



**MIAMI-DADE COUNTY
FINAL OFFICIAL MINUTES
Compensation and Benefits Review Ad Hoc
Committee (CBRAHC)**

Board of County Commissioners

Stephen P. Clark Government Center
18th Floor Conference Rooms 3 & 4
111 N.W. First Street
Miami, Florida 33128

July 12, 2012
As Advertised

Harvey Ruvlin, Clerk
Board of County Commissioners

Christopher Agrippa, Division Chief
Clerk of the Board Division

Alan Eisenberg, Commission Reporter
(305) 375-2510



**CLERKS SUMMARY AND OFFICIAL MINUTES
COMPENSATION AND BENEFITS REVIEW AD HOC COMMITTEE
July 12, 2012**

I. Call to Order & Opening Statement:

The Compensation and Benefits Review Ad Hoc Committee (CBRAHC) convened in a Meeting on the 18th Floor Conference Rooms 3 & 4 of the Stephen P. Clark Government Center (SPCGC) at 9:14 a.m. County Commissioners Jose "Pepe" Diaz and Jean Monestime were present. Also present were Deputy Mayor Ed Marquez; Assistant County Attorney Bill Candela; Internal Services Department Assistant Director Mary Lou Rizzo, and Benefits Manager Hazel Grace-Dansoh; Commission Auditor Charles Anderson; and Deputy Clerk Alan Eisenberg.

Commissioner Diaz opened the meeting, noting that Chairwoman Jordan and Commissioner Bovo would not be attending today's (7/12) meeting.

II. Senior Executive Benefits

Internal Services Department Assistant Director Mary Lou Rizzo indicated that the County's Executive Benefits program would be the topic of today's presentation.

• **Executive Benefits Background**

Ms. Rizzo explained that the Executive Benefits program began in 1987 instead of the Cost of Living Adjustment (COLA) for non-bargaining unit employees; subsequently, in 1993, Executive employees began receiving COLA benefits as well as Executive Benefits. She indicated that Executive employees received a spending allowance that was required to be allocated to various designated benefits. Ms. Rizzo also noted Executive employees received an executive allowance, a car allowance, and a parking or Metrorail pass which were not considered creditable salary toward average final retirement compensation calculations.

Ms. Rizzo noted the following changes to the Executive Benefits program: Parking and Metrorail pass benefits were eliminated in October 2009; Car allowances for Executive employees under the Mayor's purview were reduced by 25 percent in October 2010 and then eliminated in October 2011; and Executive allowances were eliminated for 272 executives under the Mayor's purview on May 27, 2012. She noted approximately \$2 million annual savings were realized by eliminating Executive allowances.

Ms. Rizzo mentioned that approximately 134 non-mayoral employees currently received Executive Benefits and referred to a pie chart on Page 4 of the handout depicting the number of Executive employees according to department.

Commissioner Diaz noted the largest slice of the pie chart represented 46 percent and asked Ms. Rizzo how many employees corresponded to this percentage.

Ms. Rizzo clarified that each slice of the pie chart depicted the number of Executive employees according to department.

Commissioner Diaz asked Ms. Rizzo to revise the pie chart to indicate this clearly.

- **Executive Benefit Values**

Ms. Rizzo noted five groups of non-mayoral executives were included in the Executive Benefits program as depicted on Page 5 of the handout, with each group receiving a different level of benefits as highlighted on Page 6. Ms. Rizzo explained that Group 1 Executives received a \$10,000 annual spending allowance, a car allowance in the amount of \$6,500, a \$1,500 contribution towards a supplemental retirement account; they participated in the Florida Retirement System (FRS) Senior Management Service class; they were eligible for an executive physical examination; and they were eligible for executive retiree health insurance. She explained that the value of benefits decreased according to the group level, and indicated that Page 7 provided an analysis showing the number of executives per department based upon benefit level.

Commissioner Diaz asked whether this data included all departments with employees receiving Executive benefits, including the Police and Fire Rescue Departments.

Ms. Rizzo clarified that Executive Benefits for employees in all departments under the Mayor's purview were eliminated effective May 28, 2012, resulting in an annual savings of approximately \$2 million.

Commissioner Diaz asked Ms. Rizzo to provide a similar distribution of Executive Benefits prior to their elimination for comparison purposes in the event of a future reinstatement.

Ms. Rizzo explained that the County Commissioners, Clerk of Courts and County Attorney received additional benefits as detailed on Page 9 of the handout. She noted County Commissioners received an \$11,500 contribution to their Supplemental Retirement Account; County Commissioners received an annual expense allowance of \$24,000; elected officials participated in the FRS Elected Officers class and received a car allowance with a \$9,600 annual cap; the Clerk of Courts received an annual expense allowance of \$36,000 and a car allowance with a \$9,600 annual cap; and the County Attorney received a car allowance with a \$9,600 annual cap, and an annual expense allowance of \$36,000, a portion of which he could allocate to the First Assistant County Attorney, at his discretion.

- **Executive Retiree Health Insurance**

Ms. Rizzo noted Executive employees were eligible for Single Coverage Retiree Health Insurance for 10 years or until age 65, whichever was earlier, and proceeded to explain the eligibility requirements which appeared on Page 10 of the handout. She said that approximately 106 former Executive employees currently received this benefit. Ms.

Rizzo noted the projected annual cost for Executive Retiree Health Insurance for 2012 was \$1,174,104 as depicted on Page 11.

In response to Commissioner Diaz' inquiry about medical benefits, Ms. Rizzo explained that benefits were provided for 10 years or until age 65, whichever was earlier, to former employees from departments that were now under the Mayor's purview but were previously under the County Manager's purview, who separated from County service and participated in the Retiree Health Insurance program.

Commissioner Diaz questioned the effect of the Mayor's decision to eliminate Executive Benefits upon current employees who already earned or received them; and the number of years required for an employee to become vested.

Deputy Mayor Ed Marquez explained that employees who already met the minimum criteria and earned benefits would maintain their eligibility; however, new directors would not be eligible. He noted the current vesting period was six years.

Ms. Rizzo clarified that an Executive employee having served a minimum of six years in a position eligible for Executive Benefits, and who was subsequently assigned to a position not eligible for Executive Benefits, would receive the Retiree Health Insurance benefit upon retirement if he/she was at least 60 years of age with 10 years of service, or 65 years of age with 25 years of service

Commissioner Diaz observed that the benefit had not been taken away from employees under the Mayor's purview for those employees who were already vested.

- **Commissioners' Retiree Health Insurance**

Ms. Rizzo explained that elected officials with five or more years of service were entitled to receive group health insurance coverage for a maximum of 15 years or to age 65, whichever was earlier, and elected officials with 16 or more years of service were entitled to receive supplemental Medicare insurance coverage. She noted the County paid health insurance and supplemental Medicare coverage costs.

Commissioner Monestime pointed out that supplemental Medicare coverage would no longer be applicable in light of the proposed eight-year term of office limit for County Commissioners.

Ms. Rizzo noted County Commissioners having served one complete four-year term of office were eligible to purchase \$100,000 Basic Life Insurance coverage at the current group rate after retiring from County service.

- **Executive Early Retirement Incentive Program**

Ms. Rizzo explained that the Executive Early Retirement Incentive (EERI) program provided the continuation of County contributions for medical and dental insurance for

10 years or until age 65, whichever was earlier, and 100 percent payout of sick leave balance up to 1,500 hours. She noted the EERI program eligibility required that the employee's age plus the years of continuous service equal 70 and this incentive was a one time offer. Ms. Rizzo said that only four former employees were enrolled in the EERI program as of July 2012 with a projected cost of \$43,982.

III. General questions

Commissioner Monestime inquired whether a comparison of the County's Executive Benefits with other large municipalities and counties existed, and if so, were there any similarities.

Ms. Rizzo explained that data collected in previous surveys reflected different Executive Benefit components among the various entities reviewed. She noted similarities to other public sector employers; however, the benefit packages were continually evolving and benefit reductions were also being considered by other entities. Ms. Rizzo clarified that she did not find a benefit package exactly the same as that offered by the County; however, she noted, some organizations offered none and others offered a variety of benefits based upon the executive's level within the organization.

Commissioner Monestime expressed concern that the County Commission was scrutinized over benefits. He said he believed that sick leave and overtime expense were among the major factors contributing to increased costs. Commissioner Monestime asked Ms. Rizzo to provide an analysis of non-salary benefit expenses and the cost percentages attributed to the County Commissioners and their staff relative to other County Executives.

Commissioner Diaz pointed out that the County Commission's staffers were at-will employees whose rights were not protected. He noted he concurred with Commissioner Monestime that the goal was to enhance benefits within budget constraints and it was no one's intention to take away benefits from hard-working employees nearing retirement. Commissioner Diaz reiterated the need to review benefits received by County Commissioners considering their shorter terms of office and asked Ms. Rizzo to obtain information on benefits offered to other government officials whose terms of office were limited to eight years.

Commissioner Monestime asked Ms. Rizzo to revise the pie chart on Page 4 of the handout to include the total number of employees within each of the departments listed on the chart.

Internal Services Department Division Director Arlene Cuellar clarified that different levels of Executive Benefits existed and not all Executive employees within a department received the same benefits. She offered to include a specific breakdown of benefit packages within each department in the analysis requested by Commissioner Monestime.

Commissioner Diaz inquired whether any other vested benefits would remain even though they were removed from the Administration's purview.

Ms. Rizzo noted in addition to the Executive Retiree Health Insurance benefit program previously discussed, Executive employees were also eligible to receive 100 percent sick leave payout after 25 years of service; however, all other employees were eligible after 30 years.

Commissioner Diaz said he believed a change was made by Mayor Gimenez requiring that sick days be either used or otherwise lost.

Ms. Rizzo clarified that changes to the leave policy were discussed in recent collective bargaining negotiations; however, no changes were made to either sick or annual leave benefits.

Commissioner Diaz noted he understood that the Federal and State governments were moving toward a use it or lose it policy for sick and annual leave and asked Ms. Rizzo to provide a comparison of these benefit policies.

IV. Follow-up Items from the previous meeting

Ms. Rizzo indicated that she had compiled information, which was included in the handouts as requested by Committee members at the previous meeting as follows:

- **Miami-Dade County Workforce Summary**

Ms. Rizzo noted her office had prepared a summary of the Miami-Dade County workforce similar to the information previously provided for other government entities. She clarified that the 29,716 total employee count represented both full-time and part-time employees, noting approximately 26,000 were full-time employees. Ms. Rizzo said the analysis provided an overview of the number of classifications, the ratio of employees to job classes, the percentage of employees represented by bargaining units, and other pertinent details on employee benefits.

- **Summary of Benefits for Miami-Dade County Employees**

Ms. Rizzo noted a summary of benefits for County employees was included in today's package, noting this information was also used for employment recruitment purposes.

- **Memorandum of Understanding between Miami-Dade Fire Rescue and IAFF Local 1403 regarding Group Health Insurance**

Ms. Rizzo explained that the Memorandum of Understanding (MOU) was provided to clarify the provision in the Fire Union employees' previous contract requiring employees to contribute five percent of their base pay into the Union's group insurance plan.

Commissioner Diaz inquired whether the MOU explained why the Fire Department used internal savings to fund group health insurance rather than having it paid by employees. He also questioned whether this practice was currently being used by the Department.

Ms. Rizzo noted the five percent contribution was not included in the FY 2011-14 contracts; however, it was a provision of the previous contract. She said that the County was not contributing the five percent in the current contract and the Fire Union was making up for the portion of money that would have funded the Health Plan through other concessions.

Commissioner Diaz observed that the Administration asked departments to review and identify savings within their departments. He noted following this review, one department did not eliminate certain employee benefits due to other savings identified within their operational structure. He asked Ms. Rizzo to provide an accounting of concessions and savings used by the Fire Union to make up for the five percent contribution in comparison to other departments to ensure that no employees enjoyed an unfair advantage simply because they worked in a particular department.

- **Average Annual Adjusted Salaries and Fringe Benefits by Bargaining Unit**

Ms. Rizzo noted Commissioner Diaz previously requested a salary distribution and fringe benefit analysis. She said that this handout provided the average annual base and adjusted salary in addition to fringe benefits for each bargaining unit and non-bargaining unit employee.

Commissioner Diaz questioned the 16.6 to 25.8 percent disparity in the fringe benefit rate among the various union and non bargaining unit employees.

Ms. Rizzo explained that the Florida Retirement System (FRS) contribution was based on the adjusted rate of pay, which accounted for the variance. She noted the County paid the FRS a contribution based upon total salary, including supplements and overtime, etc. Ms. Rizzo said that the base pay plus adjusted pay only represented the base pay plus pay supplements. She noted a variance existed based upon the adjusted pay rates due to the FRS contribution calculations.

- **Distribution of Average Adjusted Salary and Longevity for Full-Time Employees with an Adjusted Salary greater than \$50,000**

Ms. Rizzo noted discussion in the previous meeting about the effect of longevity on the County's workforce's average adjusted salary. She said that this cumulative analysis presented the percentage of full-time employees with average adjusted salaries greater than \$50,000 according to employment longevity. Ms. Rizzo noted 21 percent of the workforce earning \$50,000-\$75,000 had less than ten years of County employment; that 14.9 percent of the workforce earning \$75,000-\$100,000 had 10-20 years of employment;

and that 11.1 percent of the workforce earning \$50,000-\$75,000 and 10.4 percent earning \$75,000-\$100,000 had 20–30 years of employment.

- **Impact of Healthcare and Florida Retirement System Contributions on Average Annual Adjusted Salary Distribution for Full-Time Employees by Bargaining Unit**

Ms. Rizzo explained that this analysis was expanded to include the impact of employee paid healthcare and retirement contributions on the average annual adjusted salaries presented at the previous Committee meeting. She said that a variance in the Florida Retirement System (FRS) contribution caused the percentages to differ, noting the healthcare contribution was applied only to base pay; whereas, the FRS contribution was applied to adjusted pay.

Commissioners Diaz and Monestime noted GSAF-Professionals and the GSAF-Supervisors' union employees were distributed across numerous departments throughout the County. They both asked Ms. Rizzo to provide a salary analysis broken down by department in order to assess the full impact of salaries and to be able to compare this information with other entities.

Deputy Manager Ed Marquez noted departmental budget reports were readily available; however, he cautioned that different structures existed within each governmental entity, even with the same departmental name, thus making the comparison difficult.

Commissioner Diaz noted this type of information helped make informed decisions, even though adjustments would be needed to accommodate individual circumstances.

- **Cumulative Distribution of Average Annual Adjusted Salaries for Full-Time Employees**

Ms. Rizzo noted this chart provided the percentage of the workforce according to adjusted salary range. She explained that 47.2 percent of the total workforce earned less than \$50,000 annually; that 78.2 percent earned less than \$75,000; and that 95.1 percent earned less than \$100,000 after including the employee healthcare and Florida Retirement Service contributions.

Commissioner Monestime said this information confirmed that not all County employees earned more than \$100,000.

Commissioner Diaz asked Ms. Rizzo to add to this report the number of full-time employees within each salary category, in addition to providing a similar analysis containing information on part-time and seasonal employees. He also asked for a report depicting the total consulting costs per County department and whether consulting services could be provided internally in order to save money.

In response to Deputy Mayor Ed Marquez' request for clarification, Commissioner Diaz noted he considered anyone not paid as a County employee as a consultant.

Deputy Mayor Marquez suggested that members of the Administration engaged in further discussion about the definition of a consultant and who was included before this information was compiled.

Commissioner Diaz concurred with Commissioner Jordan's previous comments that the County could not continue to balance the budget on the backs of its employees. He noted that a complete understanding of costs associated with all employees, including part-time employees and consultants providing services to the County was needed.

Commissioner Monestime asked Ms. Rizzo to provide a pie chart showing the cumulative distribution of average annual adjusted salaries according to the number of employees with salaries under \$100,000 and for employees earning \$100,000-\$150,000. He also asked for data to be compiled on part-time employees and consultants.

Commissioner Diaz noted these ratios would not apply to part-time employees because of benefits. He inquired whether part-time employees contributed toward health insurance.

Ms. Rizzo clarified that part-time employees working 30 hours per week were eligible to participate in the health plan. She noted employees continued to contribute into the health plan even though they did not participate in it. Ms. Rizzo explained that the required contribution replaced a reduction to the base pay plan rate. She said that the five percent contribution was applied uniformly to all employees in order to garner the savings necessary to fund the Health Insurance Trust Fund. Ms. Rizzo indicated that employees participating in the plan received health insurance benefits as a pre-tax deduction, while employees not participating in the plan continued to pay the five percent; however, they were not taxed on that amount, said Ms. Rizzo.

Commissioner Diaz questioned why part-time employees should pay for a benefit which they did not receive. He asked Ms. Rizzo to provide a report which analyses the number of part-time employees contributing to the health plan compared to those who did not contribute.

Commissioner Monestime noted he and several of his colleagues attempted to limit the effect of budget reductions on employees earning less than \$50,000 annually during last year's budget discussions. He noted he was more comfortable knowing that Miami-Dade County was not the only governmental organization confronted with benefit reductions; however, he expressed concern about losing quality employees as the level of benefits continued to decline.

- **Merit Increases and Longevity Bonus Award Eligibility with Suspension Periods**

Ms. Rizzo noted this report provided an analysis of merit increases and longevity bonus award eligibility with suspension periods for bargaining unit, non-bargaining unit general workforce, non-bargaining unit executives and non-mayoral employees between FY 2006 and FY 2014.

Ms. Rizzo explained that all employees received a merit increase and a longevity bonus award in FY 2006-07. She noted benefits were suspended in FY 2007-08 for non-bargaining unit executives and for all union employees in FY 2009-10 with the exception of the Water and Sewer Union whose benefits were suspended in FY 2010-11 in accordance with the terms of their contract. Ms. Rizzo said that merit increases and longevity bonuses were restored for all union employees in FY 2011-12 for the term of the contract due to other union concessions and these benefits continue to be suspended for non-bargaining unit employees and unit executives and were at the discretion for non-mayoral employees. She noted all union members remained eligible for benefits for FY 2012-13; however, benefits were suspended for all non-bargaining unit employees and executives and were at the discretion for non-mayoral employees.

In conclusion, all bargaining unit employees remained eligible for merit increases and longevity bonus awards for the duration of their current contract term and the status of non-bargaining unit and non-mayoral employees was unknown at this time, said Ms. Rizzo.

V. Next Steps

Ms. Rizzo encouraged Committee members to request clarification on any of the data that was presented today, if necessary.

Commissioner Diaz noted Chairwoman Jordan would notify members of this Committee and County Administration about the schedule for the next Committee meeting.

Commissioner Diaz clarified that information on part-time employees was to be provided in whatever categories were appropriate for their employment. He acknowledged that this information was hard to understand because it was constantly changing, but he stressed that it was important that it move forward.

Commissioner Monestime reiterated that the costs for part-time and seasonal employees as well as consultants should be included.

Commissioner Diaz clarified that any employment other than full-time was considered part-time. He said that his primary concern was the total costs; however, this information could be divided into sub-categories.

Pursuant to Deputy Mayor Marquez' question, Commissioner Diaz confirmed that the Administration would provide the County Commission with a separate report on consultant issues as identified earlier in today's meeting as requested by him and Commissioner Monestime.

VI. Adjournment

There being no further business, the Compensation & Benefits Review Ad Hoc was adjourned at 10:46 a.m.


Barbara J Jordan, Chair



**Compensation and Benefits Review
Ad Hoc Committee
July 12, 2012**

Prepared by: Alan Eisenberg

EXHIBITS LIST

NO.	DATE	ITEM #	DESCRIPTION
1	07/12		Agenda
2	07/12		Memorandum from Chairwoman Jordan re: Absence
3	07/12		Memorandum from Commissioner Bovo re: Absence
4	07/12	II	Executive Benefits PowerPoint Presentation
5	07/12	IV	Miami-Dade County Workforce Summary
6	07/12	IV	Summary of Benefits for Miami-Dade County Employees
7	07/12	IV	Memorandum of Understanding between Miami-Dade Fire Rescue and IAFF Local 1403 Regarding Group Health Insurance
8	07/12	IV	Average Annual Adjusted Salaries and Fringes by Bargaining Unit
9	07/12	IV	Distribution of Average Adjusted Salary and Longevity for Full-Time Employees whose Adjusted Salary > \$50K
10	07/12	IV	Average Annual Adjusted Salary Distribution for Full-Time Employees by Bargaining Unit (Healthcare and FRS Contributions Impact)
11	07/12	IV	Cumulative Distribution of Average Annual Adjusted Salaries for Full-Time Employees
12	07/12	IV	Merit Increases and Longevity Bonus Award Eligibility with Suspension Periods



Compensation & Benefits Review Ad Hoc Committee

Members:

Commissioner Barbara J. Jordan, Chairperson

Commissioner Jean Monestime

Commissioner Jose "Pepe" Diaz

Commissioner Esteban L. Bovo, Jr.

Thursday, July 12, 2012 at 9:00 a.m.
Government Center / Stephen P. Clark Center
111, NW First Street
18th Floor Conference Rooms 3 & 4

AGENDA

- | | | |
|------|-----------------------------------|--|
| I. | Call to Order & Opening Statement | The Hon. Barbara J. Jordan, Chair |
| II. | Senior Executive Benefits | Internal Services – Human Resources Division |
| III. | Next Steps | |
| IV. | Adjournment | |

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By the Clerk for the record.

Item _____
Exhibit 1
Meeting 7/12/2012



Memorandum
COMMISSIONER BARBARA J. JORDAN

To: Honorable Jean Monestime,
Commissioner, District 2

Date: July 12, 2012

Honorable Jose "Pepe" Diaz,
Commissioner, District 12

From: Barbara J. Jordan, *Commissioner*
District 1

Subject: Compensation and Benefits
Review Ad-Hoc Committee

A handwritten signature in cursive script that reads "Barbara J. Jordan".

Please be advised that I will be unable to attend today's Compensation and Benefits Review Ad-Hoc Committee meeting.

c: Charles Anderson, Commission Auditor
R.A. Cuevas, County Attorney
Christopher Agrippa, Division Chief, Clerk of the Board

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JUL 12 2012
Item _____
Subject 2
Meeting 7/12/2012



MEMORANDUM

From the Office of

**Commissioner Esteban Bovo, Jr.
District 13**

To: Honorable Barbara J. Jordan, Chair
Compensation and Benefits
Review Ad-Hoc Committee

From: Commissioner Esteban Bovo, Jr.

Date: July 10, 2012

Re: Absence

Please be advised that I will not be able to attend Thursday's, July 12th, Ad-Hoc Committee Meeting. I apologize for any inconvenience this may cause.

Thank you.

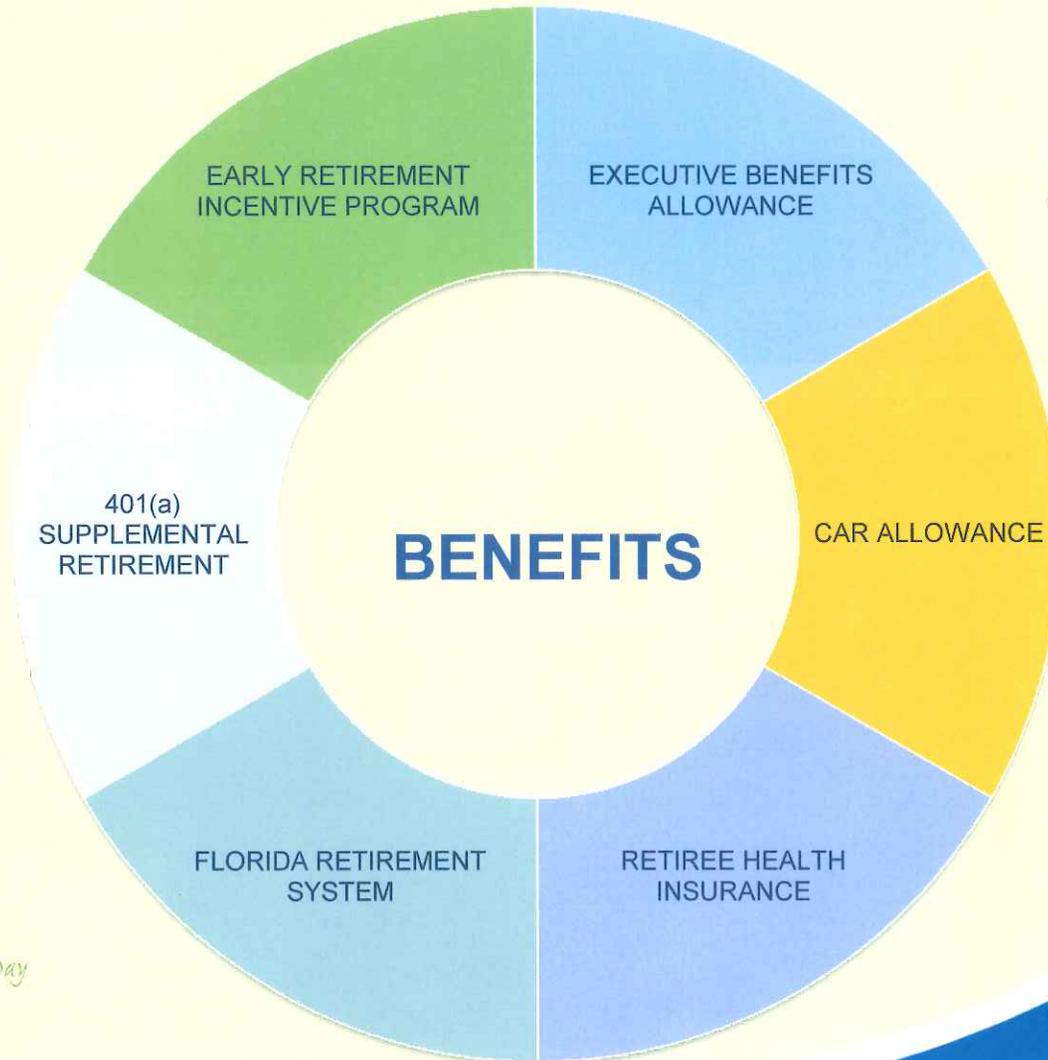
cc: Honorable Jean Monestime
Commissioner, District 2
Honorable Jose "Pepe" Diaz
Commissioner, District 12
Charles Anderson, Commission Auditor
R.A. Cuevas, County Attorney
Christopher Agrippa, Division Chief, Clerk of the Board
Honorable Carlos Gimenez, Mayor

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Item _____
Exhibit 3
Meeting 7/12/2012

MIAMI-DADE COUNTY EXECUTIVE BENEFITS PRESENTATION



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Item II
Exhibit 4
Meeting 7/12/2012



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EXECUTIVE BENEFITS BACKGROUND

- Offered in 1987 in lieu of the negotiated Cost of Living Adjustment (COLA) other non-executive employees received
- 1993 Executives began receiving COLA
- Benefits included a spending allowance, car allowance and Parking or Metrorail pass
- Employees are required to allocate their spending allowance to various benefits from a pre-selected menu
- Executive allowance, car allowance, parking and car allowance are not considered creditable salary towards the employee's retirement benefit

EXECUTIVE BENEFITS BACKGROUND

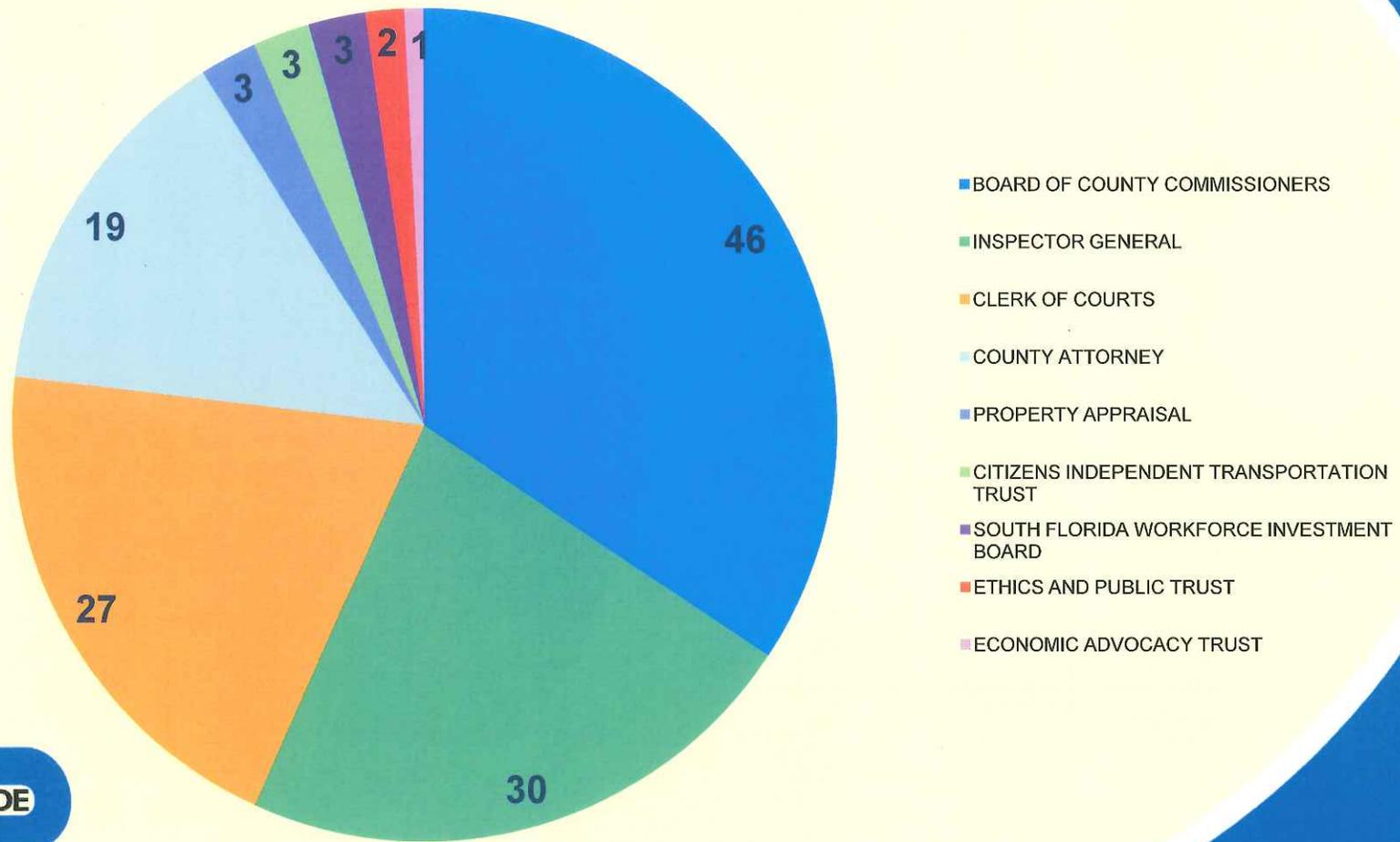
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- October 2009 Parking and Metrorail pass benefit eliminated
- October 2010 Car allowances for executives under the Mayor's purview reduced by 25%
- October 2011 Car allowances for executives under the Mayor's purview eliminated
- May 27, 2012 Executive allowances eliminated for 272 executives under the Mayor's purview
- Currently, there are 134 non-mayoral employees receiving executive benefits

EXECUTIVE BENEFITS BACKGROUND

Continued

Non-Mayoral Executives by Department



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EXECUTIVE BENEFIT VALUES

- There are five levels of non-mayoral executives in the program receiving various packages.
 - Executive Benefits Group 1 (E1) consists of Commissioners, Senior Staff and Department Directors
 - Executive Benefits Group 2 (E2) consists of Department Deputy Directors and specified Assistant Directors
 - Executive Benefits Group 3 (E3) consists of executives who report to Group 1 or Group 2 Executive Benefits recipients
 - Executive Benefits Group EA (EA) consists of executives who meet the criteria for Group 3 benefits, but who are designated to receive a benefits allowance of an amount less than \$7,500
 - Executive Benefits Group EH (EH) consists of executives who meet the eligibility criteria for Group 3 benefits, but who receive a car allowance only

EXECUTIVE BENEFIT VALUES

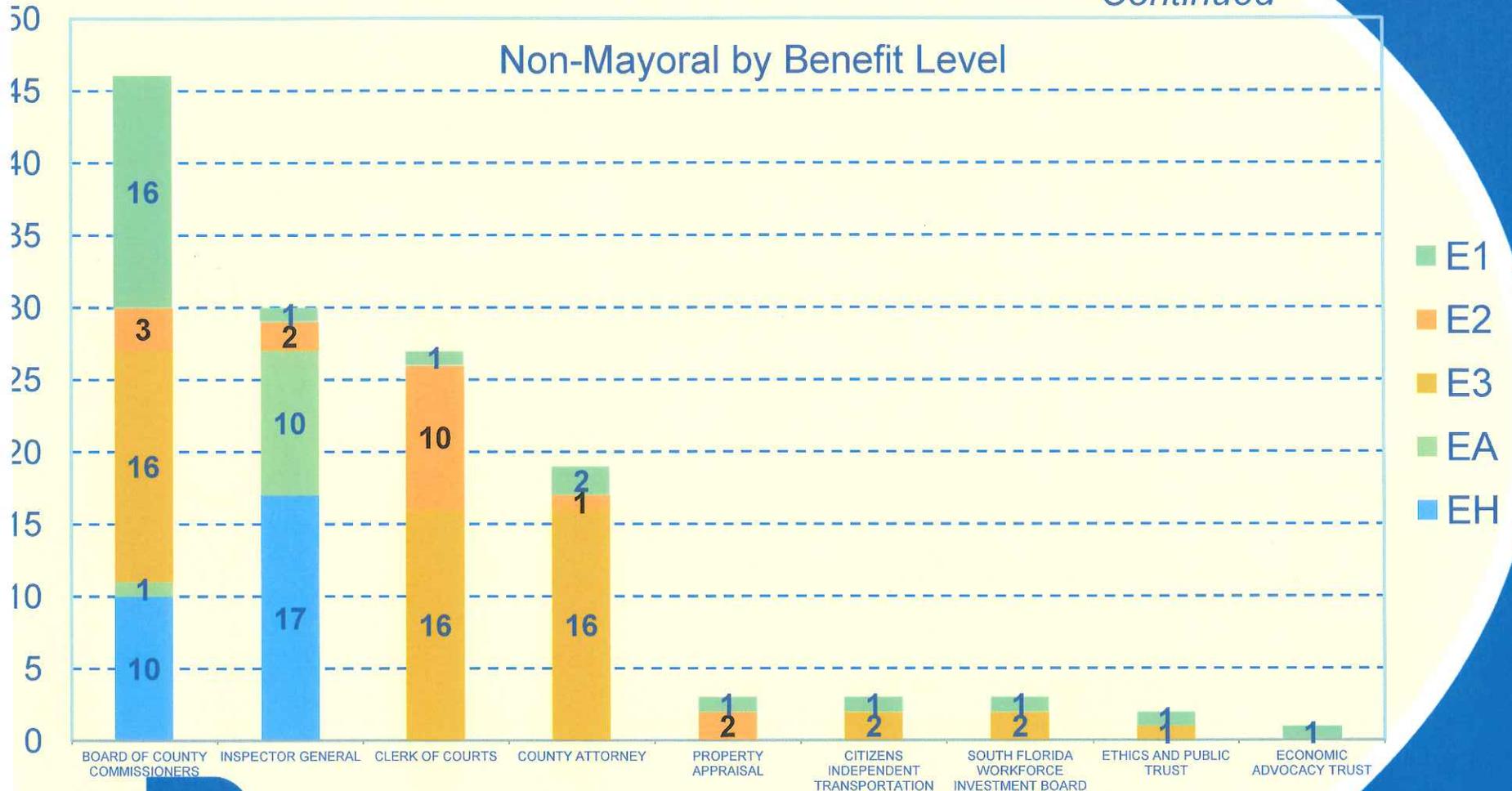
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Group	Package
E1	\$10,000 Annual allowance \$6,500 Annual car allowance \$1,500 annual contribution to 401(a) supplemental retirement account Participation in the Senior Management Service Class of the FRS Annual physical exam Retiree health insurance
E2	\$8,500 Annual allowance \$5,200 Annual car allowance Participation in the Senior Management Service Class of the FRS Annual physical exam Retiree health insurance
E3	\$7,500 Annual allowance \$1,950 Annual car allowance Annual physical exam Retiree health insurance
EA	Annual allowance varies Annual car allowance varies Annual physical exam
EH	\$1,950 - \$6,500 Annual car allowance Annual physical exam

EXECUTIVE BENEFIT VALUES

Continued

Non-Mayoral by Benefit Level



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EXECUTIVE BENEFIT VALUES

Continued

The group one (E1) package for the Commissioners, Clerk of Courts, and County Attorney receive additional benefits from the basic E1 package outlined earlier.

EXECUTIVE BENEFIT VALUES

Continued

Group	Package
County Commissioner	\$10,000 Annual allowance \$9,600 Annual car allowance or leased vehicle \$11,500 Annual contribution to 401(a) supplemental retirement account \$24,000 Annual expense allowance Participation in the Elected Officer's Class of the FRS Annual physical exam Retiree health insurance
Clerk of Courts	\$10,000 Annual allowance \$9,600 Annual car allowance or leased vehicle \$1,500 Annual contribution to 401(a) supplemental retirement account \$36,000 Annual expense allowance Participation in the Elected Officer's Class of the FRS Annual physical exam Retiree health insurance
County Attorney	\$10,000 Annual allowance \$9,600 Annual car allowance or leased vehicle \$1,500 Annual contribution to 401(a) supplemental retirement account \$36,000 Annual expense allowance* Participation in the Senior Management Class of the FRS Annual physical exam Retiree health insurance

*The County Attorney allocates a portion of the annual expense allowance to the First Assistant County Attorney



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EXECUTIVE RETIREE HEALTH INSURANCE

Components

- Executives are eligible for Retiree Health Insurance for 10 years or until age 65, whichever is earlier. To qualify the employee must be:
 - At least age 60 with 10 years of continuous service or
 - Any age with 25+ years of continuous Special Risk service or
 - Any age with 30+ years of continuous service
- AND
 - Currently a Group 1, 2, 3 OR be a former executive in one of these groups for a minimum of six years, and
 - Separate from County service
- Approximately 106 participants

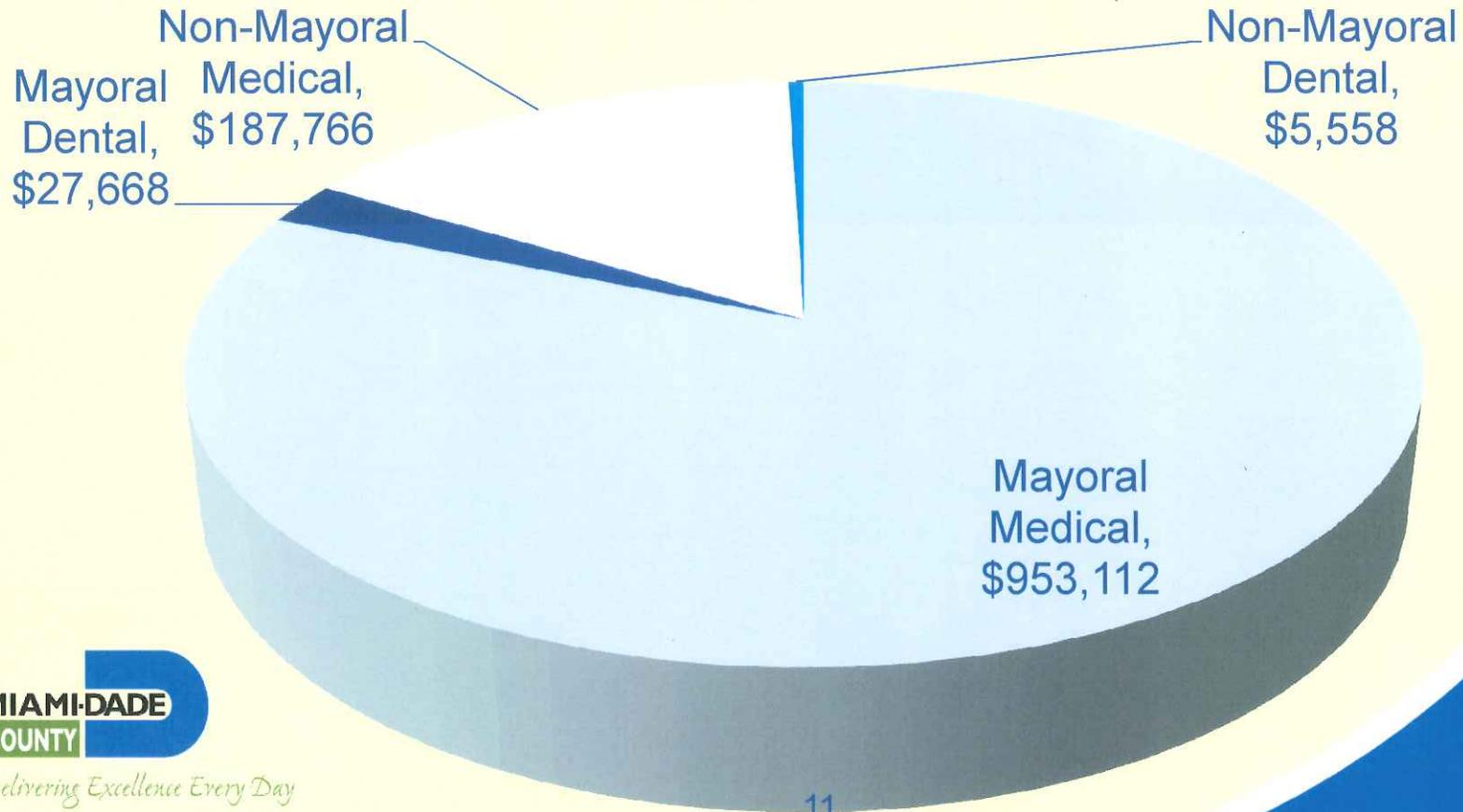


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EXECUTIVE RETIREE HEALTH INSURANCE

Continued

Projected Annual Cost for 2012
\$1,174,104



COMMISSIONERS RETIREE HEALTH INSURANCE

Medical Insurance

- Elected officials who have served for 5 or more years are entitled to continue their group insurance coverage with the County for a maximum of 15 years, or to age 65, whichever is earlier. The County will continue to pay its contribution for the official
- Elected officials who have served 16 or more years are entitled to receive County-provided coverage under a program offered to supplement Medicare. The County will pay the cost of the supplement

Life Insurance

- County Commissioners who retire from County service having served at least one complete four-year term may maintain the same \$100,000 Basic Life coverage as Commissioners in office at the same group rate, at their expense

Executive Early Retirement Incentive Program (ERIP)

Highlights

- Eligibility
 - Age + years of continuous service must equal 70
 - One time offer only
- Continuation of County contribution for medical and dental for the earlier of 10 years or age 65
- 100% payout of sick leave balance up to 1500 hours

Participation

- As of July 2012 there are 4 former employees enrolled with the 2012 health insurance cost projected to be \$42,982



Delivering Excellence Every Day

QUESTIONS?



Delivering Excellence Every Day

MIAMI-DADE COUNTY

TOTAL WORK FORCE: 29,716

TOTAL CLASSIFICATIONS: 2,247

RATIO OF EMPLOYEES TO JOB CLASSES: 13:1

PAY PLAN DESIGN: Steps, Open Ranges, and Flat Rates

BARGAINING UNITS: 91% of employees are represented by:

- AFSCME Local 121 (Water & Sewer)
- AFSCME Local 1542 (Aviation)
- AFSCME Local 199 (General Unit)
- AFSCME Local 3292 (Solid Waste)
- GSAF/OPEIU Local 100 (Professional)
- GSAF/OPEIU Local 100 (Supervisors)
- IAFF Local 1403 (Fire)
- PBA Rank and File
- PBA Supervisory
- TWU

PAY PLAN PROGRESSION: All annual merit raises are based on at least satisfactory performance.

Employees in pay step ranges are eligible to receive one pay step, approximately 4.8%. These employees progress through pay steps until they reach the maximum of the pay range. The last 2 pay steps are longevity service pay steps. Employees are frozen for 5 years between each longevity pay step. Employees in open pay ranges receive a 5% increase until they reach the pay range maximum. There are no longevity steps in open ranges.

SUPPLEMENTS: Supplements may be granted for specialized work assignments, difficult working conditions or educational achievements.

LONGEVITY BONUS: 1.5% to 3.0% bonus payment of base salary beginning upon completion of 15 years full time continuous service County Service. Percentage increases one tenth of a percent up to 30 years of continuous service.

ANNUAL LEAVE: Annual leave accrual is capped at 500 hours.

SICK LEAVE: No limit to sick leave accrual.

ANNUAL & SICK LEAVE PAYMENTS: Maximum accumulation and payout for annual leave for 40/48 hour workweek employees is 500 hours.

Sick leave accumulates without limit. Depending on years of continuous service, employees with 10 years or more of service are eligible to cash out, on a sliding scale of 25 percent to 100 percent, up to 1,000 hours of sick leave at time of termination. Employees with 30 years or more of service are eligible to be paid for all sick leave hours accrued.

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FLORIDA RETIREMENT

SYSTEM:

Choice between the traditional defined benefit (6 years vesting for enrolled FRS members prior to July 1, 2011, 8 years vesting for newly enrolled FRS members on or after July 1, 2011) OR a 401(a) defined contribution plan (1 year vesting). Effective July 1, 2011, all employees (with the exception of DROP participants and reemployed retirees not allowed to renew FRS membership) must contribute 3% of FRS creditable gross earnings, on a pre-tax basis.

SOURCE:

Miami-Dade County Human Resources Division, Internal Services Department; see attachment Summary of Benefits for Miami-Dade County Employees



"Delivering Excellence EveryDay"

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SUMMARY OF BENEFITS FOR MIAMI-DADE COUNTY EMPLOYEES

*Group Medical Coverage	<ul style="list-style-type: none"> ▪ One Point of Service (POS) Plan: AvMed Health Plan ▪ One High Option HMO: AvMed ▪ One Low Option HMO: AvMed <p style="margin-left: 40px;">County pays 97% of the cost for the employee only coverage in the POS plan</p> <p style="margin-left: 40px;">County pays the full cost for employee only coverage in the HMO plan</p>
Group Dental & Vision Coverage	<ul style="list-style-type: none"> ▪ One indemnity plan with a standard and enriched option: Delta ▪ Two prepaid dental plans: Metlife DHMO, Humana-OHS <p style="margin-left: 40px;">Each plan includes a standard and enriched option.</p> <p style="margin-left: 40px;">County pays full cost, for the employee only, at the standard plan premium</p> <ul style="list-style-type: none"> ▪ One vision plan: Optix <p style="margin-left: 40px;">Employee pays full cost</p>
Group Term Life Insurance	<ul style="list-style-type: none"> ▪ County pays full cost for basic life equivalent to annual base salary and for accidental death and dismemberment up to annual base salary ▪ Employee may elect optional life equivalent to 1x, 2x, 3x, 4x or 5x base annual salary ▪ Requests for optional life of 4x or 5x is subject to evidence of insurability
Accidental Death Insurance (On the job)	<ul style="list-style-type: none"> ▪ \$25,000 paid to beneficiary if employee's death occurs in the line of duty.
**County Death Benefit	<ul style="list-style-type: none"> ▪ County death benefit paid to employee's beneficiary, one pay period salary + \$2,000 (less than 10 years of County service) or two pay periods salary+ \$4,000 (less than 20 years of county service) or two pay periods salary + \$6,000 (20 or more years of County service). One hundred per cent of accumulated sick leave is payable to the beneficiary.

Summary of Benefits for Miami-Dade County Employee

Flex Dollars

- Flex dollars – SUSPENDED for all employees under the Mayor's purview including employees covered by collective bargaining agreements.
Flex Dollars defrays the cost of benefits: \$1,000 per year, \$1,260 if enrolled in AvMed Low Option HMO or \$1,130 if enrolled in AvMed High Option HMO.
- Disability Income Protection:
 - Offered through Metlife- short term disability and long term disability plan
 - Employee pays the full cost for short term disability (STD) and long term disability (LTD).
Two options (Low Option and High Option) to choose from for STD and LTD
- Flex Spending Accounts (FSAs):
 - Health Care Spending Account (max of \$5,000/year)-includes myFBMC Visa payment card
 - Dependent Care Spending Account (maximum of \$5,000/year)
- Group Legal Services (Post-tax benefit)
 - Offered through ARAG at the employee's expense

*****Leave Time**

- Accrued Annual leave, Sick leave, Birthday Holiday, Floating Holiday and eleven (11) paid County observed holidays.
 - Employees accrue 80 hours Annual Leave for one (1) year of continuous full-time service.
 - Employees accrue 96 hours Sick Leave for one year (1) of continuous full-time service. Any unused portion of the first 48 hours of Sick Leave accrued during the year is converted to Annual Leave on the employee's Leave Anniversary Date.

Longevity Annual Leave

- After five years of service, employees are granted an additional eight hours of annual leave on their leave anniversary date to a maximum of 80 hours/96 hours depending on the employee's regular work schedule.

Annual and Sick Leave Payments at Time of Separation

- Maximum accumulation and payout for annual leave for 40/48 hour workweek employees is 500 hours.
 - Sick Leave accumulates without limit. Depending on years of continuous service, employees with 10 years or more of service are eligible to cash out, on a sliding scale of 25 percent to 100 percent, up to 1,000 hours of Sick Leave at time of termination. Employees with 30 years or
-

Summary of Benefits for Miami-Dade County Employee

	more of service are eligible to be paid for all Sick Leave hours accrued.
Deferred Compensation Plan	<ul style="list-style-type: none">▪ Offered through Nationwide Retirement Solutions (NRS) and ICMA-RC▪ Employees may contribute up to \$17,000, tax deferred for 2012.▪ Employees age 50+, in the current plan year, may contribute an additional \$5,500▪ Employees within three years prior to the year designated as their normal retirement age, may be eligible to participate in Catch-up provision and contribute up to \$34,000 per year.
Florida Retirement System (FRS)	<ul style="list-style-type: none">▪ Choice between the traditional defined benefit (6 years vesting for enrolled FRS members prior to July 1, 2011, 8 years vesting for newly enrolled FRS members on or after July 1, 2011) OR a 401(a) defined contribution plan (1 year vesting). Effective July 1, 2011, all employees (with the exception of DROP participants and reemployed retirees not allowed to renew FRS membership) must contribute 3% of FRS creditable gross earnings, on a pre-tax basis.
Flexible Time/Job Sharing	<ul style="list-style-type: none">▪ Available in accordance with department's operational requirements.
On Site Child Care	<ul style="list-style-type: none">▪ Available in the Downtown area at the Government Center. Fee based/Sliding scale.
Tuition Reimbursement	<ul style="list-style-type: none">▪ Employees enrolled in accredited educational institutions may be reimbursed for 50% of tuition costs for approved coursework upon successful completion of courses.
Public Transportation Benefits	<ul style="list-style-type: none">▪ Metrorail, Metromover, and Bus service discount passes available to Miami-Dade County employees.

* Employees under the Mayor's purview contribute 0%/9%/10% (depending on bargaining unit) of base salaries towards the County's cost of health insurance.

** Beneficiary may elect to have dependent premium(s) deducted from the death benefit check.

*** Pursuant to the 2011-2014 collective bargaining agreements, some unions have agreed to take some holiday furlough days.

Summary of benefits For MDC

Item IV
Exhibit 7
Date 7/12/2012

**Memorandum of Understanding
Between Miami-Dade Fire Rescue and IAFF Local 1403
Regarding Group Health Insurance**

Miami Dade County and the International Association of Fire Fighters Local 1403 have reached the following understanding to determine the interpretation of Articles 28 and 44 as it relates to Group Health Insurance:

Definitions:

The "*Union Group Health Insurance Plan*" for the purposes of this agreement refers to the Union's Section 501 (c) (9) trust currently administered by the Dade County Fire Fighter Insurance Trust. In order to qualify as a "Union Group Health Insurance Plan", the plan must have been in existence for at least twenty years.

The "*per-employee contribution*" in Article 28.2, shall not include the 5% of base pay withheld from employees as noted in Article 44 of the CBA.

Agreement:

1. In settlement of an outstanding claim, the Union, through the Union's Group Health Insurance Plan, agrees to make payment to the County in the amount of \$4.5 million dollars (\$4,500,000.00) to be paid in three equal installments of \$1.5 million dollars (\$1,500,000.00) in December 2011, December 2012, and December 2013. These payments shall hereby resolve and settle any and all outstanding claims and issues relating to or concerning the County's reconciled cost per employee through ratification of the agreement. The practice of reconciliation of health care costs shall be terminated.
2. The County shall additionally remit to the Union's Group Health Insurance Plan, on a bi-weekly basis, an amount equivalent to the amount deducted from each bargaining unit member of the "Union Group Health Insurance Plan's" pay (5% base pay). For the purposes of this agreement, the 5% base pay in Article 44 is defined as the biweekly rate of the employee under the pay plan of Miami-Dade County for bargaining unit C, excluding salary supplements.
3. The parties agree that the new 28.2 language will be effective upon ratification. For the 2010 "per-employee POS contribution", the amount is \$431.31 bi-weekly. For the 2010 "per-employee blended contribution, the amount is \$292.30 bi-weekly. After the ratification of this agreement, the County "per-employee contribution" shall not be less than the 2010 amounts.
4. Should the "Union Group Health Insurance Plan" ever be terminated in the future, the County agrees to discuss enrolling all members of the "Union

Group Health Insurance Plan" into its Group Health Insurance Plan under the benefits afforded to other County Employees.

5. The County agrees not to pursue taking any retroactive monies from September 2009 until ratification in conjunction with Article 44.
6. This Memorandum of Understanding shall remain in effect until the parties negotiate a successor agreement.

Agreed to and settled this 18th day of February, 2010


George Burgess, Manager
Miami Dade County


MDFR


Dominick Barbera, President
IAFF Local 1403


Local 1403

AVERAGE ANNUAL ADJUSTED SALARIES AND FRINGES BY BARGAINING UNIT

BARGAINING UNIT	AVERAGE ANNUAL BASE SALARY	AVERAGE ANNUAL ADJUSTED SALARY	FRINGES							FRINGE RATE
			FICA (6.2%)	MICA (1.45%)	FRS ⁽¹⁾	GROUP LIFE (0.204%)	GROUP HEALTH	TOTAL FRINGES		
AFSCME LOCAL 121 - WASD	\$ 49,063	\$ 50,487	\$ 3,130	\$ 732	\$ 2,615	\$ 103	\$ 5,900	\$ 12,480	19.8%	
AFSCME LOCAL 1542 - AVIATION	\$ 50,077	\$ 52,148	\$ 3,233	\$ 756	\$ 2,701	\$ 106	\$ 5,900	\$ 12,697	19.6%	
AFSCME LOCAL 199 -GENERAL	\$ 44,561	\$ 45,303	\$ 2,809	\$ 657	\$ 2,347	\$ 92	\$ 5,900	\$ 11,805	20.7%	
AFSCME LOCAL 3292 -SOLID WASTE	\$ 42,696	\$ 42,696	\$ 2,647	\$ 619	\$ 2,212	\$ 87	\$ 5,900	\$ 11,465	21.2%	
GSAF/ OPEIU LOCAL 100-PROFESSIONAL	\$ 66,798	\$ 67,262	\$ 4,170	\$ 975	\$ 3,484	\$ 137	\$ 5,900	\$ 14,667	17.9%	
GSAF/ OPEIU LOCAL 100-SUPERVISORS	\$ 71,456	\$ 72,132	\$ 4,472	\$ 1,046	\$ 3,736	\$ 147	\$ 5,900	\$ 15,302	17.5%	
IAFF LOCAL 1403	\$ 67,761	\$ 89,173	\$ 5,529	\$ 1,293	\$ 13,287	\$ 182	\$ 5,900	\$ 26,190	22.7%	
PBA - RANK AND FILE UNIT	\$ 61,904	\$ 73,112	\$ 4,533	\$ 1,060	\$ 3,787	\$ 149	\$ 5,900	\$ 15,429	17.4%	
PBA - SUPERVISORY UNIT	\$ 97,539	\$ 116,067	\$ 7,196	\$ 1,683	\$ 17,294	\$ 237	\$ 5,900	\$ 32,310	21.8%	
TWU LOCAL 291	\$ 49,016	\$ 49,086	\$ 3,043	\$ 712	\$ 7,314	\$ 100	\$ 5,900	\$ 17,069	25.8%	
NON BARGAINING UNIT	\$ 85,659	\$ 85,953	\$ 5,329	\$ 1,246	\$ 4,452	\$ 175	\$ 5,900	\$ 17,103	16.6%	

⁽¹⁾ FRS Special Risk Rate= 14.9%, FRS Regular =5.18%

These calculations do not consider either FRS or health care contributions

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Exhibit 8
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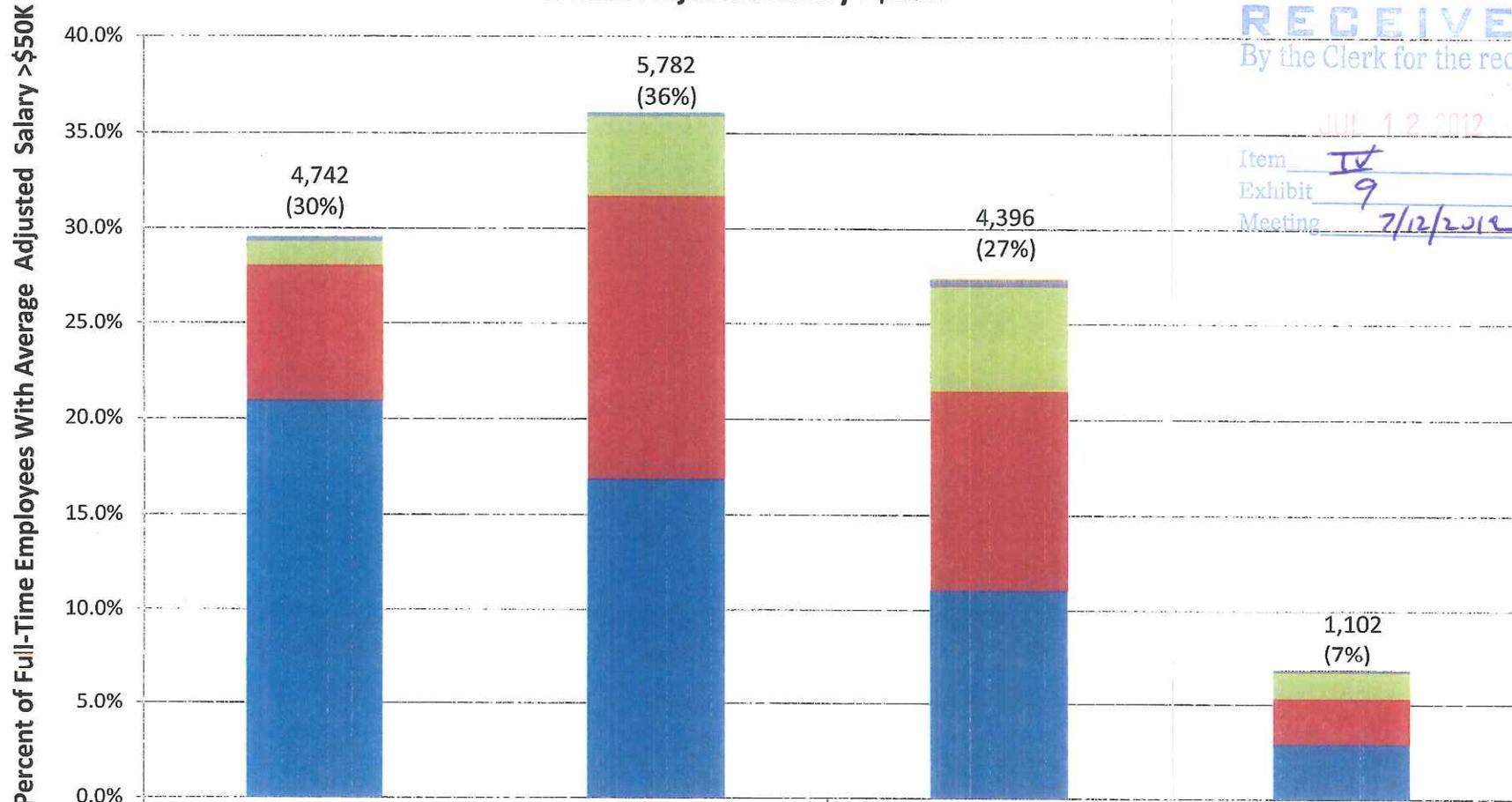
Distribution of Average Adjusted Salary and Longevity For Full-Time Employees Whose Adjusted Salary >\$50K

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 Exhibit 9
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	0-10 Years	10-20 Years	20-30 Years	>30 Years
>\$250K	0.02%	0.01%	0.1%	0.04%
\$200K-\$250K	0.1%	0.1%	0.1%	0.00%
\$150K-\$200K	0.2%	0.1%	0.3%	0.1%
\$100K-\$150K	1.2%	4.1%	5.5%	1.4%
\$75K-\$100K	7.1%	14.9%	10.4%	2.4%
\$50K-\$75K	21.0%	16.9%	11.1%	2.9%

JUL 12 2012

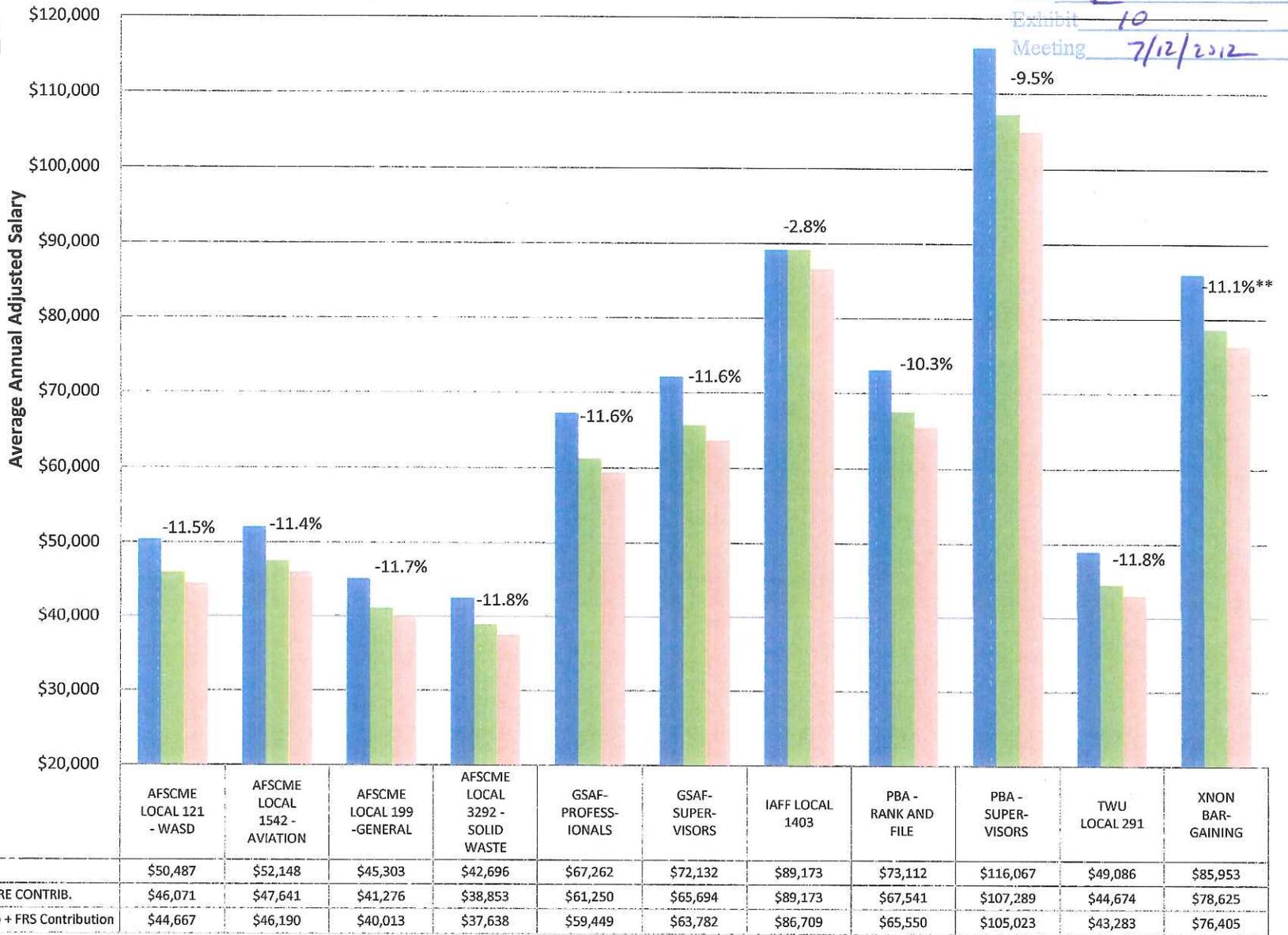
Item IV
Exhibit 10
Meeting 7/12/2012

Average Annual Adjusted Salary Distribution For Full-Time Employees By Bargaining Unit (Healthcare and FRS Contributions Impact*)

The percentages represent the overall impact of the combined healthcare and FRS contributions to each bargaining unit's average annual adjusted salary only.

*The healthcare contribution is calculated as a percent of **base** salary, and ranges from 0-10%. The FRS contribution is 3%, except for DROP participants who do not contribute the 3%.

**Longevity bonus awards (LBA) and merit increases have been restored for all bargaining unit employees. LBA and merit increases have not been restored for Mayoral, non-bargaining unit employees.



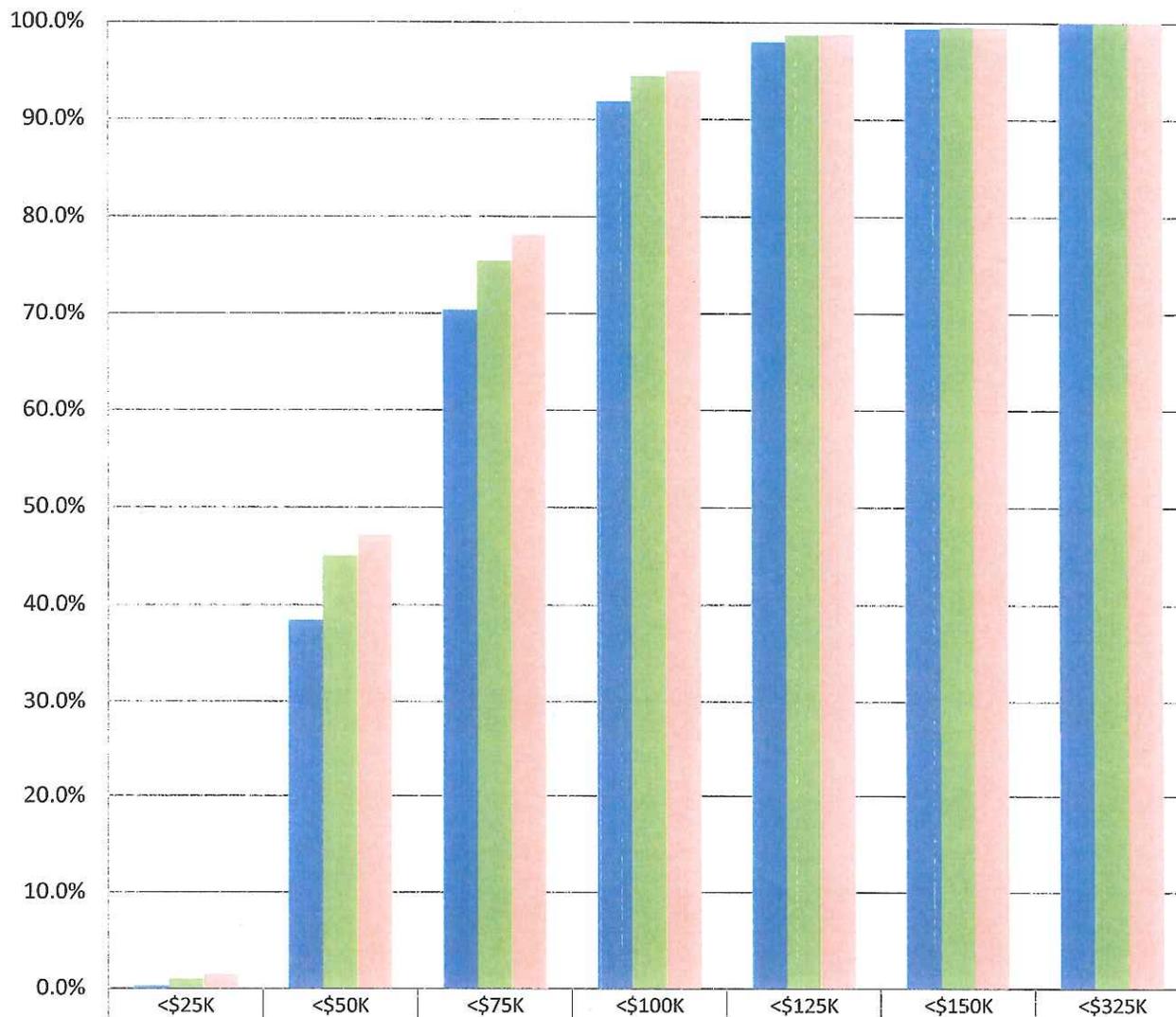
■ AVG. ANNUAL ADJUSTED SALARY	\$50,487	\$52,148	\$45,303	\$42,696	\$67,262	\$72,132	\$89,173	\$73,112	\$116,067	\$49,086	\$85,953
■ AVG. ANNUAL ADJ. SALARY - HEALTHCARE CONTRIB.	\$46,071	\$47,641	\$41,276	\$38,853	\$61,250	\$65,694	\$89,173	\$67,541	\$107,289	\$44,674	\$78,625
■ Average of Salary Less Insurance Contrib + FRS Contribution	\$44,667	\$46,190	\$40,013	\$37,638	\$59,449	\$63,782	\$86,709	\$65,550	\$105,023	\$43,283	\$76,405

Cumulative Distribution of Average Annual Adjusted Salaries For Full-Time Employees

38.5% of employees were making less than \$50K. With the application of the healthcare and FRS contributions, 47.2% of employees make less than \$50K, an increase of 8.7%.

91.9% of employees were making less than \$100K. With the application of the healthcare and FRS contributions, 95.1% of employees make less than \$100K, an increase of 3.2%.

Percent of Employees Within Adjusted Annual Salary Range



Adjusted Salary	Percent of Employees in Salary Range	Percent in Salary Range After Healthcare Contrib.	Percent in Salary Range After Healthcare + FRS Contrib.
<\$25K	0.3%	1.0%	1.6%
<\$50K	38.5%	45.1%	47.2%
<\$75K	70.4%	75.5%	78.2%
<\$100K	91.9%	94.4%	95.1%
<\$125K	98.0%	98.7%	98.8%
<\$150K	99.4%	99.6%	99.6%
<\$325K	100.0%	100.0%	100.0%

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Exhibit 11
Meeting 7/12/2012

Miami-Dade County
 Merit Increases and Longevity Bonus Award Eligibility With Suspension Periods

FISCAL YEAR	AFSCME 121-WASD	AFSCME 1542- AVIATION	AFSCME 199- GENERAL	AFSCME 3292- SOLID WASTE	GSAF - SUPERVISORS	GSAF - PROFESSIONALS	PBA - RANK AND FILE	PBA SUPERVISORS	IAFF 1403 Fire	TWU 291 Transit	NON-BARGAINING UNIT	NON-BARGAINING UNIT EXECUTIVES	NON-MAYORAL	
FY 2006-07	ELIGIBLE													
FY 2007-08	ELIGIBLE											SUSPENDED		
FY 2008-09	ELIGIBLE											SUSPENDED *		
FY 2009-10	ELIGIBLE	SUSPENDED											DISCRETION	
FY 2010-11	SUSPENDED	ELIGIBLE											SUSPENDED	DISCRETION
FY 2011-12	ELIGIBLE										SUSPENDED		DISCRETION	
FY 2012-13	ELIGIBLE										TBD			
FY 2013-14	ELIGIBLE										TBD			

Notes:

Merit increase granted if employee is not at the maximum of the range.

Approximately 21% of the workforce is at the maximum of the range and not eligible for merit increases.

Longevity Bonus Awards granted for employees whose Longevity years of service is greater than 15 years.

* Merit increases suspended; some exceptions may apply

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