



MIAMI BEACH

OFFICE OF THE CITY MANAGER
NO. LTC # 211-2010

LETTER TO COMMISSION

To: Mayor Matti Herrera Bower and Members of the City Commission
From: Jorge M. Gonzalez, City Manager
Date: July 26, 2010
Subject: Temporary Employees

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This Letter to the Commission (LTC) is being provided in response to a recent request made regarding the number of "temporary" employees retained by the City.

The City hires a number of different types of full-time and part-time employees including: probationary, regular and temporary.

"Probationary" employees are those appointed to classified positions who are still serving in a trial period. Probationary employees may be terminated by the City at any point prior to passing their probationary period. The probationary period varies depending on the position. Unclassified employees are at-will and therefore do not serve a probationary period.

Once an employee successfully completes their probationary period, they are referred to as "regular" employees. Since Unclassified employees do not serve a probationary period they are regular employees from the first date of hire.

Probationary and regular employees can work either full-time or part-time. The benefits (such as pension, health insurance, leave accrual, etc.) available to each group of employee is different, depending on their status (probationary or regular; full-time or part-time).

Temporary employees are those individuals who work for the City a limited specific period of time. The number of temporary employees working at the City fluctuates seasonally depending on various programs that may require temporary staffing, particularly in the Parks and Recreation Department (Recreation Division) and the Fire Department (Ocean Rescue Division). However, other areas of the City may utilize temporary employees on a consistent basis without much fluctuation, such as in the Public Works Department (Sanitation Division) and Parks and Recreation Department (Greenspace Management Division).

The City also has the following two (2) different types of temporary employees:

- "City" temporary employees are individuals that are employed by the City. They receive a paycheck from the City for actual hours worked, and are not entitled to any type of benefits (i.e. pension, health insurance, leave accrual, etc.). The City does pay two and one half percent (2.5%) of the employee's earnings toward the Omnibus Budget Reconciliation Act of 1990 (OBRA) as required by Federal law, in lieu of Social Security or a pension benefit (the employee contributes seven

and one half percent (7.5%) of their earnings). City temporary employees typically are employed by the City for a period of up to one (1) year, with some exceptions based on the City's need. City temporary employees are most often used in the Parks and Recreation Department as Recreation Leaders or Seasonal Recreation Aides for summer camp and other types of programs, and in the Fire Department for staffing in the Lifeguard I classification in the Ocean Rescue Division.

- "Agency" temporary employees are individuals that are brought to work for the City from a staffing agency that the City has under contract. These individuals do not receive a paycheck from the City. Instead, the staffing agency bills the City through the accounts payable process and the staffing agency pays the individual directly. Agency temporary employees are most often used in areas such as the Sanitation Division and the Greenspace Management Division. Agency temporary employees frequently are used in classifications such as Municipal Service Worker I and various administrative support positions.

The City tracks the number of temporary employees (both City and Agency temporary employees) for those positions covered by the Communications Workers of America (CWA) and the American Federation of State, County and Municipal Employees (AFSCME) bargaining units, pursuant to the provisions of their respective Collective Bargaining Agreements. The City also tracks the City temporary employees, but not the Agency temporary employees, for those classified positions covered by the Government Supervisors of America (GSA), classified positions not covered by a collective bargaining unit ("Others"), and Unclassified salary groups.

As a way to provide a sense of the number of "temporary" employees retained by the City, below is the number of "City" and "Agency" temporary employees for each month of this calendar year:

Month	City Temporary Employees	Agency Temporary Employees	Monthly Total
January 2010	20	13	33
February 2010	56	73	129
March 2010	67	77	144
April 2010	69	87	156
May 2010	73	96	169
Monthly Average	57	69	126

Should you have any questions, or need additional information, please feel free to contact me or Ramiro Inguanzo, Director of Human Resources, at x6697.


JMG/HMF/ri/kt