

RESOLUTION No. 20-71

A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, PURSUANT TO SECTION 2-321 OF THE CITY'S CODE OF ORDINANCES, WAIVING THE COMPETITIVE BID PROCESS IN FAVOR OF EVERGREEN SOLUTIONS, LLC.; AUTHORIZING THE CITY MANAGER TO EXECUTE AND ENTER INTO AN AGREEMENT WITH EVERGREEN SOLUTIONS, LLC; APPROVING THE PROPOSAL FROM EVERGREEN SOLUTIONS, LLC, FOR THE PROVISION OF THE COMPENSATION AND CLASSIFICATION STUDY AND ANALYTICAL RECOMMENDATIONS FOR IMPROVEMENT, RETENTION AND RECRUITMENT IN A TOTAL AMOUNT NOT TO EXCEED \$42,000.00; AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH EVERGREEN SOLUTIONS, LLC., ON THE TERMS APPROVED HEREIN; AND TRANSFER AND EXPEND \$42,000.00 OF BUDGETED FUNDS FROM ACCOUNT No. 001.50005.500492 TO ACCOUNT No. 001.50005.500310; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, on September 10, 2014, the City Council for the City of Doral (the "City") approved Resolution No.14-138 requesting and approving a Classification and Compensation study that included all City employees (the "Study"), with the intent of obtaining benchmark salary and compensation and updating employee job classifications and compensation accordingly; and

WHEREAS, Evergreen Solutions, LLC ("Evergreen") was retained by the City to conduct the Study; and

WHEREAS, via Resolution 15-88, the City Council adopted the current Pay Plan and approved the funding for, and authorized the manager to implement, the 30-Year Class Parity Plans; and

WHEREAS, the City Council participated in the March 6 and 7, 2020, Strategic Planning Sessions and concluded that it is in the City's best interest to update and maintain a competitive edge through the appropriate classification and compensation of

its employee's and to ensure that employees are adequately rewarded for their experience and years of service to the City.

WHEREAS, Evergreen Solutions, LLC; provided the City with an exceptional outcome in 2014 and is thoroughly familiar with our compensation system and is willing to maintain the original cost, scope of services, quality and reliability; and

WHEREAS, section 2-321 of the City of Doral Code of Ordinances authorizes the wavier of the City's competitive bidding process, upon the recommendation of the City Manager based on the City's best interest and nature of the good and/or services; and

WHEREAS, based on the proposal rate and continued quality services provided since ratification, the Staff recommends to the City Manager that the City waive the competitive bid process in favor of Evergreen, LLC as it is in the City's best interest; and

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, AS FOLLOWS:

Section 1. Recitals. The above recitals are confirmed, adopted, and incorporated herein and made part hereof by this reference.

Section 2. Waiver. Pursuant to Section 2-321 of the City Code, and upon the recommendation of the City Manager, the competitive bid process is hereby waived in favor of Evergreen Solutions, LLC. This waiver in and of itself, absent an agreement, does not vest Evergreen Solutions, LLC, with any contractual rights.

Section 3. Approval. The City Manager is hereby authorized to negotiate and enter into an agreement on behalf of the City of Doral with Evergreen Solutions, LLC upon approval from the City Attorney as to form and legal sufficiency, for the provision of a

Classification Compensation and Benefits Study for the City for an amount not to exceed \$42,000.00.

Section 4. Authorization. The City Manager is authorized to execute the work orders and expend budgeted funds on behalf of the City.

Section 5. Implementation. The City Manager and the City Attorney are hereby authorized to take such further action as may be necessary to implement the purpose and the provisions of this Resolution.

Section 6. Effective Date. This Resolution shall take effect immediately upon adoption.

The foregoing Resolution was offered by Councilmember Mariaca who moved its adoption. The motion was seconded by Councilmember Cabral and upon being put to a vote, the vote was as follows:

Mayor Juan Carlos Bermudez	Yes
Vice Mayor Christi Fraga	Yes
Councilwoman Digna Cabral	Yes
Councilman Pete Cabrera	Yes
Councilwoman Claudia Mariaca	Yes

PASSED AND ADOPTED this 13 day of May, 2020.



JUAN CARLOS BERMUDEZ, MAYOR

ATTEST:



CONNIE DIAZ, MMC
CITY CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY
FOR THE USE AND RELIANCE OF THE CITY OF DORAL ONLY:



LUIS FIGUEREDO, ESQ.
CITY ATTORNEY