



COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission
FROM: Commissioner David Suarez
DATE: December 11, 2024
TITLE: DISCUSS/TAKE ACTION: PROMOTION PROCESS IN THE MIAMI BEACH POLICE DEPARTMENT.

RECOMMENDATION

N/A

BACKGROUND/HISTORY

N/A

ANALYSIS

I would like to have a discussion with my colleagues about the promotion process within the Miami Beach Police Department (MBPD). The Administration should be prepared to provide a detailed overview of the current criteria used to determine an employee's eligibility for promotion, as well as any factors that could potentially disqualify an employee from consideration. The goals for this discussion are (a) to clarify the standards and procedures involved in the promotion process for officers within the MBPD and (b) to ensure that all promotions are conducted in a manner that is transparent, fair, and consistent with the values of our community.

The promotion process within the Miami Beach Police Department is essential in ensuring that the department maintains a high level of service and leadership. It is critical that the process is transparent, fair, and aligned with the city's commitment to promoting officers based on merit, experience, and qualifications.

The Administration should be prepared to present a comprehensive overview of the MBPD's promotion process, including: (1) the qualifications and performance benchmarks necessary for an officer to be considered for a promotion; (2) any specific factors that may impact an officer's eligibility; (3) the role of disciplinary history, performance evaluations, seniority, training, and any other factors in determining eligibility; and (4) any exclusions or limitations that could prevent an officer from advancement.

FISCAL IMPACT STATEMENT

N/A

Does this Ordinance require a Business Impact Estimate?

(FOR ORDINANCES ONLY)

If applicable, the Business Impact Estimate (BIE) was published on:

See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notice/>

FINANCIAL INFORMATION

N/A

CONCLUSION

N/A

Applicable Area

Citywide

**Is this a “Residents Right to Know” item,
pursuant to City Code Section 2-17?**

No

**Is this item related to a G.O. Bond
Project?**

No

**Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481,
includes a principal engaged in lobbying?** No

If so, specify the name of lobbyist(s) and principal(s):

Department

Office of Commissioner David Suarez

Sponsor(s)

Commissioner David Suarez

Co-sponsor(s)**Condensed Title**

Discuss/Action: Promotion Process in Miami Beach Police Department. (Suarez)