

**CITY OF CORAL GABLES, FLORIDA**

**ORDINANCE NO. 2023-11**

AN ORDINANCE OF THE CITY COMMISSION COMBINING THE HUMAN RESOURCES DEPARTMENT AND THE LABOR RELATIONS AND RISK MANAGEMENT DEPARTMENT IN ACCORDANCE WITH SECTION 17 OF THE CITY CHARTER AND AMENDING THE FY 2023 BUDGET TO REFLECT THAT CHANGE.

**WHEREAS**, the Human Resources Department provides internal support to all City Departments and the City’s full-time and part-time employee population; and

**WHEREAS**, the Human Resources Department processes key functions such as managing the administration of the recruitment and onboarding process and employee compensation and benefits among other important tasks, and its mission is to use fair and equitable practices to hire, develop, support, train, recognize and retain a highly talented, diverse and qualified workforce; and

**WHEREAS**, the Labor Relations and Risk Management department works to promote positive and effective relationships between labor and management and to provide a safe environment for City employees and the public they serve; and

**WHEREAS**, currently the Labor Relations and Risk Management department provides advice and counsel on all labor matters and is responsible for managing the City’s insurances, liability and worker’s compensation claims and promoting safety programs for City employees;

**WHEREAS**, the current Director of the Labor and Risk Management Department also serves as the Chief Process Improvement Officer and as the Chief Diversity, Equity, Inclusion and Accessibility Officer; and

**WHEREAS**, given the natural intersection of the two departments, the City Manager wishes to combine the employees, functions, duties, and budgets of the two departments under the Human Resources Department and the Human Resources Department Director; and

**WHEREAS**, the expanded Human Resources Department will continue to report directly to the City Manager; and

**WHEREAS**, a budget amendment with a zero dollar change is required to combine the two department budgets;

**NOW, THEREFORE, BE IT ORDAINED BY THE COMMISSION OF THE CITY OF CORAL GABLES, FLORIDA:**

**SECTION 1.** That the foregoing “WHEREAS” clauses are hereby ratified and confirmed as being true and correct and are hereby made a specific part of this Ordinance upon adoption hereof.

**SECTION 2.** That the functions and duties of the Labor Relations and Risk Management Department and its employees will be combined with the Human Resources Department and continue to operate under the Human Resources Department and its Director effective immediately.

**SECTION 3.** That the Fiscal Year 2022-2023 budget be amended to reflect the zero-dollar changes outlined in this Ordinance.

**SECTION 4.** This Ordinance shall become effective upon the date of its passage and adoption herein.

PASSED AND ADOPTED THIS FOURTEENTH DAY OF MARCH, A.D., 2023.


(Moved: Cason / Seconded: Anderson)

(Yeas: Anderson, Cason, Mena, Menendez, Lago)

(Unanimous: 5-0 Vote)


(Agenda Item: F-2)

APPROVED:

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VINCE LAGO  
MAYOR

ATTEST:

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BILLY Y. URQUIA  
CITY CLERK

APPROVED AS TO FORM  
AND LEGAL SUFFICIENCY:

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CRISTINA M. SUÁREZ  
CITY ATTORNEY