

RESOLUTION No. 07- 54

A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA APPROVING AN ANNUAL EMPLOYEE COST OF LIVING ADJUSTMENT (COLA) OF UP TO 3% USING THE LOCAL CONSUMER PRICE INDEX (CPI) AND PROVIDING THAT AFFECTED EMPLOYEES BE EMPLOYED FOR AT LEAST SIX MONTHS TO QUALIFY; PROVIDING A MERIT (PROGRESSION) INCREASE OF ZERO TO A MAXIMUM OF 5% WHICH ANNUAL EVALUATION AND INCREASE SHALL TAKE EFFECT ON OCTOBER 1ST OF EACH YEAR; AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, the City of Doral City Council seeks to change existing salary guidelines by establishing new, more fiscally responsible policies and procedures for all City of Doral employee salary increases; and

WHEREAS, after considering the recommendations put forth by the City's consultants, Evergreen Solutions, Inc., the City Council of the City of Doral agreed to allow a maximum three percent (3%) COLA using the local CPI for City of Doral employees; and

WHEREAS, the City Council of the City of Doral agreed to allow for a COLA for only those employees that have been employed with the City for at least six (6) months; and

WHEREAS, in conjunction with the COLA, the City Council of the City of Doral acknowledged the necessity and sound fiscal policy of establishing a performance based measuring system of reward and recognition of employee accomplishment in the form of merit, later termed "progression," pay by allowing for a zero to a maximum of five percent (5%) progression increase for City of Doral employees; and

WHEREAS, the City Council of the City of Doral agreed that all annual evaluations and any subsequent increase given shall take effect no later than October 1st of each year.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA THAT:

Section 1. The City Council of the City of Doral, Florida hereby approves an annual employee COLA adjustment of up to three percent (3%) using the local CPI whereby all affected employees are to have been employed with the City for at least six (6) months prior to qualifying.

Section. 2. The City Council of the City of Doral Florida hereby approves a merit or “progression” pay increase of zero to a maximum of five percent (5%) which annual increase and evaluations shall take effect on October 1st of each year.

Section 3. This Resolution shall become effective upon its passage and adoption by the City Council.

[Section left blank intentionally]

WHEREAS, a motion to approve the Resolution was offered by Vice Mayor Cabrera who moved its adoption. The motion was seconded by Councilman Van Name and upon being put to a vote, the vote was as follows:

Mayor Juan Carlos Bermudez	No
Vice Mayor Peter Cabrera	Yes
Councilmember Michael DiPietro	Yes
Councilwoman Sandra Ruiz	Yes
Councilmember Robert Van Name	Yes

PASSED AND ADOPTED this 8th day of August, 2007.



JUAN CARLOS BERMUDEZ, MAYOR

ATTEST:



BARBARA HERRERA, CITY CLERK

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



JOHN J. HEARN, CITY ATTORNEY