

**BOARD OF COUNTY COMMISSIONERS
AGENDA ITEM SUMMARY**

Meeting Date: May 21, 2008

Division: BOCC

Bulk Item: Yes No

Department: Dist.3

Staff Contact /Phone #: Tammy Sweeting #3430

AGENDA ITEM WORDING:

Presentation of Mayor's Proclamation Proclaiming Baptist Health South Florida as an Outstanding Employer.

ITEM BACKGROUND:

Attached

PREVIOUS RELEVANT BOCC ACTION:

CONTRACT/AGREEMENT CHANGES:

STAFF RECOMMENDATIONS:

TOTAL COST: _____

BUDGETED: Yes No

COST TO COUNTY: _____

SOURCE OF FUNDS: _____

REVENUE PRODUCING: Yes No **AMOUNT PER MONTH** _____ **Year** _____

APPROVED BY: County Atty OMB/Purchasing Risk Management

DOCUMENTATION: Included Not Required

DISPOSITION: _____

AGENDA ITEM # _____



Mayor's Proclamation

Baptist Health South Florida Recognition as an Outstanding Employer

Whereas, Baptist Health South Florida is the area's largest faith-based, not-for-profit healthcare organization. Baptist Health includes Baptist Hospital, Baptist Children's Hospital, South Miami Hospital, Doctors Hospital, Homestead Hospital, Mariners Hospital, Baptist Cardiac & Vascular Institute and Baptist Outpatient Services. With more than 11,600 employees, Baptist Health is one of the area's largest employers; and

Whereas, for the eighth time, Baptist Health has earned a place on *Fortune* magazine's list of the "100 Best Companies to Work For." Baptist Health, which ranked 94th in 2008, is the only Florida-based healthcare organization to be recognized as a great employer. Through its "Great Place, Great People" initiative, the organization uses innovative approaches to bring together leadership to identify issues of importance to employees, and develop plans to address those issues; and

Whereas, The "Great Place, Great People" initiative resulted in concrete changes in response to the concerns of employees. These included updating compensation scales to recognize and reward current employees, taking into account tenure and performance; offering backup child and elder care, instituting paid parental leave for childbirth or adoption; expanding scholarship and tuition reimbursement opportunities for employees wanting to pursue degrees in nursing and other areas; and increasing the adoption benefit from \$4,000 to \$10,000; and

Whereas, Baptist Health was second on *Fortune* magazine's list for providing onsite child care centers; 11th on the Best Compensation list for hourly employees (42nd for salaried W employees); 28th on the Biggest Bonus list for hourly employees (45th for salaried employees); and 12th for having the most women (75 percent); and

Whereas, in 2007, *Working Mother* magazine also named Baptist Health South Florida a *Working Mother* Best Company for Working Mothers. Leading a significant and ongoing culture shift, Baptist Health uses company-wide benefits and programs to ensure the retention and advancement of working mothers. It is the 15th time that Baptist Health has been honored as an outstanding employer for working moms, which also lands Baptist Health in the Working Mother Hall of Fame; and

Whereas, Baptist Health was named among the Top 10 companies on the list. *Working Mother* cited Baptist Health for its flexibility, family-friendly programs such as Backup Care Options and the Home Buyer's Pineapple Perk, and opportunities for career advancement. Baptist Health was one of 19 healthcare organizations on the Top 100 list, and the only healthcare organization in the Top 10.

Whereas, President and CEO Brian Keeley said, "It's clear that by listening to our employees' needs and concerns, as in the Great Place, Great People initiative— and by translating them into improvements in the workplace— we can achieve great things for those who make Baptist Health's mission possible every day."

Now, Therefore, I, Charles "Sonny" McCoy as Mayor of Monroe County do hereby declare on this day May 21, 2008 with Baptist Health South Florida not only being included in the Working Mother's Hall of Fame, but also being recognized as one of the Top 10 Companies for Working Mothers in the nation to be an outstanding employer.


Mayor Charles "Sonny" McCoy
Monroe County

