alex Fernandez
5. **Election Versus Appointment When Commission Vacancies Occur** – Referred at the May 19, 2012 Commission Retreat.
6. **Preservation Of Beaches** - Proponent Rick Preira

7. **Discussion regarding possible referral of proposed ballot question(s) to the City Commission for the July 17, 2013 City Commission Meeting.**

8. **Handout**

- a. Florida League of Cities & FPPA 2011 Salary Survey Results (See Item 7a.) – Requested to be distributed by Jacqueline Lalonde

9. **Issue Requested to be Discussed on July 1, 2013, by Commissioner Michael Góngora.**
(See Item 9) – **New Item**

A(16). *Nondiscrimination.* No person shall be deprived of any rights and privileges conferred by law because of race, color, national origin, religion, gender, sexual orientation, gender identity, disability, marital status, familial status, or age.

A(17). Reserved. Neither the City of Miami Beach nor any person, or organization contracting with the City of Miami Beach shall discriminate in employment practices and benefits offered based upon an employee or applicant's gender identity, race, color, national origin, religion, gender, sexual orientation, disability, marital status, familial status, or age.

A(18). The City of Miami Beach shall make reasonable or best efforts to recruit applicants for employment or contracts with the City from people of color, women, lesbian, gay, bisexual, or transgender, and the disabled.

A(18). **19.**

The underlined is new proposed text to an existing section. **Bold underlined** represents a new Charter section rather than an amendment to an existing section.

PENDING ITEMS

- Bill of Rights – to be discussed at a Special Charter Review Board Meeting
- Mandate That Employees Should Be Courteous To Citizens In The Bill Of Rights - Proponent Stephen Zack, Chair
- Ethics In Government / Code Of Conduct - Proponent Stephen Zack, Chair
- Over Scale Development In Residential Areas – Proponent Stephen Zack, Chair
- Preserving The Historical Value Of Miami Beach - Proponent Terry Bienstock
- Electing Officials ~~By Districts~~ By Open Seats- Proponent Scott Diffenderfer

MIAMIBEACH

CHARTER REVIEW AND REVISION BOARD MEETING NOTICE

NOTICE IS HEREBY given that the Miami Beach Charter Review and Revision Board will meet as follows:

DATE	TIME	LOCATION
Monday, June 24, 2013	4:30 PM	Commission Chambers, 3rd Floor, City Hall
Monday, July 1, 2013	4:30 PM	Commission Chambers, 3rd Floor, City Hall
Monday, July 15, 2013	4:30 PM	City Manager's Large Conference Room, 4th Floor, City Hall

City Hall is located at 1700 Convention Center Drive, Miami Beach, Florida, 33139.

Meeting dates, times and locations are subject to change. Please visit the Charter Review Board's website at <http://www.miamibeachfl.gov/scroll.aspx?id=72572> for the latest meeting information and agendas.

INTERESTED PARTIES are invited to appear at these meetings, or be represented by an agent, or to express their views in writing addressed to CharterReview@miamibeachfl.gov, or by mail to Charter Review Board, c/o the City Clerk, 1700 Convention Center Drive, 1st Floor, City Hall, Miami Beach, Florida 33139. Inquiries may also be directed to the City Clerk at 305.673.7411.

For any and/or all of the above meetings, one or more members of the Miami Beach City Commission may be in attendance and participate in discussions.

Rafael E. Granado, Esq., City Clerk

Pursuant to Section 286.0105, Fla. Stat., the City hereby advises the public that: if a person decides to appeal any decision made by this Board with respect to any matter considered at these meetings or its hearings, such person must ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. This notice does not constitute consent by the City for the introduction or admission of otherwise inadmissible or irrelevant evidence, nor does it authorize challenges or appeals not otherwise allowed by law.

To request this material in accessible format, sign language interpreters, information on access for persons with disabilities and/or any accommodation to review any document or participate in any City-sponsored proceeding, please contact us five days in advance at 305.673.7411(voice) or TTY users may also call the Florida Relay Service at 711.

Ad #785

MIAMIBEACH

HORARIOS DE LA JUNTA DE REVISION DE LA CARTA CONSTITUCIONAL DE LA CIUDAD DE MIAMI BEACH

POR ESTE MEDIO invitamos al publico a las proximas reuniones de la Junta de Revision de la Carta Constitucional de Miami Beach.

DIA	HORA	LOCALIDAD
Lunes, 24 de junio del 2013	4:30 PM	Camara de la Comision, 3er Piso, Ayuntamiento
Lunes, 1º de julio del 2013	4:30 PM	Camara de la Comision, 3er Piso, Ayuntamiento
Lunes, 15 de julio del 2013	4:30 PM	Sala de Conferencias Grande del Administrador de la Ciudad, 4º Piso, Ayuntamiento

El Ayuntamiento Municipal esta localizado en el 1700 Convention Center Drive, Miami Beach, Florida, 33139

Los días, fechas y localidades pueden ser sujetos a cambios. Para la mas reciente informacion en relacion con las reuniones y agendas, favor de visitar la pagina cibernetica de la Junta de Revision de la Carta Constitucional de Miami Beach: <http://www.miamibeachfl.gov/cityclerk/scroll.aspx?id=72572>

LAS PERSONAS INTERESADAS pueden participar de esta reunion, o ser representados por un agente, o pueden expresar sus puntos de vista por escrito a CharterReview@miamibeachfl.gov, o por correo a la Junta de Revision de la Carta Constitucional, c/o Secretario Municipal, 1700 Convention Center Drive, Primer Piso, Ayuntamiento Municipal, Miami Beach, Florida 33139. Para mas informacion, llamar al 305.673.7411

Uno o mas miembros de la Comision de la Ciudad de Miami Beach puede estar presente y participar en las discusiones.

Rafael E. Granado, City Clerk

Conforme a la Sección 286.0105, Estatutos de la Florida, la Ciudad por la presente informa al publico que si una persona decide apelar cualquier decision tomada por la Junta de Revision de la Carta Constitucional con respecto a cualquier asunto considerado en estas reuniones o de sus audiencias, dicha persona debe asegurarse de que se haga un acta literal de los procedimientos, registro que incluye los testimonios y pruebas que la apelacion debe basarse. Este aviso no constituye el consentimiento de la Ciudad para la introducción o la admision de pruebas de lo contrario inadmisibles o irrelevantes, o que autorize a los retos o apelaciones no permitidas por la ley

Para solicitar este material en formato accesible, interpretes de lenguaje de señas, informacion sobre el acceso para personas con discapacidades o cualquier alojamiento para revisar cualquier documento o participar en cualquier proceso patrocinados por la ciudad, póngase en contacto con nosotros con cinco días de anticipacion al 305.673.7411; o los usuarios de TTY tambien puede llamar al servicio de retransmision de Florida al 711.

MIAMIBEACH

HORARIOS DE LA JUNTA DE REVISIÓN
DE LA CARTA CONSTITUCIONAL DE LA CIUDAD DE MIAMI BEACH

Conforme a la Sección 8.01 de la Carta Constitucional de la Ciudad de Miami Beach, la revisión de la Carta Constitucional tendrá lugar cada diez años. La Junta de Revisión de la Carta Constitucional, se ha formado con el propósito de revisar la Carta Constitucional de la Ciudad, en busca de sugerencias del público, y finalmente, presentar sus recomendaciones a la Comisión de la Ciudad de Miami Beach.

POR ESTE MEDIO invitamos al público a las próximas reuniones de la Junta de Revisión de la Carta Constitucional de Miami Beach:

DIA	HORA	LOCALIDAD
Lunes, 3 de junio del 2013	4:30 P.M.	1755 Meridian Avenue, 5° Piso, Sala de Conferencia
Lunes, 10 de junio del 2013	4:30 P.M.	Cámara de la Comisión, 3er Piso, Ayuntamiento
Lunes, 24 de junio del 2013	4:30 P.M.	Cámara de la Comisión, 3er Piso, Ayuntamiento
Lunes, 1° de julio del 2013	4:30 P.M.	Cámara de la Comisión, 3er Piso, Ayuntamiento
Lunes, 15 de julio del 2013	4:30 P.M.	4° Piso, Ayuntamiento

El Ayuntamiento Municipal esta localizado en el 1700 Convention Center Drive, Miami Beach, Florida, 33139.

Los días, fechas y localidades pueden ser sujetos a cambios. Para la más reciente información en relación con las reuniones y agendas, favor de visitar la página cibernética de la Junta de Revisión de la Carta Constitucional de Miami Beach: <http://www.miamibeachfl.gov/cityclerk/scroll.aspx?id=72572>.

LAS PERSONAS INTERESADAS pueden participar de esta reunión, o ser representados por un agente; o pueden expresar sus puntos de vista por escrito a CharterReview@miamibeachfl.gov, o por correo a la Junta de Revisión de la Carta Constitucional, c/o Secretario Municipal, 1700 Convention Center Drive, Primer Piso, Ayuntamiento Municipal, Miami Beach, Florida 33139. Para más información, llamar al 305.673.7411.

Uno o más miembros de la Comisión de la Ciudad de Miami Beach puede estar presente y participar en las discusiones.

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Para solicitar este material en formato accesible, intérpretes de lenguaje de señas, información sobre el acceso para personas con discapacidades o cualquier alojamiento para revisar cualquier documento o participar en cualquier proceso patrocinados por la ciudad, póngase en contacto con nosotros con cinco días de anticipación al 305.673.7411; o los usuarios de TTY también puede llamar al servicio de retransmisión de Florida al 711. AD 784

ITEM 1 MINUTES

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Charter Review & Revision Board

Members:

Stephen Zack, Esq., Chair	-	Present
Aaron Perry, Vice Chair	-	Present
Scott Diffenderfer	-	Present
Jacqueline Lalonde	-	Present
Rick Kendle	-	Present
Alex Fernandez	-	Present
Richard "Rick" J. Preira	-	Present

Staff:

Jose Smith, City Attorney	-	Absent
Donald Papy, Chief Deputy City Attorney	-	Present
Debora Turner, First Assistant City Attorney	-	Present
Rafael E. Granado, City Clerk	-	Absent
Liliam Hatfield, OAV, City Clerk's Office	-	Present
Maria E. Martinez, Assistant City Clerk	-	Present

MINUTES

Monday, June 24 2013 at 4:30 p.m.
Commission Chambers, Third Floor, City Hall
Email: CharterReview@miamibeachfl.gov

Special Note: In order to ensure adequate consideration, if necessary, the members of the Charter Review & Revision Board may move any agenda item to another meeting date. In addition, the members of the Charter Review & Revision Board may, at their discretion, adjourn the Charter Review & Revision Board meeting without reaching all agenda items.

Meeting called to order at 4:41 p.m.

Liliam Hatfield, City Clerk's Office staff, announced, for the record, that Rafael E. Granado, City Clerk, is attending a seminar, and introduced Assistant City Clerk Maria Martinez, who is present on his behalf. Roll call taken. All members are present.

1. **Accept Minutes Of The June 10, 2013 Charter Review & Revision Board Meeting.**

Chair Zack stated that there were amendments submitted by the City Attorney's Office.

Member Fernandez stated that on Page 13 of the minutes regarding City Commission vacancies, he requested clarification on the motion. His motion was that in the event of resignation of the City Commission, the vacancy is immediate upon tendering the resignation, and a replacement person who may be eligible for appointment, and will stand for election at the next regularly scheduled election. He also asked for a point of clarification in the event that there is a Resign To Run situation, that the resignation be effective no later than the night before the election, so that vacancy as well may be filled at an election.

Chair Zack explained that what he is referring to is an item that will be discussed at future meetings.

MOTION TO ACCEPT AMENDMENTS

Motion made by Vice-Chair Perry to accept the amendments as submitted by Legal; seconded by Ms. Lalonde. Voice-vote: 7-0.

MOTION TO APPROVE MINUTES AS AMENDED

ACTION: Motion made by Vice-Chair Perry to approve the minutes as amended by Legal; seconded by Member Fernandez. Voice-vote: 7-0.

ANNOUNCEMENT

Mr. Zack announced that the next meeting is scheduled on July 1, 2013 and he will announce the topics for discussion before adjournment.

He also announced that he will be in Paris on July 1, 2013, but will be able to attend by telephone. Vice-Chair Perry will chair the meeting at that time.

2. Report by Ms. Sylvia Crespo-Tabak of all types of compensation that are received by executive staff and Charter Officials.

Sec. 2.02. - Term and compensation

Mr. Zack introduced the item. (See Handouts and Reference Materials)

Sylvia Crespo-Tabak, Human Resources Director, distributed fictional samples for comparison (*Exhibit A and Exhibit B*), and stated that the City Manager and City Attorney's salaries are addressed in an ordinance, which Ms. Turner had presented at the last meeting. She spent time differentiating salary, compensation and total compensation.

Exhibit A

Exhibit A is a sample of a young Commissioner, without dependents, earning a salary of \$6,000, \$6,006 for car allowance, parking decal of no monetary value; single membership to the City's Golf Courses valued at \$3,500 a year, the City's Retirement Plan with a contribution of 10% or \$600, and the City contributes \$1,790 per year. There is a five-year vesting period and benefits are based on the four-year final average monthly earning. Health insurance coverage, which is voluntary, pays a premium of \$1,617 per year, and the City pays a premium of \$3,958.

Member Lalonde stated that having served on the Health Oversight Subcommittee of the Budget Advisory Committee (BAC), a recommendation was made, which may be adopted, which would prohibit any full-time working Commissioner or any other employee from using the City's health insurance, if they carry health insurance at their primary job(s).

Chair Zack suggested focusing on Section 2.02, which is Terms and Compensation for Commissioners and the Mayor. They have also previously discussed Section 3.01, Compensation for the City Attorney, and Section 4.01, which is the City Manager's compensation. Compensation, as used by this Board, means total benefits, and that is what they are trying to discern to make the record clear.

Ms. Crespo-Tabak concluded that for *Exhibit A*, the total compensation would be \$21,354.00.

Discussion held regarding membership for Golf Courses and other benefits.

Member Kendle asked Ms. Crespo-Tabak if the golf membership is approved by the City Manager or is it approved by ordinance or resolution. **Sylvia Crespo-Tabak and City Attorney's Office to research, and bring back to the July 1st Board meeting.**

Member Kendle asked if the issue to discuss, for anything considered compensation, is approved by ordinance or resolution, or is it something that is approved during budget meetings. Ms. Crespo-Tabak answered that except for the golf membership, all other benefits listed on both *Exhibits A and B* are available to all City's non-bargaining union employees. Discussion continued on the issue and there was discussion on car allowance. **Sylvia Crespo-Tabak to research how car allowances are approved and bring back to the July 1st Board meeting.**

Chair Zack stated that, in reference to the golf course membership, \$20,000 is paid to the golf course for the six Commissioners, whether or not they used the golf course. Discussion continued and he requested to have information on the following: 1) Does the City pay for the membership; and 2) Voluntary versus mandatory health coverage. **Sylvia Crespo-Tabak to handle.**

Member Fernandez stated that this information is very important because the intent of this Board is to promote transparency. He asked Debora Turner, First Assistant City Attorney, if the reason they are having this discussion is to define what salary is.

Debora Turner, First Assistant City Attorney, stated that the Board needs to define what compensation is, because salary is set forth in the City Charter currently. In answering Member Fernandez's question, she added that all benefits, except for salary, or in addition to salary, are compensation. She explained that if their desire is to amend or clarify the section, they can either change the word "compensation" in the title of Section 2.02 to say "salary," and that will conform to what is set forth in the Charter. She suggested in reference to annual salary: "the annual salary for the Commissioners shall be \$6,000 and \$10,000 for the Mayor."

Member Fernandez asked if it is appropriate to present as part of their recommendations, but also with a question to the voters asking, "Shall Section 2.02 of the City Charter be amended to define all compensation, in addition to salary allotted to the Office of the Mayor and Commissioners?" If the voters say "yes" to define all compensation in the City Charter, then by resolution this Board can place the information in the City Charter. Discussion continued regarding compensation versus salary.

Exhibit B

Sylvia Crespo-Tabak, Human Resources Director, stated that *Exhibit B* is a fictitious scenario of a 50 to 54 male with a dependent spouse and two dependent children. While the benefits available are exactly the same as *Exhibit A*, in *Exhibit A*, Commissioners spent \$2,300 per year for benefits, and in *Exhibit B* he/she spent \$27,000 on those benefits. That Commissioner earned a salary of \$6,000, but the total compensation was \$40,550, based on the choices and the contributions the City makes towards health insurance and other benefits. Discussion continued regarding benefits and compensation, including car allowance.

Chair Zack stated that there must be a definition of compensation. An inclusion in the Charter can read: "compensation includes salary and all benefits...and shall be set forth in City Ordinance." That ordinance would provide for the reporting on those benefits. Discussion continued.

Member Lalonde clarified that *Exhibit B* will not be true if the recommendation of the BAC is adopted. They are reviewing those benefits and are looking at reducing those benefits for City Commissioners and other employees. Discussion continued regarding the difference between *Exhibits A* and *B* and golf course membership.

MOTION REGARDING COMPENSATION AND SALARY:

Chair Zack asked for a consensus and made a motion to add a sentence to the section to read: "compensation shall include salaries and benefits. Benefits will be defined by City ordinance." He recommended, as an Advisory Board to the Commission, preparing an ordinance to the City Commission, wherein it sets forth compensation, to read as follows: "include all benefits, planning days, vacation days, and any other compensation of monetary value." Discussion continued.

Member Kendle stated that there should not be a dollar amount set for salary, and salary and benefits should be set by ordinance. Discussion continued.

Chair Zack explained to Mr. Kendle that he wants to deal with the motion on the table, and he can make another motion to delete the salary cap and to allow the Commissioners to set their own salaries, but he does not think there is support for this.

Member Fernandez asked in regards to benefits, do they include stipends, car allowances, etc. Ms. Lalonde stated that stipend is not a benefit. It is a cost of doing business and there is no personal benefit on the stipend. Discussion continued regarding stipend.

Sylvia Crespo-Tabak, Human Resources Director, stated that the stipend is not set by the City Manager. The City Manager proposes a budget to the City Commission and they approve it or amend it. Discussion continued.

Chair Zack added that, technically, when someone receives money from a third person, it has to be documented as how it is spent, or it is considered compensation. Discussion held regarding what is a stipend and compensation. Member Lalonde objected to the mischaracterization of the stipend and its implementation. Discussion continued. Member Lalonde is in favor of full disclosures requiring receipt and documentation of those expenses.

Chair Zack gave examples of stipend situations considered compensation. There is some method of documenting that the stipend is going to the purpose that it was intended to. Discussion continued regarding the use of stipend and its reporting.

MOTION REGARDING STIPEND:

Member Kendle made a motion that City Commissioners shall receive a stipend for expenses incurred in connection with official duties, as approved by ordinance or resolution. No second offered. **Motion dies for lack of second.**

FINAL MOTION REGARDING COMPENSATION AND SALARY:

Motion by Chair Zack to add a sentence to the section as follows:

- Compensation shall include all benefits (Planning Days, vacations, etc.)
- Benefits shall be determined by ordinance
- All benefits shall be documented and disclosed

Motion seconded by Vice-Chair Perry. Voice-vote: 7-0

Chair Zack requested a draft ordinance amending Section 2.02 to present to the City Commission for their consideration. Such ordinance will include everything the Charter Review Board thinks should be in the City Charter, and the Board can recommend what should be considered in the ordinance to effectuate the Charter changes. **City Attorney's Office to handle.**

Member Lalonde is under the impression that at the meeting of June 3, 2013, what the Board asked for was the compensation of the City Manager and the City Attorney. She requested the report, and explained that they requested to look at the compensation level of the City Manager because of the recent outrage of the community since there were items not included on the past manger's contract.

Sylvia Crespo-Tabak apologized and stated that she presented what she understood was her assignment.

Donald Papy, Chief Deputy City Attorney, stated that the issue of compensation for the City Manager and the City Attorney are addressed in the Charter, but both sections state that they will be contained in an ordinance. There is an existing ordinance in the City that reflects the items that are included. In addition to that, the Charter also states that those officers may have contracts with the City, which are publicly disclosed and publicly available. The new City Manager and the City Attorney both have contracts that list all the items.

Member Lalonde stated that they may be fully disclosed, but the public was upset because there was no value associated with those benefits at that time.

Member Fernandez suggested sending a recommendation to the City Commission that, in the future, when they discuss the contracts of the City Manager and the City Attorney, the ordinance should contain a line item breakdown, so upon consideration they can have a valuation for approval. The list of the items should be part of the ordinance. Discussion continued regarding disclosure of all benefits in an ordinance.

Sylvia Crespo-Tabak, Human Resources Director, in answering questions, stated that the documents distributed were not intended to be all-inclusive; it was for illustration purposes only, to give an example of the differences between salary and total compensation.

Mr. Zack stated that the minutes are clear, and it is the intent of this Board to include in benefits all benefits of any value, which will include vacations, planning days, stipend and anything of any value. They are asking for transparency, so the public can see what the values of the benefits are in addition to salary. There was consensus among all members. Chair Zack commended Ms. Crespo-Tabak for a job well done.

3. Presentation by the City Attorney's Office regarding the role and power of an Inspector General and the Independent Auditor.

Per Aleksandr Boksner, Senior Assistant City Attorney's request, this item was deferred to July 1, 2013.

4. Discussion of term limits- Section 2.02.

Chair Zack read the following from the existing Charter:

Sec. 2.02- Term and compensation.

The term of office of the Mayor shall be two (2) years. The term of office of the City Commissioners shall be four (4) years. Commencing with the General Election in November 1997 (excluding individuals holding City of Miami Beach elective office prior thereto for their unexpired terms), the term limit for Miami Beach Commissioners shall be eight consecutive years and the term limit for Miami Beach Mayor shall be six consecutive years respectively, measured retroactively from their first elections said terms not including time served as a member of the City of Miami Beach Commission as a result of having filled a vacancy in the Commission pursuant to Section 2.07 of the City of Miami Beach Charter.

The question is whether an officer who is term limited, can take a hiatus and come back. This language is nonexistent in the Charter. He suggested deleting the word "*consecutive*;" thereby amending to read a term limit maximum of eight (8) years for Commissioners and six (6) years for Mayor. Discussion held regarding term limits.

MOTION TO AMEND SEC. 2.02 Term Limits

Motion made by Member Diffenderfer; seconded by Member Kendle to delete the word "*consecutive*" from Section 2.02. No vote taken.

Debora Turner, First Assistant City Attorney, distributed a proposed ballot question with the word "consecutive" stricken. She explained that this item was referred from the City Commission to the Board in April 2013 by Commissioner Tobin. Discussion held regarding term limits.

Member Kendle asked Ms. Turner if the actions taken today would affect the current Mayor if she runs for Commissioner. Ms. Turner clarified that these changes would not affect the November election this year, but the next General Election. Discussion continued.

Member Fernandez stated that in considering this issue, they need to take individuals out of the issue; this is an important issue and the goal is to set good government and good policy for the future. Discussion continued regarding taking politics out of the issue.

Chair Zack stated that it may not affect the next election, but it could affect future elections, unless they are clear that this would not apply to any current Commissioner or Mayor. If you want it not to be political at all, it will not apply to this election, but do it in the future. Discussion held.

Debora Turner, First Assistant City Attorney, in answering Member Lalonde, stated that currently there is language in the Charter that reads: "Commencing with the General Election in November 1997 (excluding individuals holding City of Miami Beach elective office prior thereto for their unexpired terms.) There was discussion regarding Mayor Bower's term limits.

Member Fernandez asked if it is the will of the Board to change the number of term years for the Mayor. Member Lalonde offered to make a motion.

Member Preira stated that it would be unfortunate for this Body to consider or pursue the political agenda of any one appointed. All members of the Board have been appointed by members of the City Commission, and the actions taken here should not affect them.

Discussion continued and Member Lalonde asked why the inequity as far as term limits between the Mayor and Commissioners.

Jorge Gomez, Assistant City Manager, explained that in the mid 1990's the addition of term limits and staggered terms were added to the Charter. One of the reasons was that every two years they wanted to have four (4) members of the City Commission up for election every two years, to have the opportunity to create a majority every two years. That is one of the reasons in the difference in terms.

Mr. Zack asked if the existing term limits have worked or not. Member Lalonde stated that there is a sense that the terms may be short on the Mayor's side. She suggested dealing with this issue separate, and allowing for an extension of the Mayor's term, but maybe capping the time limit taking into account that new extended term of three years.

Member Diffenderfer has a motion on the table, and asked the CRB members if they think that 14 years in total is not long enough.

Member Lalonde suggested increasing the length of Mayor services to five (5) years and discussion continued. Member Kendle explained that if the City wants a leader, it should be a four (4) year term, as in other cities. Discussion continued.

Member Lalonde recommended reverting to two term limits for Mayor, four years per term.

Member Fernandez stated that two-year elections have been done for many years, and there is a perception that a Mayor's position is powerful and influential as far as the operations of the City. He clarified that the voters should have the right to vote every two years for a Mayor; and this is no reflection on anyone running for office or in office at the present time. Discussion continued.

Member Kendle stated that they really do not have the time to govern, as they have fundraising events and meetings, and he thinks they need four (4) years to do a good job.

There was a discussion between Member Lalonde and Chair Zack regarding recall. Chair Zack explained that a recall is a different standard, and there must be some sort of wrongdoing.

Vice-Chair Perry stated that he does not want to take away the opportunities to give people the right to vote; the current process has been working. The campaign is part of the process, but to deny citizens the opportunity to revisit the Mayor's performance every two years, he thinks it is a great opportunity. Discussion continued.

Chair Zack asked for a vote.

Motion by Member Diffenderfer to keep the term limits as they are presently in the Charter; seconded by Member Fernandez; Voice-vote: 5-2; Opposed: Members Lalonde and Kendle.

Debora Turner, First Assistant City Attorney, suggested that if the Board wants 14 years lifetime services, the word "**consecutive**" should be stricken. Discussion continued. She added that the combined lifetime service cannot exceed 14 years. Discussion held between Member Kendle and Ms. Turner on this issue. Ms. Turner stated that after this November

election, is the Charter Proposal being discussed passed, Commissioners would have a lifetime ban serving that cannot exceed 14 years.

FINAL MOTION ON TERM LIMITS:

Motion made by Member Diffenderfer; seconded by Member Lalonde, to strike the word "consecutive" so the combined lifetime total service cannot exceed 14 years. Voice-vote: 7-0.

Chair Zack suggested tying the Commission salary to 15% of what the City Manager makes; that way with seven Commissioners the formula adds up to about 100%. He added that every time this issue has come up, it has been rejected. This might be a logical solution acceptable to the voters.

Member Lalonde stated that the Chair's suggestion is a brilliant idea, and added that in reading the League of City study, wherein the proper compensation for Commissioners is based on a formulary presented based on population and budget. Based on that study, the Miami Beach City Commissioners should receive compensation in the range of \$45,000 to \$48,000. Discussion continued.

Don Papy, Chief Deputy City Attorney, stated that this could present some problems with increasing salaries, and there are a number of conflicting issues with that idea. Discussion held.

Member Kendle thinks people would vote for it if the salary is kept at a reasonable figure, approximately \$40,000. Discussion continued regarding salary based on the percentage as compared to the study.

Member Fernandez is concerned that future City Commissions, in terms of ethics, may alter the figures. He added that it is a great idea.

6:12:17 p.m.

Chair Zack stated that currently the maximum salary is \$262,000; the total range of difference is \$100,000 and 15% of this figure is \$15,000; that is the maximum difference and they will get a good City Manager. This will also depend on the City, and again they need to convince the citizens that they are not taking a risk. They do not want to lose the credibility of the Charter Review Board.

Member Lalonde asked if anyone knew the County Commission salaries.

Joe Gimenez, Assistant City Manager, stated that it is approximately \$80,000 all-inclusive, with a salary is \$6,000.

Member Lalonde suggested the salary be \$45,000 at a minimum.

Member Fernandez stated that as results of his research, in May 2011, the Home Rule Charter amendment went to the voters, to change the salary to that of a full-time position, and increasing the Commission's salary to \$92,000, based on the State formula for the County, and they would have to serve no more than three consecutive (4) year terms in office. This was rejected by Miami Beach voters. However, in January 2012, the question went to voters to increase salary to \$92,000, based on the State formula, but they could serve no more than two consecutive 4-year terms, and the voters of Miami Beach voted in favor. He suggested doing something similar.

Discussion held.

Motion made by Member Fernandez to present to voters an amendment to the Charter that the salary of the City Commissioners shall be provided by State formula and adjusted annually by population. No second offered.

Discussion held regarding a salary cap and Chair Zack stated that it is important to keep the Board's credibility on the proposals to be submitted to the City Commission. Member Kendle stated that the salary should be adjusted for Consumer Price Index.

Vice-Chair Perry stated that the formula that Chair Zack came up with is clever, by dividing the City Manager's salary by seven, but if they can apply to something based on population or other principles, there may be a better chance to pass it. Discussion continued.

Chair Zack stated that item will be continued for discussion at the next meeting, and further requested to have the following information by the July 1st Charter Review Board Meeting: 1. What the salary figure would be if one takes \$6,000 whenever it was adopted and adjusted for CPI to the present date? 2. What the salary figure would be using The League of Cities formula? 3. What do other municipalities in South Florida pay their City Commissioners?
Sylvia Crespo-Tabak to handle.

Debora Turner, First Assistant City Attorney, gave the deadlines for submission to the City Commission for this November election. The next election is August 2014.

BILL OF RIGHTS UPDATE

Chair Zack explained that the issue requested by the Homeowners Association will have to be discussed at a Special Charter Review Board meeting. This would be perfect for the Board to have their jurisdiction extended. He also asked if there is a revised resolution from the HOA's for the Board to consider. **Special CRB Meeting to be announced at the July 1st CRB meeting.**

Christine Florez, Miami Beach United, stated that a separate meeting was going to define what an association is, and there were changes to what they presented. She was under the impression that the Board would come up with the definition of an association, and upon Member Lalonde's request she added that the HOA will meet and come up with the definition of association.

TOPICS FOR DISCUSSION FOR THE JULY 1, 2013 AGENDA

- a. Continuation of salary commissioners
- b. City Auditor
- c. Subpoena Powers
- d. Election versus Appointment and vacancies
- e. Beach Preservation

Meeting adjourned at 6:27:44 p.m.

Handouts or Reference Materials:

1. *Exhibit A* - Example of salary versus total compensation
2. *Exhibit B* - Example of salary versus total compensation
3. Ordinance Proposed Ballot Question deleting the word "consecutive"

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ITEM 7.a.

Florida League of Cities Salary Survey

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Chapter 145 County Official Salary Calculation

2011 Population		88,349
Salary Group III is for counties with 50,000-99,000 population		
Group III Base Salary	\$	9,000.00
Group III Rate		0.06
Initial Factor		1.2920
Certified Annual Factor		1.0000
Certified Cumulative Annual Factor		3.1681
Base Salary	\$	9,000.00
Population Above Group Rate		38,349
X Group Rate		0.06
		<hr/>
	\$	2,300.94
+ Base Salary	\$	9,000.00
	\$	11,300.94
X Initial Factor		1.2920
X Certified Annual Factor		1.0000
X Certified Cumulative Annual Factor		3.1681
		<hr/>
2011 Salary	\$	46,256.84

FORMULA:

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



**Florida League of Cities & FPPA
Salary Survey**

Fiscal Year 2011

Job Category: Exec. / Admin Mgmt

Benchmark Job: Commissioner

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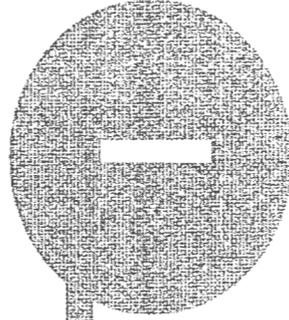
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Participating Agencies

Part



Participating Agencies

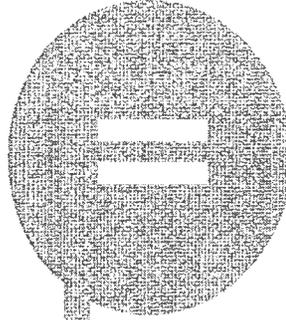
Agency	# of Employees	Jurisdiction Population	County	State	Agency	# of Employees	Jurisdiction Population	County	State
Alachua County BOCC	1000	238000	Alachua	FL	Eustis	246	17765	Lake	FL
Altamonte Springs	419	41500	Seminole	FL	Fort Lauderdale	2350	180000	Broward	FL
Atlantic Beach	120	14079	Duval	FL	Fort Myers Beach	51	7000	Lee	FL
Belleair	76	3890	Pinellas	FL	Frostproof	24	2975	Polk	FL
Biscayne Park	32	3200	Miami-Dade	FL	Gainesville	2200	120000	Alachua	FL
Bonita Springs	60	46681	Lee	FL	Green Cove Springs	90	6500	Clay	FL
Bowling Green	23	3084	Hardee	FL	Greenacres	193	32267	Palm Beach	FL
Boynton Beach	820	66000	Palm Beach	FL	Gretna, Florida	22	1700	Gadsden	FL
Bradenton	495	53871	Manatee	FL	Haines City	247	19000	Polk	FL
Brevard County BOCC	2271	500000	Brevard	FL	Hernando County BOCC	675	165000	Hernando	FL
Bunnell	72	2600	Flagler	FL	Highland Beach	46	7200	Palm Beach	FL
Callaway	87	15000	Bay	FL	Highlands County BCC	402	89038	Highlands	FL
Cape Canaveral	51	10526	Brevard	FL	Hillsborough Co. Civil Service Board	10600	1200000	Hillsborough	FL
Chiefland	43	2228	Levy	FL	Holly Hill	90	12864	Volusia	FL
Clearwater	1700	110000	Pinellas	FL	Indian Rocks Beach	40	5072	Pinellas	FL
Clermont	264	21986	Lake	FL	Interlachen	12	1500	Putnam	FL
Cocoa Beach	200	13000	Brevard	FL	Key Colony Beach	13	850	Monroe	FL
Collier County BOCC	1584	250000	Collier	FL	Key West	452	27000	Monroe	FL
Crescent City	39	1776	Putnam	FL	Kissimmee	868	61036	Osceola	FL
Crestview	238	23294	Okaloosa	FL	Lady Lake	106	14254	Lake	FL
Crystal River	40	3737	Citrus	FL	Lake County BOCC	738	251037	Lake	FL
Dade City	87	6133	Pasco	FL	Lake Mary	199	13922	Seminole	FL
Davie	687	83639	Broward	FL	Lake Park	71	8155	Palm Beach	FL
Daytona Beach	838	65000	Volusia	FL	Lake Placid	38	2224	Highlands	FL
Daytona Beach Shores	77	5461	Volusia	FL	Lakeland	2400	85000	Polk	FL
DeBary	21	18913	Volusia	FL	Lauderdale Lakes	130	32000	Broward	FL
Deerfield Beach	568	78575	Broward	FL	Lee County BOCC	2500	585608	Lee	FL
DeFuniak Springs	97	5500	Walton	FL	Leesburg	532	41096	Lake	FL
Delray Beach	743	65000	Palm Beach	FL	Leon County BOCC	800	254000	Leon	FL
Deltona	320	85484	Volusia	FL	Lynn Haven	150	16000	Bay	FL
Dunedin	360	36000	Pinellas	FL	Madeira Beach	70	4500	Pinellas	FL
Dunnellon	46	2031	Marion	FL	Maitland	214	16786	Orange	FL
Eagle Lake	26	2732	Polk	FL	Manatee County BOCC	1742	318361	Manatee	FL
Escambia County Board of County Commission	1250	330000	Escambia	FL	Mascotte	47	5000	Lake	FL

Participating Agencies

Agency	# of Employees	Jurisdiction Population	County	State	Agency	# of Employees	Jurisdiction Population	County	State
Miami Gardens	559	103000	Miami-Dade	FL	Seminole County BOCC	1288	495000	Seminole	FL
Miami-Dade County Human Resources Dept.	31000	2350000	Miami-Dade	FL	South Miami	191	11700	Miami-Dade	FL
Milton	140	7519	Santa Rosa	FL	South Pasadena	39	5890	Pinellas	FL
Minneola	46	9440	Lake	FL	St. Augustine	350	13031	St. Johns	FL
Mount Dora	220	10900	Lake	FL	St. Petersburg	3708	250000	Pinellas	FL
Nassau County BOCC	300	71000	Nassau	FL	Starke	100	5500	Bradford	FL
New Smyrna Beach	211	23000	Volusia	FL	Sunrise	1193	90081	Broward	FL
North Port	569	57000	Sarasota	FL	Tallahassee	2755	150581	Leon	FL
Ocean Ridge	25	2600	Palm Beach	FL	Tamarac	412	59151	Broward	FL
Okaloosa County Board of County Commissior	772	170498	Okaloosa	FL	Treasure Island	141	7500	Pinellas	FL
Okeechobee	63	5379	Okeechobee	FL	Venice	300	21585	Sarasota	FL
Oldsmar	150	13968	Pinellas	FL	Vero Beach	505	18000	Indian River	FL
Orange City	94	10599	Volusia	FL	Wauchula	100	4500	Hardee	FL
Orlando	3196	212000	Orange	FL	West Palm Beach	1800	102000	Palm Beach	FL
Ormond Beach	320	39000	Volusia	FL	Williston	95	2768	Levy	FL
Osceola County BOCC	1600	250000	Osceola	FL	Winter Garden	287	30987	Orange	FL
Palatka	158	10804	Putnam	FL	Winter Haven	484	33000	Polk	FL
Palm Bay	850	106638	Brevard	FL	Winter Park	500	26000	Orange	FL
Palm Beach Gardens	583	49387	Palm Beach	FL					
Palm Coast	415	72000	Flagler	FL					
Palmetto	154	13500	Manatee	FL					
Panama City	520	37408	Bay	FL					
Pembroke Pines	1276	150000	Broward	FL					
Pensacola	797	56255	Escambia	FL					
Pinellas County	3500	1000000	Pinellas	FL					
Pinellas Park	567	48000	Pinellas	FL					
Plant City	417	33500	Hillsborough	FL					
Plantation	937	84000	Broward	FL					
Ponce Inlet	48	3267	Volusia	FL					
Port St. Lucie	950	153000	St. Lucie	FL					
Punta Gorda	265	17000	Charlotte	FL					
Santa Rosa County	545	150000	Santa Rosa	FL					
Sarasota	630	53000	Sarasota	FL					
Sebastian	194	22924	Indian River	FL					

Average Salaries

Part



Average Salaries

Benchmark Job	Minimum	Midpoint	Maximum	Average
Commissioner	10,192	10,206	13,609	22,390

Individual Salary Data

Part



Individual Salary Data

Commissioner

Agency	Job Title	Match	Min	Mid	Max	Avg	No. of Positions	Annual Hours	FLSA	BB
Alachua County BOCC	County Commissioner	S	-	-	-	70,990	5	2080	E	N
Altamonte Springs	Commissioner	S	-	-	-	6,000	4	2080	E	N
Atlantic Beach	City Commissioners	S	-	-	-	5,716	4	2080	E	N
Belleair	Commissioner	S	-	-	-	300	4	1040	E	N
Biscayne Park	Commissioner	H	2,000	-	-	-	4	480	N	N
Bonita Springs	City Council Member	S	-	-	-	16,453	6	2080	E	N
Bowling Green	Commissioner	S	-	-	-	1,800	4	2080	N	N
Boynton Beach	City Commissioner	S	-	-	-	15,675	4	2080	E	N
Bradenton	Council Member	S	-	-	-	27,834	5	2080	E	N
Brevard County BOCC	County Commissioner	H	-	-	-	58,308	5	2080	E	N
Bunnell	Commissioner	S	9,600	9,600	9,600	9,600	4	2080	E	N
Callaway	Commissioner	S	-	-	-	8,200	4	2080	E	N
Cape Canaveral	Council Member	S	-	-	-	2,400	4	2080	N	N
Chiefland	Commissioner	S	-	-	-	4,800	4	2088	E	N
Clearwater	Councilmember	S	-	-	-	19,828	4	2080	E	N
Clermont	Council Member	H	-	-	3,600	3,600		2080	E	N
Cocoa Beach	Commissioner	H	6,000	6,000	6,000	6,000		300	E	N
Collier County BOCC	Commissioner	S	-	-	-	75,705	5	2080	E	N
Crescent City	City Commissioner	H	-	-	-	8,739	4	2080	E	N
Crestview	City Council	S	5,020	5,020	5,020	-	5	2080	E	N
Crystal River	Council/Mayor	S	6,328	6,328	6,328	-	5	502	E	N
Dade City	City Commissioner	S	-	-	1,200	-		2080	N	N
Davie	Council Members	S	-	-	-	10,031		2080	E	N
Daytona Beach	City Commissioner	S	-	-	-	16,599	6	2080	E	N
Daytona Beach Shores	City Council Member	S	-	-	-	11,268		2080	E	N
DeBary	Council Member	S	4,800	-	4,800	4,800	4	2080	E	N
Deerfield Beach	Commissioner	S	-	-	-	27,979	4	2080	E	N
DeFuniak Springs	Councilman	H	6,000	6,000	6,000	-	5	2080	E	N
Delray Beach	Commissioner	H	9,974	-	9,974	-	5	2080	E	N
Deltona	Commissioner	S	-	-	-	8,780	6	2080	E	N
Dunedin	Commissioner	S	-	-	8,000	8,000		2080	E	N
Dunnellon	Council Member	H	1,800	1,800	1,800	-		100	E	N
Eagle Lake	Commissioner	H	-	-	-	1,272	4	48	N	N

Individual Salary Data

Commissioner

Agency	Job Title	Match	Min	Mid	Max	Avg	No. of Positions	Annual Hours	FLSA	BB
Escambia County Board of County Commissioners	County Commissioner	H	-	-	-	74,505	5	2080	E	N
Eustis	City Commissioner	S	-	-	-	5,400	4	2080	E	N
Fort Lauderdale	Commissioner	S	-	-	-	30,000	4	2080	E	N
Fort Myers Beach	Council Member	S	14,400	-	-	-		2080	E	N
Frostproof	City Council Member	S	-	-	-	1,200		2080	E	N
Gainesville	City Commissioner	S	-	-	-	30,403	6	2080	E	N
Green Cove Springs	City Council Member	S	4,950	-	-	4,950	4	2080	E	N
Greenacres	City Councilmember	S	-	-	6,000	6,000	5	2080	E	N
Gretna, Florida	Commissioner	H	6,000	-	11,000	10,300		2080	E	N
Haines City	City Commissioner	S	6,000	-	-	-	4	2080	N	N
Hernando County BOCC	County Commissioner	S	60,932	-	-	60,932	5	2080	E	N
Highland Beach	Commissioner	S	12,000	12,000	12,000	-	4	2080	E	N
Highlands County BCC	Commissioner	S	-	-	42,732	-	5	2080	E	N
Hillsborough Co. Civil Service Board	Co. Commissioner	S	-	-	-	92,799		2080	E	N
Holly Hill	Commissioner	S	-	-	-	8,000	4	2080	E	N
Indian Rocks Beach	Commissioner	S	-	-	-	5,100	4	2080	E	N
Interlachen	Town Council Member	H	3,600	-	-	-		2080	E	N
Key Colony Beach	Commissioner	S	9,285	-	-	12,380	5	1000	E	N
Key West	Commissioner	S	-	-	-	8,500	6	2080	E	N
Kissimmee	City Commissioner	S	-	-	-	24,776	5	1040	E	N
Lady Lake	Commissioner	H	-	-	-	6,480		2080	E	N
Lake County BOCC	County Commissioner	S	-	-	-	73,186	5	2080	E	N
Lake Mary	City Commissioner	S	-	-	725	-	4	2080	E	N
Lake Park	Commissioner	H	-	-	9,384	-	4	100	E	N
Lake Placid	Council Member	S	1,200	1,200	1,200	1,200	5	2080	E	N
Lakeland	City Commissioner	S	-	-	-	14,847	7	2080	E	N
Lauderdale Lakes	Commissioner	H	-	-	-	9,000	6	2080	E	N
Lee County BOCC	Commissioner	S	-	-	-	79,241		2080	E	N
Leesburg	City Commissioner	S	-	-	-	8,633	4	2080	E	N
Leon County BOCC	County Commissioner	S	-	-	-	72,172	7	2080	E	N
Lynn Haven	Commissioner	S	-	-	-	6,480	4	2080	E	N
Madeira Beach	Commissioner	S	4,800	4,800	4,800	4,800		360	E	N

Individual Salary Data

Commissioner

Agency	Job Title	Match	Min	Mid	Max	Avg	No. of Positions	Annual Hours	FLSA	BB
Maitland	City Council	S	-	-	-	3,830	4	2080	E	N
Manatee County BOCC	County Commissioner	H	-	-	-	74,807	7	2080	E	N
Mascotte	Council Member	S	4,297	-	4,913	-	4	2080	E	N
Miami Gardens	Council Member	S	12,004	12,004	12,004	-	5	2080	E	N
Miami-Dade County Human Resources Dept.	Mdc Commissioner	S	6,000	-	6,000	6,000	13	2080	E	N
Milton	Council Member	S	-	-	-	5,629	8	2080	E	N
Minneola	Council Member	H	4,800	-	4,800	-	6	2080	E	N
Mount Dora	Councilman	S	-	-	-	6,110	6	2080	E	N
Nassau County BOCC	County Commissioners	S	-	-	-	42,386	5	2080	E	N
New Smyrna Beach	Commissioner	S	-	-	-	15,380	4	2080	E	N
North Port	Commissioner	H	27,783	-	28,983	-	5	2080	E	N
Ocean Ridge	Town Commissioner	S	1,200	1,200	1,200	1,200	5	2080	E	N
Okaloosa County Board of County Commissioners	Commissioner	S	-	-	-	66,830	5	2080	E	N
Okeechobee	City Council Member	S	6,799	-	6,800	6,800	4	1040	E	N
Oldsmar	Council Member	S	-	-	-	8,400	5	2080	E	N
Orange City	Council Member	S	-	-	-	4,800	6	2080	E	N
Orlando	City Commissioner	S	23,271	78,478	145,000	47,944	6	2080	E	N
Ormond Beach	City Commissioner	S	-	-	-	11,254	4	2080	E	N
Osceola County BOCC	County Commissioner	S	-	-	-	72,007	5	2912	E	N
Palatka	Commissioner	S	11,995	-	17,722	15,309	4	1040	E	N
Palm Bay	Council Member	S	-	-	-	4,000	4	2080	E	N
Palm Beach Gardens	Council Member	S	-	-	-	25,269	5	2080	E	N
Palm Coast	Council Member	S	-	-	-	9,600	4	2080	E	N
Palmetto	Commissioner	S	7,723	7,723	7,723	7,723	5	2080	E	N
Panama City	Commissioner	S	-	-	-	20,358	4	2080	E	N
Pembroke Pines	Commissioner	S	-	-	-	23,386	4	2080	E	N
Pensacola	Council Member	S	-	-	-	13,998	9	2080	E	N
Pinellas County	County Commissioner	S	-	-	-	90,837	7	2080	E	N
Pinellas Park	Council Member	H	-	-	-	16,377	4	2080	E	N
Plant City	Commissioner	S	-	-	-	9,526	4	150	E	N
Plantation	Council Members	S	-	-	-	29,773	5	2080	E	N
Ponce Inlet	Council	S	-	-	-	8,395	5	2080	E	N

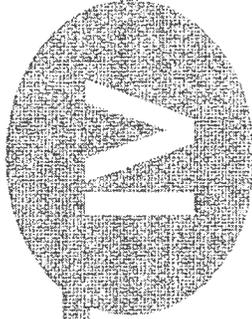
Individual Salary Data

Commissioner

Agency	Job Title	Match	Min	Mid	Max	Avg	No. of Positions	Annual Hours	FLSA	BB
Port St. Lucie	City Council Member	S	30,930	-	-	-	5	2080	E	N
Punta Gorda	Council Member	S	3,165	5,150	7,321	-	4	2080	E	N
Santa Rosa County	County Commissioner	H	-	-	-	56,881	5	2080	E	N
Sarasota	Commissioner	S	-	-	-	25,085	5	1040	E	N
Sebastian	City Council Member	S	3,600	3,600	-	3,600	-	2080	E	N
Seminole County BOCC	County Commissioner	S	-	-	-	80,358	5	2080	E	N
South Miami	Commissioner	H	12,000	-	12,001	-	4	1040	E	N
South Pasadena	Commissioner	S	6,136	-	6,136	-	4	2080	E	N
St. Augustine	Commissioner-Part Time	S	-	-	-	14,768	4	2080	E	N
St. Petersburg	Council Member	S	-	-	38,914	38,914	8	1560	E	N
Starke	Commissioner	H	13,421	-	13,872	-	5	960	E	N
Sunrise	City Commissioner	S	32,056	-	40,033	-	-	0	E	N
Tallahassee	Commissioner	S	-	-	-	36,067	4	2080	E	N
Tamarac	Commissioner	S	-	-	-	27,000	3	1872	E	N
Treasure Island	City Commissioner	S	-	-	5,400	5,400	-	2080	E	N
Venice	City Councilmember	H	-	-	-	10,200	6	2080	E	N
Vero Beach	Council Member	S	10,800	-	-	-	-	2080	E	N
Wauchula	City Commissioners	H	-	-	5,160	5,160	7	2080	E	N
West Palm Beach	City Commissioner	S	-	-	-	30,000	5	2080	E	N
Williston	Commissioner	H	2,400	2,400	3,000	-	-	2080	E	N
Winter Garden	Commissioner	S	-	-	-	7,200	4	2080	E	N
Winter Haven	City Commissioner	H	-	-	-	11,706	4	2080	E	N
Winter Park	Commissioner	L	2,400	-	-	-	4	1040	E	N

Surveyed Job Descriptions

Part

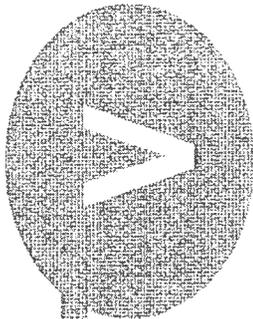


Job Descriptions

Benchmark Job	Description	Qualifications
Commissioner	NO DESCRIPTION FOR THIS. CITIES HAVE THEIR OWN	

Glossary & Index

Part



Glossary of Terms

Benchmark

The benchmark title represents a generalized job description and minimum qualifications. Participants match their job positions to the closest relevant universal benchmark. (See H/S/L below)

Title

This field refers to the title of the position being reported by the participant.

High/Same/Low (H/S/L)

This level describes how closely an particular participants job matches the universal benchmark

Reports To

This field indicates who the position reports to directly.

Pos.

This field indicates the number of incumbents employed by the reporting agency.

Min

This field indicates the minimum salary range reported by the participating agency.

Mid

This field indicates the midpoint salary range reported by the participating agency. Some agencies will report a "control point" instead of a mathematical midpoint.

Max

This field indicates the maximum salary range reported by the participating agency.

Avg

This field indicates the "actual average" salary range reported by the participating agency.

Hrs

This field indicates the number of hours the reported position works annually.

FLSA

This field whether the position is FLSA exempt or no-exempt.

BB

This field indicates that the reported position uses "roadbanding", a practice of collapsing multiple pay grades.

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Commissioner.....8,10,15

ITEM 9

TO: Rafael Granado, City Clerk

FROM: Robert Rosenwald, Sr. Asst. City Attorney

DATE: June 28, 2013

RE: Commissioner Gongora's Charter Review Proposed Submissions

Commissioner Gongora, after consultation with the LGBT Committee, suggests that the Charter Review and Revision Board consider the following suggested changes to the Citizen's Bill of Rights at its meeting on Monday, July 1, 2013. Commissioner Gongora would like the Board's input for a proposed ballot question to be considered at the July 17, 2013 City Commission meeting:

A(16). *Nondiscrimination.* No person shall be deprived of any rights and privileges conferred by law because of race, color, national origin, religion, gender, sexual orientation, gender identity, disability, marital status, familial status, or age.

A(17). ~~Reserved.~~ Neither the City of Miami Beach nor any person, or organization contracting with the City of Miami Beach shall discriminate in employment practices and benefits offered based upon an employee or applicant's gender identity, race, color, national origin, religion, gender, sexual orientation, disability, marital status, familial status, or age.

A(18). The City of Miami Beach shall make reasonable or best efforts to recruit applicants for employment or contracts with the City from people of color, women, lesbian, gay, bisexual, or transgender, and the disabled.

A(18). 19.

The underlined is new proposed text to an existing section. **Bold underlined** represents a new charter section rather than an amendment to an existing section.

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