

Memorandum



Date: August 24, 2021

To: Honorable Chairman Jose "Pepe" Diaz
and Members, Board of County Commissioners

From: Daniella Levine Cava
Mayor *Daniella Levine Cava*

Subject: Annual Report Relating to Section 11A-37.1(9) of the Miami-Dade County Code (FY 2020-21)

The following report is being provided in accordance with Section 11A-37.1(9) of the Miami-Dade County Code, as amended ("Code").

On May 7, 2013, the Board of County Commissioners adopted Ordinance No. 13-39, which provides Miami-Dade County employees with the right to appeal decisions made by the Director of the Human Rights and Fair Employment Practices (HRFEP) Division of the Human Resources Department, pursuant to the provisions of Section 11A-37.1 of the Code. These appeals are heard by an independent and impartial hearing examiner.

From May 2013 through June 30, 2021, HRFEP has received a total of 56 appeals of the HRFEP Division Director's final determination. The following table shows the status of these appeals:

Status	Number of Appeals
Untimely Filed	3
Dismissed by County Attorney's Office	4
Withdrawn by employee	4
Pending a Hearing as of June 30, 2021	19
Pending a Final Determination	11
Upheld	15
Total Appeals	56

Please note that the County Attorney's Office is responsible for setting hearing dates based on attorney and hearing examiner availability and due to the ongoing Covid-19 pandemic, there were unexpected delays in scheduling.

Additionally, consistent with my established priorities and commitment to equity, inclusion and fairness in the County, we recently added two (2) new HRFEP Specialist positions that were identified in the proposed budget as unmet needs for the Human Resources Department to ensure HRFEP is able to continue to resolve employee discrimination complaints in a timely and efficient manner.

Should you have any questions, please do not hesitate to contact Arlene Cuellar, Director, Human Resources Department at 305-375-1589.

- c: Geri Bonzon-Keenan, County Attorney
- Gerald K. Sanchez, First Assistant County Attorney
- Jess M. McCarty, Executive Assistant County Attorney
- Office of the Mayor Senior Staff
- Arleene Cuellar, Director, Human Resources
- Jennifer Moon, Chief, Policy and Budgetary Affairs
- Yinka Majekodunmi, Commission Auditor
- Melissa Adames, Director, Clerk of the Board
- Erin A. New, Division Director, Human Rights and Fair Employment Practices