

# MIAMI-DADE COUNTY Pay Components Presentation



May 31, 2012

Presented to the Compensation and Benefits Committee on January 26, 2011

Updated to reflect CBA  
changes implemented for  
2011-14

# Adjusted Pay Calculation



## Base Pay

Pay rates  
which are  
published in  
the  
Miami-Dade  
County  
Pay Plan



## Pay Supplements

Granted through  
collective  
bargaining or via  
MDC Pay Plan  
for specific  
assignments,  
educational  
attainment or  
work conditions



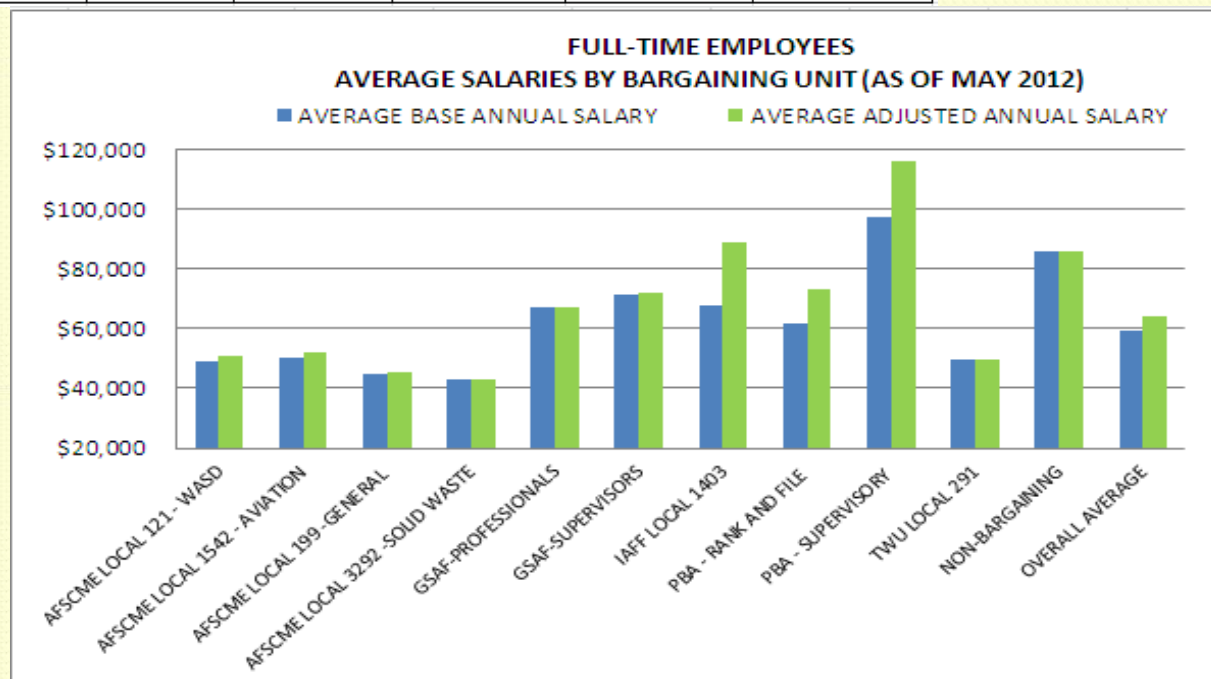
## Adjusted Pay



Change in formula for adjusted rate for IAFF 1403  
(FIRE) employees resulted in \$2.3M in savings  
These are recurring savings and impact leave payouts  
resulting in additional savings

# Miami-Dade County... as of May 2012

BARGAINING UNIT	NUMBER OF EMPLOYEES			SALARIES		
	FULL-TIME	PART-TIME	TOTAL FULL-TIME AND PART-TIME	AVERAGE BASE ANNUAL SALARY (FULL-TIME)	AVERAGE ADJUSTED ANNUAL SALARY (FULL-TIME)	PERCENT DIFFERENCE (BETWEEN BASE AND ADJUSTED SALARY)
AFSCME LOCAL 121 - WASD	1,624	11	1,635	\$ 49,223	\$ 50,669	2.9%
AFSCME LOCAL 1542 - AVIATION	809	22	831	\$ 50,002	\$ 52,072	4.1%
AFSCME LOCAL 199 - GENERAL	6,359	2,237	8,596	\$ 44,495	\$ 45,232	1.7%
AFSCME LOCAL 3292 - SOLID WASTE	635	-	635	\$ 42,650	\$ 42,650	0.0%
GSAF-PROFESSIONALS	1,287	54	1,341	\$ 66,815	\$ 67,273	0.7%
GSAF-SUPERVISORS	3,017	63	3,080	\$ 71,422	\$ 72,093	0.9%
IAFF LOCAL 1403	1,968	-	1,968	\$ 67,596	\$ 88,971	31.6%
PBA - RANK AND FILE	5,073	2	5,075	\$ 61,860	\$ 73,062	18.1%
PBA - SUPERVISORY	248	-	248	\$ 97,485	\$ 116,015	19.0%
TWU LOCAL 291	2,328	285	2,613	\$ 49,415	\$ 49,487	0.1%
NON BARGAINING	2,708	76	2,784	\$ 85,707	\$ 85,997	0.3%
Grand Total	26,056	2,750	28,806	\$ 59,489	\$ 63,932	7.5%





# Supplemental Pay

Supplemental pay is granted:

- Through collective bargaining
  - Specific assignments (e.g. air rescue, diving)
  - Educational attainment
  - Work conditions
- \$50 bi-weekly premium pay for specific bargaining and non-bargaining employees excluding Police and Fire
- Through MDC Pay Plan
  - Attainment of specific licenses or certifications (C.P.A., P.E.)
  - Unusual work conditions, e.g. potential asbestos exposure

Premium Pay  
suspended  
through  
September 2014

Premium Pay for PBA  
*non-sworn support*  
\$80 per pay period  
suspended through  
September 2014

# Supplemental Pay (Continued)

- 160 pay supplements in the current Pay Plan/ Collective Bargaining Agreements

Contractual:	82
Pay Plan/Separate Union Agreement:	62
State Statute:	14
Discontinued:	2
	160

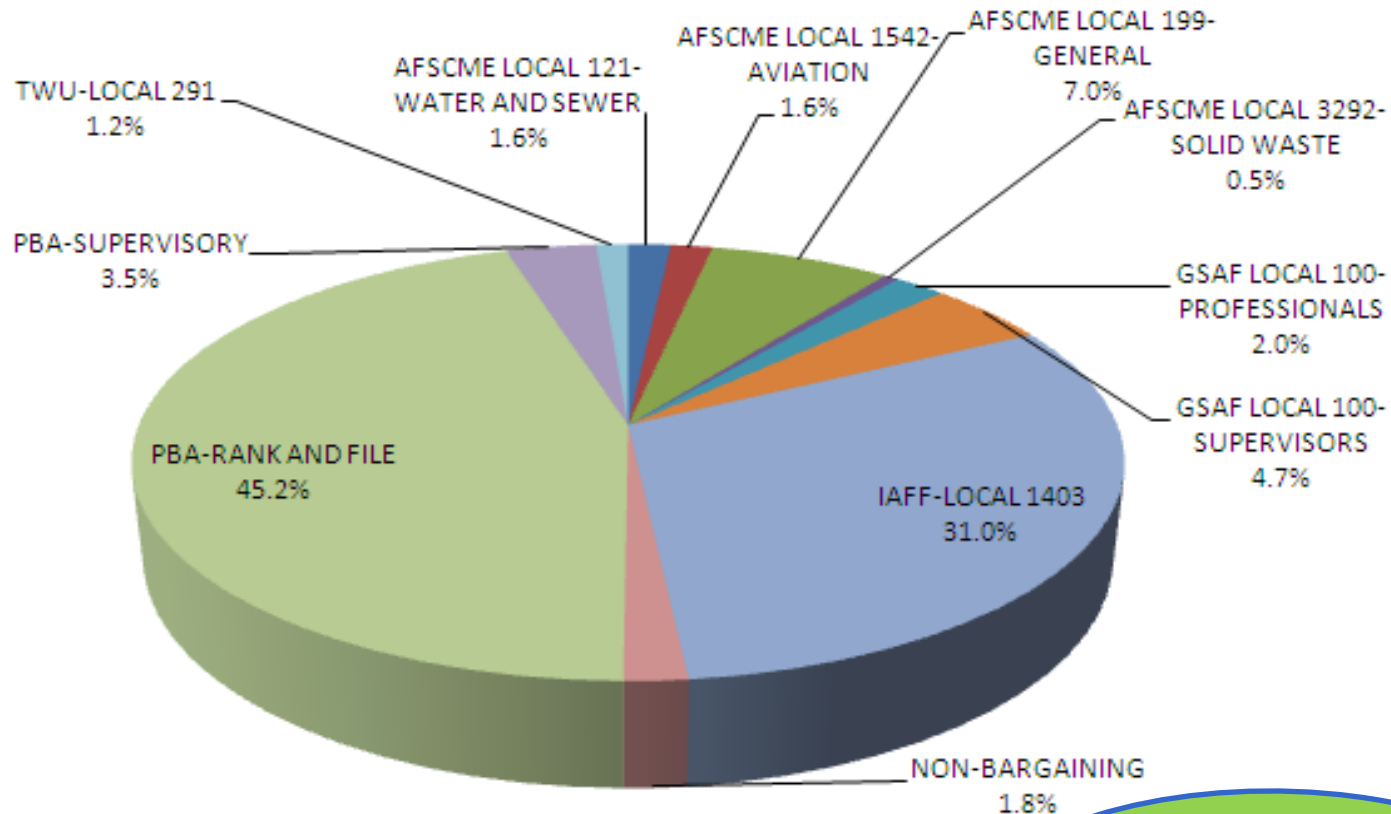
- Pay supplements comprised of:

- Steps (1, 2 or 3 steps)
- Percent (Ranges from 1-20%)
- Flat rates (Ranges from \$9.23 to \$125)

>GSAF and PBA: Night Differential reduced from 2 steps to 1 step  
>AFSCME 199: On Call Pay reduced from 2 steps to 1 step  
>SWM suspended all supplements through September 2014  
>GSAF: CAA Teacher's Certification suspended (1 step and 3 step supplements)

- The annual cost of pay supplements is approximately \$137.5 million (Approximately 7% of annual payroll)

# Total Pay Supplement Costs By Bargaining Unit



**\$137.5 Million**  
(FY 2010-11)

3% COLA applied July 2011

FY 2009-10: \$136 M  
\* Included 1 year freeze on  
Premium Pay for all  
employees- different  
suspension periods apply



\*Amounts do not include fringes



# FY 2011-12

## Impact of Bargaining Unit Concessions Related to Supplemental Pay

BARGAINING UNIT <span>▼↑</span>	FY2011-12 (First Quarter)	FY2011-12 (Second Quarter)	Total (FY2011-12 First and Second Quarters)	% Change From First to Second Quarter	Contract Implementation Date
AFSCME LOCAL 121-WASD	\$ 1,110,047	\$ 711,570	\$ 1,821,617	-35.9%	1/23/2012
AFSCME LOCAL 1542-AVIATION	\$ 694,737	\$ 385,187	\$ 1,079,924	-44.6%	12/12/2011
AFSCME LOCAL 199-GENERAL	\$ 3,625,727	\$ 1,764,039	\$ 5,389,766	-51.3%	1/23/2012
AFSCME LOCAL 3292-SOLID WASTE	\$ 250,746	\$ 71,501	\$ 322,247	-71.5%	1/23/2012
GSAF/OPEIU LOCAL 100-PROFESSIONALS	\$ 745,830	\$ 140,040	\$ 885,870	-81.2%	12/26/2011
GSAF/OPEIU LOCAL 100-SUPERVISORS	\$ 1,748,954	\$ 463,026	\$ 2,211,980	-73.5%	12/26/2011
IAFF LOCAL 1403-FIRE	\$ 11,830,147	\$ 10,130,615	\$ 21,960,762	-14.4%	11/28/2011
PBA-RANK AND FILE	\$ 17,506,018	\$ 13,231,508	\$ 30,737,526	-24.4%	12/12/2011
PBA-SUPERVISORS	\$ 1,357,318	\$ 1,077,447	\$ 2,434,765	-20.6%	12/12/2011
TWU LOCAL 291-TRANSIT	\$ 953,462	\$ 827,382	\$ 1,780,844	-13.2%	4/2/2012
NON-BARGAINING	\$ 262,029	\$ 205,720	\$ 467,748	-21.5%	10/3/2011 (Exempt) and 11/14/2011 (Classified)
Total (FY2011-12 First and Second Quarters)	\$ 40,085,014	\$ 29,008,035	\$ 69,093,049	-27.6%	N/A

# Overtime

## Contractual Factors

### Weekly Overtime (as per FLSA rules)

PBA, GSAF, SWM,  
W&S CBA change to  
weekly overtime  
calculation



### Daily Overtime- Paid for all hours in excess of normal shift

#### Call back

- Minimum guarantee of one (1) hour at overtime rate.

Reduced Call back from 4  
hours to  
1 hour (PBA, AFSCME  
1542)  
Reduced to 3 hours  
(AFSCME 199)

#### Contract Specific

- Meal Breaks (all American Federation of State, County & Municipal Employees units and both Government Supervisors Association of Florida units) – Hourly employees required to work 3 hours immediately before or 2 hours immediately beyond their shift shall receive one half hour paid meal break.
- Scheduled Overtime Runs (Transport Workers Union) – A portion of regularly scheduled runs include overtime (e.g. Combination Runs), including when operator is absent.



# Overtime (Continued)

## Contractual Factors

Holiday Premium  
Pay Suspended  
through  
September 2014



### Contract Specific (continued)

- Holiday Work on Day Off (Transport Workers Union) – Employees paid contractual overtime rate for all hours worked on a holiday. The rate is twice the regular rate when the holiday falls on a regular work day, and three times the regular rate when the holiday falls on a day off.
- Court Time (Police Benevolent Association) – Minimum guarantee of two (2) hours at overtime rate for court appearances when not adjacent to regular shift.
- Minimum staffing in specified units or assignments (International Association of Firefighters (IAFF)).
  - Changes were made to the IAFF contract that increased management's flexibility to reassign personnel from the Fire Boats, Squads, and forty-hour assignments into Operations assignments, which allows for significant reduction of overtime.

Reduced Court Time from  
4 hours to 2 hours

# Overtime (Continued)



## Non-Contractual Factors

Due to operational necessity (e.g. 24 hour operations), staff reductions, or required coverage due to vacancies, departments experience open shift assignments which they generally must backfill with other employees at an overtime rate.

- Seasonal Workload Shifts (e.g. Post-holiday pick-up at Solid Waste) – Cyclical or periodic changes in workload necessitate additional staffing.
- Emergencies/Special Events
  - After hour emergencies (e.g. - broken sewer line – Water and Sewer)
  - Special events such as Calle Ocho, MLK celebrations, or Corporate Runs.
- FLSA
  - Mandatory training outside of the normal schedule – requires overtime payment for all hours spent training.
  - All hours worked in excess of 40 hours in a work week must be compensated at time and one half the regular rate.

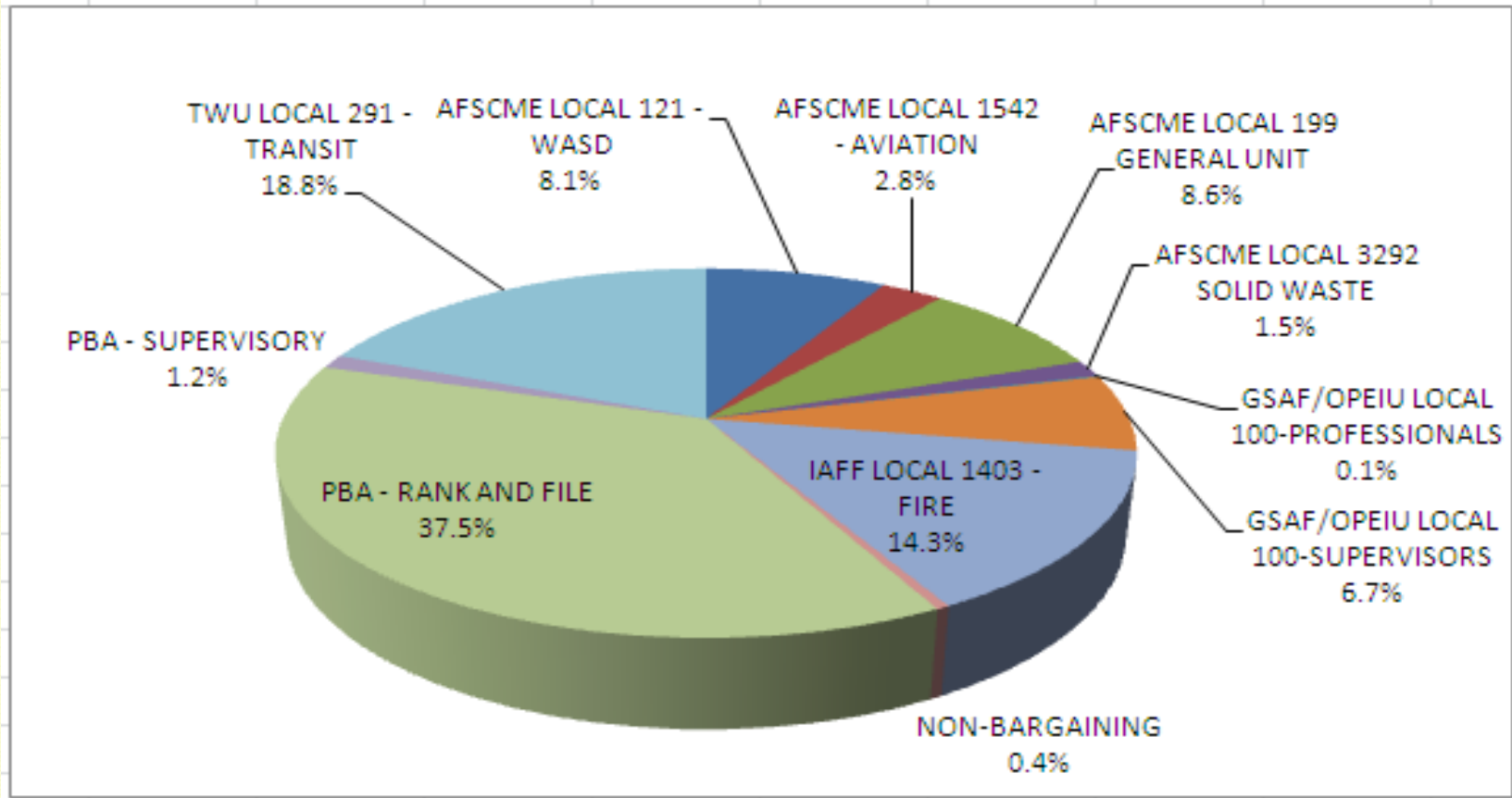


# FY 2010-11 Overtime Pay by Bargaining Unit

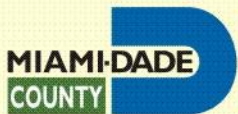
BARGAINING UNIT ▼	TOTAL OVERTIME PAY	TOTAL GROSS EARNINGS (INCLUSIVE OF ALL PAYMENTS)	AS A PERCENT OF COUNTY'S TOTAL COST OF OVERTIME	AS A PERCENT OF BARGAINING UNIT'S GROSS PAY
AFSCME LOCAL 121 - WASD	\$ 9,271,855	\$ 90,771,090	8.1%	10.2%
AFSCME LOCAL 1542 - AVIATION	\$ 3,176,278	\$ 48,928,074	2.8%	6.5%
AFSCME LOCAL 199 GENERAL UNIT	\$ 9,767,795	\$ 345,561,332	8.6%	2.8%
AFSCME LOCAL 3292 SOLID WASTE	\$ 1,672,543	\$ 32,048,454	1.5%	5.2%
GSAF/OPEIU LOCAL 100-PROFESSIONALS	\$ 111,663	\$ 96,126,615	0.1%	0.1%
GSAF/OPEIU LOCAL 100-SUPERVISORS	\$ 7,683,359	\$ 250,375,397	6.7%	3.1%
IAFF LOCAL 1403 - FIRE	\$ 16,309,814	\$ 200,522,420	14.3%	8.1%
PBA - RANK AND FILE	\$ 42,765,271	\$ 435,690,452	37.5%	9.8%
PBA - SUPERVISORY	\$ 1,401,303	\$ 33,071,239	1.2%	4.2%
TWU LOCAL 291 - TRANSIT	\$ 21,498,286	\$ 143,654,640	18.8%	15.0%
NON-BARGAINING	\$ 478,789	\$ 277,418,885	0.4%	0.2%
Grand Total	\$ 114,136,956	\$ 1,954,168,598	100.0%	5.8%



# FY 2010-11 Overtime Costs By Bargaining Unit



**\$114.1 Million**  
(FY 2010-11)



\* Amounts do not include fringes

FY 2009-10: \$118.2 M  
FY 2008-09: \$139.1M

# FY 2011-12

## Impact of Bargaining Unit Concessions Related to Overtime

BARGAINING UNIT	FY2011-12 (First Quarter)	FY2011-12 (Second Quarter)	Total (FY2011-12 First and Second Quarters)	% Change From First to Second Quarter	Contract Implementation Date
AFSCME LOCAL 121 - WASD*	\$ 2,265,075	\$ 1,805,120	\$ 4,070,195	-20.3%	1/23/2012
AFSCME LOCAL 1542 - AVIATION	\$ 620,723	\$ 453,965	\$ 1,074,688	-26.9%	12/12/2011
AFSCME LOCAL 199 GENERAL	\$ 2,184,420	\$ 1,934,832	\$ 4,119,252	-11.4%	1/23/2012
AFSCME LOCAL 3292 SOLID WASTE*	\$ 514,619	\$ 534,992	\$ 1,049,611	4.0%	1/23/2012
GSAF/OPEIU LOCAL 100-PROFESSIONALS *	\$ 23,717	\$ 46,644	\$ 70,361	96.7%	12/26/2011
GSAF/OPEIU LOCAL 100-SUPERVISORS*	\$ 1,907,970	\$ 1,648,570	\$ 3,556,540	-13.6%	12/26/2011
IAFF LOCAL 1403 - FIRE **	\$ 4,260,349	\$ 2,374,320	\$ 6,634,669	-44.3%	11/28/2011
PBA - RANK AND FILE *	\$ 10,874,518	\$ 7,102,312	\$ 17,976,830	-34.7%	12/12/2011
PBA - SUPERVISORS*	\$ 299,534	\$ 271,015	\$ 570,549	-9.5%	12/12/2011
TWU LOCAL 291 - TRANSIT	\$ 6,711,652	\$ 5,361,824	\$ 12,073,477	-20.1%	4/2/2012
NON-BARGAINING	\$ 107,581	\$ 90,527	\$ 198,108	-15.9%	10/3/2011 (Exempt) and 11/14/2011 (Classified)
<b>Total (FY2011-12 First and Second Quarters)</b>	<b>\$ 29,770,157</b>	<b>\$ 21,624,120</b>	<b>\$ 51,394,277</b>	<b>-27.4%</b>	<b>N/A</b>
*OVERTIME CALCULATION CHANGED FROM DAILY TO WEEKLY					
** ADJUSTED RATE CALCULATION CHANGED TO STEP, PERCENT, FLAT WHICH IMPACTS OVERTIME PAY					

# Longevity Bonus Awards

- **Longevity Bonus Award (LBA)**- Employees with 15 or more years of continuous service are eligible for an annual longevity bonus ranging from 1.5% to 3% of salary based on years of service.

BARGAINING UNIT	AVERAGE LONGEVITY (YEARS)	NUMBER OF EMPLOYEES ELIGIBLE FOR LBA	PERCENT OF EMPLOYEES ELIGIBLE FOR LBA
AFSCME LOCAL 3292 -SOLID WASTE	15	303	47.7%
AFSCME LOCAL 121 - WASD	13	726	44.8%
AFSCME LOCAL 1542 - AVIATION	15	402	49.7%
AFSCME LOCAL 199 -GENERAL UN	12	2,064	32.5%
GSAF/ OPEIU LOCAL 100-PROFFE	14	550	42.8%
GSAF/ OPEIU LOCAL 100-SUPERV	17	1,737	57.5%
IAFF LOCAL 1403	12	695	35.3%
PBA - RANK AND FILE UNIT	13	2,189	43.2%
PBA - SUPERVISORY UNIT	23	236	95.2%
TWU LOCAL 291	12	668	28.7%
NON BARGAINING	15	1,276	47.1%
TOTAL		10,846	41.6%

>LBA suspended for ALL employees for one year during FY 2009-10

>Non-bargaining unit employees under the Mayor's purview are currently NOT receiving LBAs



# Q & A

