

**RESOLUTION NO. 2022-R-24**

**A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA, APPROVING AMENDMENTS TO THE CITY'S CIVIL SERVICE RULES, IN THE FORM ATTACHED AS EXHIBIT "A"; PROVIDING FOR AN EFFECTIVE DATE AND ALL OTHER PURPOSES.**

**WHEREAS**, it has been several years since the City of North Miami ("City") has undertaken an extensive overview of its Civil Service Rules; and

**WHEREAS**, the City Attorney's Office in conjunction with the Personnel Department and the City Administration, have conducted an in depth review of the City's Civil Service Rules and have found several inconsistencies and errors within the language of the rules as well as direct conflicts with the City Code and State Law; and

**WHEREAS**, in many instances, the provisions of Civil Service Rules do not conform with the actual practices of the City due to internal policy updates and Administrative Regulation and policy changes; and

**WHEREAS**, some language contained in the printed edition of the Civil Service Rule manual is outdated and does not reflect rules that have been approved and adopted by the Personnel Board; and

**WHEREAS**, the proposed amendments to the Civil Service Rules address all of inconsistencies and errors and provide a clear and accurate statement of the rules and policies as applied to the classified employees of the City; and

**WHEREAS**, on September 20, 2021, the Personnel Board of the City of North Miami conducted a public hearing and approved the amendments to the Civil Service Rules, which are attached to this Resolution as Exhibit "A"; and

**WHEREAS**, the Mayor and City Council of the City of North Miami have determined that proposed amendments are in the City's best interests.

**NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA:**


**Section 1. Approval of Amendment.** The Mayor and City Council of the City of North Miami, Florida, hereby approve and adopt the amendments to the Civil Service Rules as attached in Exhibit "A".

**Section 2. Effective Date.** This Resolution shall become effective immediately upon adoption.

**PASSED AND ADOPTED** by a 5-0 vote of the Mayor and City Council of the City of North Miami, Florida, this 8th day of March, 2022.

  
PHILIPPE BIEN-AIME  
MAYOR

ATTEST:

  
\_\_\_\_\_  
VANESSA JOSEPH, ESQ.  
CITY CLERK

APPROVED AS TO FORM  
AND LEGAL SUFFICIENCY:

  
\_\_\_\_\_  
JEFF P. H. CAZEAU, ESQ.  
CITY ATTORNEY

SPONSORED BY: VICE MAYOR ALIX DESULME

Moved by: Desulme

Seconded by: Estimé-Irvin

**Vote:**

Mayor Philippe Bien-Aime	<u>X</u>	(Yes)	_____	(No)
Vice Mayor Alix Desulme, Ed.D.	<u>X</u>	(Yes)	_____	(No)
Councilman Scott Galvin	<u>X</u>	(Yes)	_____	(No)
Councilwoman Cassandra Timothe, MPA	<u>X</u>	(Yes)	_____	(No)
Councilwoman Mary Estimé-Irvin	<u>X</u>	(Yes)	_____	(No)