



Miami-Dade County Board of County Commissioners

Office of the Commission Auditor

Board of County Commissioners
Special Meeting

December 5, 2013
9:30 A.M.
Commission Chamber

Research Division

Charles Anderson, CPA
Commission Auditor
111 NW First Street, Suite 1030
Miami, Florida 33128
305-375-4354

**Board of County Commissioners
December 5, 2013 Special Meeting
Research Notes**

Item No.	Research Notes				
	<p>The following proposed resolutions (Special Items No. 1- 11) resolve the Collective Bargaining Agreement Impasse. The parties are at impasse over the continuation of the employees' five percent (5%) healthcare contribution effective January 1, 2014. The Administration is presenting to the Board its recommendation for the continuation of the employees' five percent (5%) healthcare contribution.</p> <p>The FY 2013-14 Budget adopted by the Board on September 19, 2013, is predicated upon the continuation of the five percent (5%) contribution of employees' base wages towards the County's cost of healthcare implemented as a result of the 2011-2014 Collective Bargaining Agreement.</p> <p>Under Florida law, the action taken by the Board will be presented to the bargaining unit members for a ratification vote. A successful ratification vote will result in the continuation of the five percent (5%) healthcare contribution on and after January 1, 2014. If the bargaining unit fails to ratify the action taken by the Board at impasse, the decision of the Board will take effect as of the date of the legislative action resulting in the continuation of the five percent (5%) healthcare contribution on and after January 1, 2014 for the remainder of FY 2013-14.</p>				
Sp. Item No. 1 132042	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 121, MIAMI-DADE WATER AND SEWER EMPLOYEES(Human Resources)				
Notes	<p>The proposed resolution resolves the Collective Bargaining Impasse between Miami-Dade County and the American Federation of County, State and Municipal Employee, Local 121, Water and Sewer Employees (Union), by approving the continuation of concessions in the form of the requirement to contribute five percent (5%) of the employees' base wages toward the County's cost of healthcare negotiated into the parties' 2011-2014 Collective Bargaining Agreement. This is a three year contract for the period of October 1, 2011 through September 30, 2014.</p> <p>Fiscal Impact If this five percent (5%) employee base wage contribution does not continue, the fiscal impact to the FY 2013-14 Budget will be \$3.5 million as it relates to this Union.</p> <p>Additional Information</p> <table border="1" style="width: 100%;"> <thead> <tr> <th colspan="2" style="text-align: center;">Legislative History</th> </tr> </thead> <tbody> <tr> <td style="width: 20%;">January 12, 2012 R-07-12</td> <td> <p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF COUNTY, STATE AND MUNICIPAL EMPLOYEES, LOCAL 121, MIAMI-DADE WATER AND SEWER EMPLOYEES</p> <ul style="list-style-type: none"> • <i>The FY 2011-12 Adopted Budget was predicated on reducing labor costs for employees represented by the Union by \$11.992 million. The provisions of this agreement will generate savings of \$7.984 million. Both the County and Union worked collaboratively to identify both contractual and non-contractual savings in order to reach a fiscally responsible agreement that achieves those savings. The identified savings recur for each applicable year of the contract. The remaining balance (\$4.008 million) is associated with an additional 5% contribution to the County's healthcare costs which the Union has opted to bring to the Board as an impasse item.</i> • <i>The healthcare contribution will continue up to January 1, 2014. However, there is a provision in the contract that allows for a reopening of the agreement prior to January 1, 2014 should the County's economic conditions improve, the terms of which permit both parties to negotiate the reinstatement of the employees' contribution to the cost of healthcare.</i> • <i>Article 28 of the contract, Wages, contains an impasse issue which is being submitted directly to the Board for final resolution. The matter in question is whether employees will be required to contribute an additional amount, not to exceed 5% of base wages, towards the County's cost of healthcare. If approved, the employees' contribution will be increased to 10% of base wages.</i> • <i>The following is a summary of the primary contractual changes affecting the employees covered by this agreement. The terms of this agreement preserve employees' base pay. By agreeing to eliminate the premium pay for 3 holidays, an additional 3 furlough days, suspension of Flex dollars, and the suspension of the \$50 biweekly Premium pay supplement, employees covered under this agreement will continue to be eligible for merit increases and longevity bonuses during its term.</i> • <i>The Water and Sewer Department has identified additional savings associated with the adjustments to its security contract which comprise the balance of the targeted budgetary shortfall.</i> • <i>The healthcare contribution will continue only through January 1, 2014, at which time the monies comprising the healthcare contribution will be reinstated to the employees' pay, provided that the County will have the right to reopen this provision of the agreement for the purpose of negotiating whether these or similar reductions will be continued.</i> • <i>Changes were made to the agreement that will change the length of time to progress from pay step 1 to step 2 for all employees hired following ratification of this agreement. Progression from the entrance level pay of step 1 to step 2 will be changed from 6 months (13 pay periods) to 12 months (26 pay periods) based upon satisfactory or above satisfactory job performance. This period of time is equal to the probationary period for all Union job classifications.</i> • <i>The County will provide to the Union copies of Requests for Proposals that specifically pertain to the contracting out for services that are currently being performed by bargaining unit employees, or for work which could be performed by bargaining unit employees.</i> </td> </tr> </tbody> </table>	Legislative History		January 12, 2012 R-07-12	<p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF COUNTY, STATE AND MUNICIPAL EMPLOYEES, LOCAL 121, MIAMI-DADE WATER AND SEWER EMPLOYEES</p> <ul style="list-style-type: none"> • <i>The FY 2011-12 Adopted Budget was predicated on reducing labor costs for employees represented by the Union by \$11.992 million. The provisions of this agreement will generate savings of \$7.984 million. 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	<ul style="list-style-type: none"> • <i>The County also agreed to first discuss with the Union any intended contracts for outsourcing, prior to effectuating such, during regular or special Labor Management Meetings. This provision does not apply to emergency or other situations of immediate need.</i> • <i>The parties agreed to implement performance-based compensation projects involving bargaining unit classifications and to work collaboratively to develop criteria for a gainsharing program through a Memorandum of Understanding (MOU) within 90 days following the ratification of the agreement.</i> • <i>A savings pool will be established which will consist of the net savings in excess of the performance targets established by the parties in the referenced MOU, 25% of the savings pool will be available for distribution as gainsharing incentive pay to all members of the bargaining unit.</i>
January 24, 2012 R-17-12	<p>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 121, MIAMI-DADE COUNTY WATER AND SEWER EMPLOYEES [SEE ORIGINAL ITEM UNDER FILE NO. 120007]</p> <ul style="list-style-type: none"> • <i>Adopted as amended to require the AFSCME, Local 121, Miami-Dade County Water and Sewer employees, to contribute an additional 4 percent of their salary toward the cost of healthcare until September 30, 2012, and 2.67 percent thereafter.</i> • <i>The Administration proposed in negotiations that the remaining amount (\$4.008 million) of savings needed to balance the budget come from an additional 5% contribution to the County's healthcare costs. The Union disagrees with this proposal. The budget approved by this Board assumes a 10% contribution to healthcare from all County employees. The Union has agreed to a 5% contribution only. If the additional 5% contribution the administration proposes and the budget contemplates is not adopted, savings will have to be generated from other sources to ensure a balanced budget.</i> • <i>The parties agreed to work collaboratively during the term of this agreement to examine health plan features and identify opportunities to reduce overall premium costs. It is anticipated that a new, more affordable health plan will be in place for calendar year 2013. Contingent upon the success of this endeavor and prevailing economic conditions, the employee contribution to the cost of healthcare will be discontinued for calendar year 2014. This sunset provision, however, provides the County the option to reopen this issue for negotiations if it deems that this or a similar reduction needs to be continued.</i>
July 17, 2012 MOU Accepted	<p><i>Following distribution of the Memorandum of Understanding (MOU), County Attorney advised that a motion was in order to approve the MOU as distributed today (7/17) at the dais.</i></p>
October 2, 2012 R-761-12	<p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 28 WAGES OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), MIAMI-DADE COUNTY WATER AND SEWER EMPLOYEES LOCAL 121</p> <ul style="list-style-type: none"> • <i>The County Mayor is authorized to effectuate this Resolution by approving and filing this Resolution with the Clerk of the Board. This will allow for the implementation of the Board's directive to negotiate the return of the additional 4% healthcare contribution and if ratified, restore these monies to employees as soon as possible after the commencement of the fiscal year.</i> • <i>On January 12, 2012, the Board ratified the 2011-14 successor Agreement between AFSCME, Local 121 and the County. Article 28, Wages, of this Agreement contained an impasse issue of whether employees would be required to contribute an additional amount towards the County's cost of healthcare.</i> • <i>On January 24, 2012, the Board resolved the impasse by voting to impose an additional 4% contribution of base wages by employees to the County's cost of healthcare. The FY 2012-13 Proposed Budget provided an Impasse Reserve to provide funding for the elimination of the additional 4% healthcare contribution.</i> • <i>On September 20, 2012, the Board adopted the Proposed Budget and directed the County Mayor to negotiate with the unions the return of the additional 4% healthcare contribution. Pursuant to the Board's directive, the County met with the unions and negotiated the return of the additional 4%. Effective October 1, 2012, the additional 4% of base wages contribution towards the County's cost of healthcare was eliminated.</i>
October 23, 2012 R-879-12	<p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 30 GROUP HEALTH INSURANCE OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), MIAMI-DADE COUNTY WATER AND SEWER EMPLOYEES LOCAL 121</p> <ul style="list-style-type: none"> • <i>As a result of plan design changes to the group health insurance program, which will reduce total medical expenses, there is no fiscal impact to the health insurance fund associated with maintaining current employee dependent premium rates.</i> • <i>The County and AFSCME, Local 121, met and negotiated changes to co-pays for provider services and prescription drug benefits. As a result of the negotiated and agreed upon changes, the 2012 calendar year group health insurance premium rates will remain in effect for the 2013 calendar year.</i>
Sp. Item No. 2 132048	<p>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, GENERAL EMPLOYEES, LOCAL 199(Human Resources)</p>
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This is a three year contract for the period of October 1, 2011 through September 30, 2014.</p> <p>Fiscal Impact If this five percent (5%) employee base wage contribution does not continue, the fiscal impact to the FY 2013-14 Budget will be \$12 million as it relates to this Union.</p> <p>Additional Information</p> <table border="1" style="width: 100%;"> <thead> <tr> <th colspan="2" style="text-align: center;">Legislative History</th> </tr> </thead> <tbody> <tr> <td style="width: 25%;">January 24, 2012 R-26-12</td> <td> <p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, GENERAL EMPLOYEES, LOCAL 199 (SEE AGENDA ITEM NOS. 5D, 5E, 5F)</p> <ul style="list-style-type: none"> • <i>Following an unsuccessful Union contract ratification vote on December 16, 2011, the County and the Union continued to negotiate to develop a revised agreement. This contract represents a fair and equitable agreement with the bargaining unit and is the product of good faith negotiations between the parties.</i> • <i>Article 42 of the agreement, Wages, contains an impasse issue which is being submitted directly to the Board for final resolution. The matter in question is whether employees will be required to contribute an additional amount, not to exceed 5% of base wages, towards the County's cost of healthcare. If approved, the employees' contribution will be increased to 10% of base wages. 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The Board adopted as amended to require the AFSCME, General Employees, Local 199, to contribute an additional 4 percent of their salary toward the cost of healthcare until September 30, 2012, and 2.67 percent thereafter.</i> </td> </tr> <tr> <td>October 2, 2012 R-762-12</td> <td> <p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 42 WAGES AND ARTICLE 56 GROUP HEALTH INSURANCE OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), MIAMI-DADE COUNTY GENERAL EMPLOYEES LOCAL 199</p> <ul style="list-style-type: none"> • <i>On January 24, 2012, the Board ratified the successor 2011-14 Agreement between AFSCME, Local 199 and the County. Article 42, Wages, of this Agreement contained an impasse issue of whether employees would be required to contribute an additional amount towards the County's cost of healthcare. The Board resolved the impasse by voting to impose an additional 4% of contribution of base wages by employees to the County's cost of healthcare. The FY 2012-13 Proposed Budget provided an Impasse Reserve to provide funding for the elimination of the additional 4% healthcare contribution.</i> • <i>On September 20, 2012, the Board adopted the Proposed Budget and directed the County Mayor to negotiate with the unions the return of the additional 4% healthcare contribution. Pursuant to the Board's directive, the County met with the unions and negotiated the return of the additional 4%.</i> • <i>Additionally, the terms of Article 56 of the ratified Agreement, gave the County the right to re-open the Agreement to discuss the redesign of the County's health plan for year 2013, prior to establishing premium contributions. The County and AFSCME, Local 199 met and negotiated changes to co-pays for provider services and prescription drug benefits. 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Sp. Item No. 3 132044	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION - LAW ENFORCEMENT SUPERVISORY UNIT(Human Resources)										
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**Board of County Commissioners
December 5, 2013 Special Meeting
Research Notes**

Item No.	Research Notes														
	<p>Association – Law Enforcement Supervisory Unit (Union), by approving the continuation of concessions in the form of the requirement to contribute five percent (5%) of the employees' base wages toward the County's cost of healthcare negotiated into the parties' 2011-2014 Collective Bargaining Agreement. This is a three year contract for the period of October 1, 2011 through September 30, 2014.</p> <p>Fiscal Impact If this five percent (5%) employee base wage contribution does not continue, the fiscal impact to the FY 2013-14 Budget will be \$1.1 million as it relates to this Union.</p> <p>Additional Information</p> <table border="1" style="width: 100%;"> <thead> <tr> <th colspan="2" style="text-align: center;">Legislative History</th> </tr> </thead> <tbody> <tr> <td style="width: 25%;">December 6, 2011 R-1030-11</td> <td> <p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION – LAW ENFORCEMENT SUPERVISORY UNIT (PBA)</p> <ul style="list-style-type: none"> Article 35 of the contract, Wages, contains an impasse issue which is being submitted directly to the Board for final resolution. The matter in question is whether employees will be required to contribute an additional amount, 5% of base wages, towards the County's cost of healthcare. If approved, the employees' contribution will be increased to 10% of base wages. This matter will be presented as a separate item, following the Board's consideration of the balance of this agreement. </td> </tr> <tr> <td>December 19, 2012 Carried Over to January 5, 2012 R-01-12</td> <td> <p>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION – LAW ENFORCEMENT SUPERVISORY UNIT [SEE ORIGINAL ITEM UNDER FILE NO. 112484]</p> <ul style="list-style-type: none"> Adopted as Amended. 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The Board proceeded to vote on this proposed resolution as amended to require the Dade County PBA- Law Enforcement Supervisory Unit to contribute an additional 4% of their salary toward the cost of healthcare. </td> </tr> <tr> <td>October 2, 2012 R-758-12</td> <td> <p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 35 WAGES OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE MIAMI DADE COUNTY POLICE BENEVOLENT ASSOCIATION (PBA), SUPERVISORY UNIT</p> <ul style="list-style-type: none"> On January 5, 2012, the Board ratified the 2011-14 successor Agreement between the PBA, Supervisory Unit and the County. Article 35, Wages, of this Agreement contained an impasse issue of whether employees would be required to contribute an additional amount towards the County's cost of healthcare. On January 24, 2012, the Board resolved the impasse by voting to impose an additional 4% contribution of base wages by employees to the County's cost of healthcare. The FY 2012-13 Proposed Budget provided an Impasse Reserve to provide funding for the elimination of the 4% healthcare contribution. On September 20, 2012, the Board adopted the Proposed Budget and directed the County Mayor to negotiate with the unions the return of the additional 4% healthcare contribution. Pursuant to the Board's directive, the County met with the unions and negotiated the return of the additional 4%. </td> </tr> <tr> <td>November 8, 2012 R-974-12</td> <td> <p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 50 GROUP HEALTH/LIFE INSURANCE OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE MIAMI DADE COUNTY POLICE BENEVOLENT ASSOCIATION (PBA), SUPERVISORY UNIT</p> <ul style="list-style-type: none"> On January 5, 2012, the Board ratified the successor 2011-14 Agreement between the PBA Supervisory Unit and the County. The terms of Article 50 of the ratified Agreement, gave the County the right to re-open the Agreement to discuss the redesign of the County's health plan for plan year 2013, prior to establishing premium contributions. The County and the PBA met and negotiated changes to co-pays for provider services and prescription drug benefits. As a result of the negotiated and agreed upon changes, the 2012 calendar year group health insurance premium rates will remain in effect for the 2013 calendar year. Effective January 1, 2013, the group health insurance plan benefits will remain the same as stipulated in calendar year 2012, with the exception of legislatively mandated changes and co-pays for provider services and prescription drug benefits. The 2012 calendar year group health insurance premium rates will remain in effect for the 2013 calendar year. The County has committed to implement a competitive selection process to obtain proposals from qualified insurance carriers to provide other health insurance options to bargaining unit members. If this process produces one or more carriers qualified to offer an equivalent plan to employees, at a cost advantage to employees, the County will offer at least one such plan as an alternative to the County's self-insured plan. This plan option would be available countywide. </td> </tr> </tbody> </table>	Legislative History		December 6, 2011 R-1030-11	<p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION – LAW ENFORCEMENT SUPERVISORY UNIT (PBA)</p> <ul style="list-style-type: none"> Article 35 of the contract, Wages, contains an impasse issue which is being submitted directly to the Board for final resolution. 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Sp. Item No. 4 132047	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION - RANK AND FILE UNIT(Human Resources)													
Notes	<p>The proposed resolution resolves the Collective Bargaining Impasse between Miami-Dade County and the Dade County Police Benevolent Association – Rank and File Unit (Union), by approving the continuation of concessions in the form of the requirement to contribute five percent (5%) of the employees' base wages toward the County's cost of healthcare negotiated into the parties' 2011-2014 Collective Bargaining Agreement. This is a three year contract for the period of October 1, 2011 through September 30, 2014.</p> <p>Fiscal Impact If this five percent (5%) employee base wage contribution does not continue, the fiscal impact to the FY 2013-14 Budget will be \$14.6 million as it relates to this Union.</p> <p>Additional Information</p> <table border="1" style="width: 100%;"> <thead> <tr> <th colspan="2" style="text-align: center;">Legislative History</th> </tr> </thead> <tbody> <tr> <td style="width: 25%;">December 6, 2011 R-1031-11</td> <td> <p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION – RANK AND FILE UNIT (PBA)</p> <ul style="list-style-type: none"> • <i>Article 35 of the contract, Wages, contains an impasse issue which is being submitted directly to the Board for final resolution. The matter in question is whether employees will be required to contribute an additional amount, not to exceed 5% of base wages, towards the County's cost of healthcare. If approved, the employees' contribution will be increased to 10% of base wages. This matter will be presented as a separate item, following the Board's consideration of the balance of this agreement.</i> </td> </tr> <tr> <td>January 5, 2012 R-02-12</td> <td> <p>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION – RANK AND FILE UNIT [SEE ORIGINAL ITEM UNDER FILE NO. 112482]</p> <ul style="list-style-type: none"> • <i>Adopted as Amended. The Board adopted as amended the foregoing resolution to approve zero percent (0%) contribution of employees' base wages towards the County's cost of healthcare for the 2011-14 Collective Bargaining Agreement between Miami-Dade County and the PBA – Rank and File Unit, in lieu of the additional 5% contribution recommended by the Mayor.</i> </td> </tr> <tr> <td>January 11, 2012</td> <td>Mayor presented a Veto Message to the Clerk of the Board.</td> </tr> <tr> <td>January 24, 2012 R-11-12</td> <td> <p>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION – RANK AND FILE UNIT [SEE ORIGINAL ITEM UNDER FILE NO. 112482, 120031]</p> <ul style="list-style-type: none"> • <i>Adopted as amended. The Board adopted the foregoing proposed resolution as amended to require the PBA- Rank and File Unit to contribute an additional 4 % of their salary toward the cost of health care.</i> </td> </tr> <tr> <td>October 2, 2012 R-760-12</td> <td> <p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 35 WAGES OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE MIAMI DADE COUNTY POLICE BENEVOLENT ASSOCIATION (PBA), RANK AND FILE UNIT</p> <ul style="list-style-type: none"> • <i>On January 5, 2012, the Board ratified the 2011-14 successor Agreement between the PBA, Rank and File Unit and the County. Article 35, Wages, of this Agreement contained an impasse issue of whether employees would be required to contribute an additional amount towards the County's cost of health care.</i> • <i>On January 24, 2012, the Board resolved the impasse by voting to impose an additional 4% contribution of base wages by employees to the County's cost of healthcare. 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Research Notes**

Item No.	Research Notes					
	November 8, 2012 R-975-12	<p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 50 GROUP HEALTH/LIFE INSURANCE OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE MIAMI DADE COUNTY POLICE BENEVOLENT ASSOCIATION (PBA), RANK AND FILE UNIT</p> <ul style="list-style-type: none"> On January 5, 2012, the Board ratified the successor 2011-14 Agreement between the PBA Rank and File Unit and the County. The terms of Article 50 of this ratified Agreement, gave the County the right to re-open the Agreement to discuss the redesign of the County's health plan for plan year 2013, prior to establishing premium contributions. The County and the PBA met and negotiated changes to co-pays for provider services and prescription drug benefits. As a result of the negotiated and agreed upon changes, the 2012 calendar year group health insurance premium rates will remain in effect for the 2013 calendar year. Effective January 1, 2013, the group health insurance plan benefits will remain the same as stipulated in calendar year 2012, with the exception of legislatively mandated changes and co-pays for provider services and prescription drug benefits. The County has committed to implement a competitive selection process to obtain proposals from qualified insurance carriers to provide other health insurance options to bargaining unit members. If this process produces one or more carriers qualified to offer an equivalent plan to employees, at a cost advantage to employees, the County will offer at least one such plan as an alternative to the County's self-insured plan. This plan option would be available countywide.¹ 				
	August 29, 2013 R-653-13	<p>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION - (PBA) RANK AND FILE UNIT</p> <ul style="list-style-type: none"> This resolution resolves the Collective Bargaining Impasse between Miami-Dade County and the PBA-Rank and File Unit (Union), by approving the County Mayor's recommendation for the continuation of the following concessions, in the form of: <ul style="list-style-type: none"> Reducing Call Back to a minimum guarantee of one hour instead of four hours; Reducing Court Time to a minimum guarantee of two hours instead of four hours; and A one pay step reduction in Night Shift Differential negotiated into the parties' 2011-2014 Collective Bargaining Agreement. The 5% contribution to the cost of group health remains a negotiable item, which must be resolved by January 2014. 				
Sp. Item No. 5 132045	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 SUPERVISORY EMPLOYEES UNIT(Human Resources)					
Notes	<p>The proposed resolution resolves the Collective Bargaining Impasse between Miami-Dade County and the Government Supervisors Association of Florida, OPEIU, Local 100 Supervisory Employees Unit (Union), by approving the continuation of concessions in the form of the requirement to contribute five percent (5%) of the employees' base wages toward the County's cost of healthcare negotiated into the parties' 2011-2014 Collective Bargaining Agreement. This is a three year contract for the period of October 1, 2011 through September 30, 2014.</p> <p>Fiscal Impact If this five percent (5%) employee base wage contribution does not continue, the fiscal impact to the FY 2013-14 Budget will be \$8.6 million as it relates to this Union.</p> <p>Additional Information</p> <table border="1" style="width: 100%;"> <thead> <tr> <th colspan="2" style="text-align: center;">Legislative History</th> </tr> </thead> <tbody> <tr> <td>December 19, 2011 R-1106-11</td> <td> <p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 PROFESSIONAL UNIT</p> <ul style="list-style-type: none"> Article 34 of the contract, Wages, contains an impasse issue which is being submitted directly to the Board for final resolution. The matter in question is whether employees will be required to contribute an additional amount, not to exceed 5% of base wages, towards the County's cost of healthcare. If approved, the employees' contribution will be increased to 10% of base wages. This matter will be presented as a separate item, following the Board's consideration of the balance of this agreement. </td> </tr> </tbody> </table>		Legislative History		December 19, 2011 R-1106-11	<p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 PROFESSIONAL UNIT</p> <ul style="list-style-type: none"> Article 34 of the contract, Wages, contains an impasse issue which is being submitted directly to the Board for final resolution. The matter in question is whether employees will be required to contribute an additional amount, not to exceed 5% of base wages, towards the County's cost of healthcare. If approved, the employees' contribution will be increased to 10% of base wages. This matter will be presented as a separate item, following the Board's consideration of the balance of this agreement.
Legislative History						
December 19, 2011 R-1106-11	<p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 PROFESSIONAL UNIT</p> <ul style="list-style-type: none"> Article 34 of the contract, Wages, contains an impasse issue which is being submitted directly to the Board for final resolution. The matter in question is whether employees will be required to contribute an additional amount, not to exceed 5% of base wages, towards the County's cost of healthcare. If approved, the employees' contribution will be increased to 10% of base wages. This matter will be presented as a separate item, following the Board's consideration of the balance of this agreement. 					

¹ On November 5, 2013, through R-895-13, the Mayor recommended the rejection of all three proposals received under RFP 853, Group Medical Insurance Program. As required by Police Benevolent Association (PBA) collective bargaining agreement, Article 50, the solicitation was issued for a Group Medical Insurance Program (Program) to "seek proposals from qualified insurance carriers through a competitive process in order to provide unit members with health insurance options that provide benefits actuarially equivalent to the benefits provided by the County's self-insured plan".

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	January 5, 2012 R-04-12	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 SUPERVISORY EMPLOYEES UNIT (SEE ORIGINAL ITEM UNDER FILE NO. 112588) <ul style="list-style-type: none"> Adopted as Amended. The Board of County Commissioners adopted as amended the foregoing resolution to approve zero percent (0%) contribution of employees' base wages towards the County's cost of healthcare for the 2011-14 Collective Bargaining Agreement between Miami-Dade County and the GSAF, OPEIU, Local 100, Supervisory Unit, in lieu of the additional 5% contribution recommended by the Mayor.
	January 11, 2012	Mayor presented a Veto Message to the Clerk of the Board.
	January 24, 2012 R-13-12	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 SUPERVISORY EMPLOYEES UNIT [SEE ORIGINAL ITEM UNDER FILE NO. 112588, 120030] <ul style="list-style-type: none"> Adopted as Amended. The Board adopted the foregoing proposed resolution as amended to require the GSAF, OPEIU, Local 100 Supervisory Employees Unit to contribute an additional 4 % of their salary toward the cost of healthcare in order to resolve the impasse.
	October 23, 2012 R-853-12	RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 34 WAGES AND ARTICLE 38 GROUP HEALTH INSURANCE OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 SUPERVISORY UNIT <ul style="list-style-type: none"> <i>On December 19, 2012, the Board ratified the successor 2011-14 Agreement between GSAF, Local 100, Supervisory Unit and the County. Article 34, Wages, of this Agreement contained an impasse issue of whether employees would be required to contribute an additional amount towards the County's cost of healthcare. On January 24, 2012, the Board resolved the impasse by voting to impose an additional 4% contribution of base wages by employees to the County's cost of healthcare. The FY 2012-13 Proposed Budget provided an Impasse Reserve to provide funding for the elimination of the additional 4%.</i> <i>On September 20, 2012, the Board adopted the Proposed Budget and directed the County Mayor to negotiate with the unions the return of the additional 4% healthcare contribution. Pursuant to the Board's directive, the County met with the unions and negotiated the return of the additional 4%.</i> <i>Additionally, the terms of Article 38 of the ratified Agreement, gave the County the right to re-open the Agreement to discuss the redesign of the County's health plan for plan year 2013, prior to establishing premium contributions. The County and GSAF, Local 100, Supervisory Unit met and negotiated changes to co-pays for provider services and prescription drug benefits. As a result of the negotiated and agreed upon changes, the 2012 calendar year group health insurance premium rates will remain in effect for the 2013 calendar year.</i>
	August 29, 2013 R-650-13	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 SUPERVISORY EMPLOYEES UNIT <ul style="list-style-type: none"> <i>This resolution resolved the Collective Bargaining Impasse between Miami-Dade County and the GSAF, OPEIU, Local 100 Supervisory Employees Unit), by approving the County Mayor's recommendation for the continuation of a one (1) pay step reduction to the Night Shift Differential negotiated into the parties' 2011-2014 Collective Bargaining Agreement.</i> The 5% contribution to the cost of group health remains a negotiable item, which must be resolved by January 2014.
Sp. Item No. 6 132043	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 PROFESSIONAL EMPLOYEES UNIT(Human Resources)	
Notes	The proposed resolution resolves the Collective Bargaining Impasse between Miami-Dade County and the Government Supervisors Association of Florida, OPEIU, Local 100 Professional Employees Unit (Union), by approving the continuation of concessions in the form of the requirement to contribute five percent (5%) of the employees' base wages toward the County's cost of healthcare negotiated into the parties' 2011-2014 Collective Bargaining Agreement. This is a three year contract for the period of October 1, 2011 through September 30, 2014.	
	Fiscal Impact If this five percent (5%) employee base wage contribution does not continue, the fiscal impact to the FY 2013-14 Budget will be \$3.2 million as it relates to this Union.	
	Additional Information	
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	December 19, 2011 R-1106-11	RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 PROFESSIONAL UNIT <ul style="list-style-type: none"> <i>Article 34 of the contract, Wages, contains an impasse issue which is being submitted directly to the</i>

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	<i>Board for final resolution. The matter in question is whether employees will be required to contribute an additional amount, not to exceed 5% of base wages, towards the County's cost of healthcare. If approved, the employees' contribution will be increased to 10% of base wages. This matter will be presented as a separate item, following the Board's consideration of the balance of this agreement.</i>
January 5, 2012 R-03-12	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 PROFESSIONAL EMPLOYEES UNIT (SEE ORIGINAL ITEM UNDER FILE NO. 112585) <ul style="list-style-type: none"> Adopted as Amended. The Board of County Commissioners adopted as amended the foregoing resolution to approve zero percent (0%) contribution of employees' base wages towards the County's cost of healthcare for the 2011-14 Collective Bargaining Agreement between Miami-Dade County and the GSAF, OPEIU, Local 100, Professional Unit, in lieu of the additional 5% contribution recommended by the Mayor.
January 11, 2012	Mayor presented a Veto Message to the Clerk of the Board.
January 24, 2012 R-12-12	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 PROFESSIONAL EMPLOYEES UNIT [SEE ORIGINAL ITEM UNDER FILE NO. 112585, 120029] <ul style="list-style-type: none"> Adopted as Amended. The Board adopted the foregoing proposed resolution as amended to require the GSAF, OPEIU, Local 100 Professional Employees Unit to contribute an additional 4% of their salary toward the cost of healthcare in order to resolve the impasse.
October 23, 2012 R-852-12	RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 34 WAGES AND ARTICLE 38 GROUP HEALTH INSURANCE OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 PROFESSIONAL EMPLOYEES UNIT <ul style="list-style-type: none"> <i>On December 19, 2012, the Board ratified the successor 2011-14 Agreement between GSAF, Local 100, Professional Unit and the County. Article 34, Wages, of this Agreement contained an impasse issue of whether employees would be required to contribute an additional amount towards the County's cost of healthcare. On January 24, 2012, the Board resolved the impasse by voting to impose an additional 4% contribution of base wages by employees to the County's cost of healthcare. The FY 2012-13 Proposed Budget provided an Impasse Reserve to provide funding for the elimination of the additional 4% healthcare contribution.</i> On September 20, 2012, the Board adopted the Proposed Budget and directed the County Mayor to negotiate with the unions the return of the additional 4% healthcare contribution. Pursuant to the Board's directive, the County met with the unions and negotiated the return of the additional 4%. <i>Additionally, the terms of Article 38 of this ratified Agreement, gave the County the right to re-open the Agreement to discuss the redesign of the County's health plan for plan year 2013, prior to establishing premium contributions. The County and the GSAF, Local 100, Professional Unit met and negotiated changes to co-pays for provider services and prescription drug benefits. As a result of the negotiated and agreed upon changes, the 2012 calendar year group health insurance premium rates will remain in effect for the 2013 calendar year.</i>
August 29, 2013 R-648-13	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 PROFESSIONAL EMPLOYEES UNIT <ul style="list-style-type: none"> <i>This resolution resolved the Collective Bargaining Impasse between Miami-Dade County and the GSAF, OPEIU, Local 100 Professional Employees Unit, by approving the County Mayor's recommendation for the continuation of a one (1) pay step reduction to the Night Shift Differential negotiated into the parties' 2011-2014 Collective Bargaining Agreement. The parties are at impasse over the continuation of the one (1) pay step reduction to the Night Shift Differential through the third year of the Collective Bargaining Agreement.</i> The 5% contribution to the cost of group health remains a negotiable item, which must be resolved by January 2014.
<p>This item was deferred at the July 16, 2013 BCC meeting to the August 29, 2013 BCC Special Meeting, however, during discussion at the July 16, 2013 meeting the following statements were made pursuant to the Clerk's minutes:</p> <ul style="list-style-type: none"> <i>Mayor Gimenez said that the single, biggest concession from all of the unions was the five percent healthcare insurance contribution. He noted each of the unions had a "me-too" clause regarding the return of all or a portion of the five percent healthcare contribution; therefore, if the five percent was returned to one union it would have to be returned to all of the unions.</i> <i>Mayor Gimenez advised that the total cost of returning the five percent healthcare contribution would be \$55 million for Fiscal Year (FY) 2013-14 and \$74 million for FY 2014-15, as for the first quarter, most of the unions would still pay for the five percent contribution and it would drop off in January. He noted some of the unions may be asking for total, or partial reinstatement of their other concessions, and those requests would be problematic to grant as several of the unions had "me-too" provisions</i> 	

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	<p>which would trigger a cascading effect on the return of these other benefits.</p> <ul style="list-style-type: none"> • Mayor Gimenez said that the unions requested Clerk of Courts Harvey Ruvin to conduct an audit of the Health Insurance Fund. He noted Clerk Ruvin agreed to solicit an audit and expected to have the results of the audit by August 30, 2013.² • Mayor Gimenez said that the Administration would provide any and all information requested by the auditor expeditiously; however, it expected the auditor to concur with the following facts: 1) all monies that were in the Fund had been subject to audit every year; 2) since the County became fully self-insured in 2008 no money had been removed for anything other than health insurance cost; 3) the mechanics of funding the Health Insurance Fund required the Administration to forecast premiums and healthcare disbursements over a two-year timeframe which required long-term projections; and 4) there were two reserves in the Fund, one of which amounted to approximately two months of estimated insurance claims of approximately \$60 million to \$70 million as of FY 2012, and one reserve for Other Post-Employment Benefits (OPEB) which amounted to approximately \$30 million at the end of FY 2012. The OPEB reserve was intended to cover future liability of the County subsidizing retiree health insurance and health benefits. He noted projections for calendar year 2014 indicated that the County could meet this reserve target, assuming that all medical trends remained as they were and in order to accomplish this, the Administration increased the employer contribution to the Self-Insurance Fund by 25 percent, a \$39 million impact to the County budget; while employees' healthcare contribution remained at five percent. • Mayor Gimenez stated that AFSCME Local 3292 Solid Waste Employees was the only union before the Commission today (07/16) with the impasse on the five percent health insurance contribution, and this union had requested deferral of this impasse resolution pending the results of the audit commissioned by Clerk Ruvin. He noted the Administration was requesting the County Commission to resolve the five percent healthcare contribution, and all other concession items brought by Solid Waste and other unions today, in order to finalize these negotiations.³ • Office of Management and Budget, confirmed that the five percent healthcare contribution was not applicable to the Fire Department because it had its own self-funded health insurance. She noted the Fire Union received a transfer that was equivalent to the employer contribution and it charged a premium to its members to make up the difference. • Responding to the Mayor's statements, Mr. Slesnick clarified that no pay raises were granted to the GSAF members by the previous County Administration; the GSAF was before the Commission solely on the extra step in the Night Shift Differential, which did not include a "me-too" clause; and this contract did not include a "me-too" clause on the 5% healthcare contribution. He noted the 5% contribution may not be a new giveback but was an additional year of sacrifice, and employees were also taxpayers. • Deputy Mayor Edward Marquez noted Labor Management and Compensation Director Michael Snyder would like to correct a statement made by Mr. Slesnick regarding the "me-too" clause in the GSAF contract. Mr. Snyder read a provision under the group health insurance in Article 38 of the GSAF's contracts regarding the "me-too" clause. He noted the 5% healthcare contribution could be interpreted as a premium issue and Article 38 was considered a "me-too" provision. • Mr. Slesnick noted he had never been told in any negotiations, nor had he proposed that the 5% healthcare contribution should be considered a "me-too" provision. Mayor Gimenez said that the issue was not whether the GSAF's contracts included a "me-too" clause, but that other unions had "me-too" clauses in their contracts; thus, any benefit that was returned to the GSAF, would have to be returned to the other unions as well. 				
Sp. Item No. 7 132049	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE TRANSPORT WORKERS UNION, LOCAL 291(Human Resources)				
Notes	<p>The proposed resolution resolves the Collective Bargaining Impasse between Miami-Dade County and the Transport Workers Union, Local 291 (Union), by approving the continuation of concessions in the form of the requirement to contribute five percent (5%) of the employees' base wages toward the County's cost of healthcare negotiated into the parties' 2011-2014 Collective Bargaining Agreement. This is a three year contract for the period of October 1, 2011 through September 30, 2014.</p> <p>Fiscal Impact If this five percent (5%) employee base wage contribution does not continue, the fiscal impact to the FY 2013-14 Budget will be \$4.9 million as it relates to this Union.</p> <p>Additional Information</p> <table border="1" style="width: 100%;"> <thead> <tr> <th colspan="2" style="text-align: center;">Legislative History</th> </tr> </thead> <tbody> <tr> <td style="width: 25%;">January 24, 2012 R-87-12</td> <td>RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE TRANSPORT WORKERS UNION, LOCAL 291 [SEE ORIGINAL ITEM UNDER FILE NO. 120092] (SEE AGENDA ITEM NO. 14A2) <ul style="list-style-type: none"> • Following a failed ratification vote on January 4, 2102, the Union decided in accordance with its internal procedures to have the unit members reconsider their vote on the previously negotiated contract. The </td> </tr> </tbody> </table>	Legislative History		January 24, 2012 R-87-12	RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE TRANSPORT WORKERS UNION, LOCAL 291 [SEE ORIGINAL ITEM UNDER FILE NO. 120092] (SEE AGENDA ITEM NO. 14A2) <ul style="list-style-type: none"> • Following a failed ratification vote on January 4, 2102, the Union decided in accordance with its internal procedures to have the unit members reconsider their vote on the previously negotiated contract. The
Legislative History					
January 24, 2012 R-87-12	RESOLUTION APPROVING AND RATIFYING EXECUTION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE TRANSPORT WORKERS UNION, LOCAL 291 [SEE ORIGINAL ITEM UNDER FILE NO. 120092] (SEE AGENDA ITEM NO. 14A2) <ul style="list-style-type: none"> • Following a failed ratification vote on January 4, 2102, the Union decided in accordance with its internal procedures to have the unit members reconsider their vote on the previously negotiated contract. The 				

² The Independent Auditor Report, conducted by Moore Stephens Lovelace, P.A., of the Sub-Fund IS 540-545, Self-Insured Health Plan was submitted on September 6, 2013. The opinion states, the segment financial statements present fairly, in all material respects, the financial position of the Plan as of September 30, 2012, 2011, and 2010, and the changes in its financial position and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

³ On September 17, 2013, the BCC approved a motion to override the Mayor's veto of R-649-13, therefore the status of R-649-13 has been changed to Adopted. On August 29, 2013, the BCC, adopted as amended, R-649-13, which approved and ratified the County Mayor's recommendations for settling the impasse except for the 5% contribution towards the County's cost of healthcare. The 5% healthcare contribution will cease effective December 31, 2013. The remaining concessions remain in effect for the remainder of the contract.

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		<p>contract which is the product of those negotiations was ratified by the Union membership on January 19, 2012.</p> <ul style="list-style-type: none"> • Article I.6 of the contract, Wages, contains an impasse issue which is being submitted directly to the Board for final resolution. The matter in question is whether employees will be required to contribute an additional amount, 5% of base wages, towards the County's cost of healthcare. If approved, the employees' contribution will be increased to 10% of base wages. • The following is a summary of the primary contractual changes affecting the employees covered by this agreement. The terms of this agreement preserve employees' base pay. By agreeing to the forfeiture of holiday premium pay for 12 holidays, suspension of Flex dollars, suspension of the \$50 biweekly Premium pay supplement, and an increase in the percentage of part-time bus operators from 20% to 22%, employees will continue to be eligible for merit increases and longevity bonuses during the term of this agreement. • All Bargaining Unit employees who work on holidays will be paid straight time for hours worked on holidays and will not be entitled to holiday premium pay. Employees who are assigned to "holiday no report" (6 holidays) will receive Administrative Leave equivalent to their regular daily pay rate. • The County and the Union will develop a Memorandum of Understanding within the next 90 days to explore the feasibility of providing full service on 3 of the aforementioned 6 holidays: Labor Day, Memorial Day and 4th of July. • All employees in Bargaining Unit classifications will continue to contribute 5% of base wages towards the County's cost of healthcare. The healthcare contribution will continue only up to January 1, 2014, at which time the monies comprising the healthcare contribution will be reinstated to the employees' pay, provided however, that the County will have the right to reopen this provision of the agreement for the purpose of negotiating whether these reductions will be continued. • The County will have the right to reopen this agreement to negotiate the redesign of the County's health plan for plan year 2013. Union participation will be obtained to discuss health plan provisions and benefits, prior to establishing premium contributions. The County has agreed to maintain 2011 calendar year group health insurance premium rates at the same level for the 2012 calendar year. • The County will have the right to re-open the agreement to discuss issues and changes related to the County's Service Connected Disability Program under Section 2.56 of the Miami-Dade County Code.
	January 24, 2012 R-88-12	<p>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE TRANSPORT WORKERS UNION, LOCAL 291 [SEE ORIGINAL ITEM UNDER FILE NO. 120093]</p> <ul style="list-style-type: none"> • Adopted as amended to require the Transport Workers Union, Local 291, to contribute an additional 4 %of their salary toward the cost of health care until September 30, 2012, and 2.67 percent thereafter. • The Administration proposed in negotiations that the remaining amount of savings (\$6.303 million) needed to balance the budget come from an additional 5% contribution to the County's health care costs. The Union disagrees with this proposal. The parties have agreed to submit their dispute directly to the Board as an impasse item for resolution in accordance with State law. • The parties have agreed to work collaboratively during the term of this agreement to examine health plan features and identify opportunities to reduce overall premium costs. It is anticipated that a new, more affordable health plan will be in place for calendar year 2013. Contingent upon the success of this endeavor and prevailing economic conditions, the employee contribution to the cost of health care will be discontinued for calendar year 2014. This sunset provision, however, provides the County the option to reopen this issue for negotiations if it deems that this or a similar reduction needs to be continued. The parties have agreed to bring this matter directly to the Board as an impasse item if they fail to come to agreement.
	October 23, 2012 R-851-12	<p>RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE I.6 WAGES AND ARTICLE VII.16 GROUP INSURANCE & HEALTH MAINTENANCE ORGANIZATION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE TRANSPORT WORKERS UNION, LOCAL 291</p> <ul style="list-style-type: none"> • The terms of Article VII.16 of the ratified Agreement, gave the County the right to re-open the Agreement to discuss the redesign of the County's health plan for plan year 2013, prior to establishing premium contributions. The County and TWU, Local 291 met and negotiated changes to co-pays for provider services and prescription drug benefits. As a result of the negotiated and agreed upon changes, the 2012 calendar year group health insurance premium rates will remain in effect for the 2013 calendar year.
Sp. Item No. 8 132207	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 1363(Public Health Trust)	
Sp. Item No. 9 132206	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 – ATTENDING PHYSICIANS(Public Health Trust)	
Sp. Item No. 10 132208	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 - PROFESSIONALS(Public Health Trust)	
Sp. Item No. 11	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND THE	

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132209	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 – REGISTERED NURSES(Public Health Trust)																				
Notes	<p>The proposed resolutions resolve the Collective Bargaining Impasse between the Public Health Trust and the following unions:</p> <ul style="list-style-type: none"> • AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 1363 • SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 – ATTENDING PHYSICIANS • SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 – PROFESSIONALS • SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 – REGISTERED NURSES <p>The parties at an impasse over the continuation of the five percent (5%) of employee’s base wages towards the cost of healthcare, through the third year of the 2011-2014 Collective Bargaining Agreements. The parties have agreed to waive the special magistrate process and submit their dispute directly to the Board of County Commissioners (BCC) for resolution.</p> <p>The Public Health Trust (PHT) is presenting to the BCC its recommendation to continue this employee concession through September 30, 2014.</p> <p>Fiscal Impact According to the Memorandum dated October 30, 2013, from the Chairman, Board of Trustees of the PHT to the Chairwoman and Members of the BCC (p. 8 of the items), if the concession does not continue, the annual impact to the FY 2013-14 PHT Budget is the following:</p> <table border="1" style="margin-left: 40px;"> <tr> <td>AFSCME, Local 1363</td> <td>\$5,294,677.44</td> </tr> <tr> <td>SEIU, Local 1991- Attending Physicians</td> <td>\$ 737,583.00</td> </tr> <tr> <td>SEIU, Local 1991- Professionals</td> <td>\$1,876,878.71</td> </tr> <tr> <td>SEIU, Local 1991- Registered Nurses</td> <td>\$7,975,121.12</td> </tr> </table> <p>However, according to the Memorandum dated October 28, 2013, from the President & CEO of the PHT/Jackson Health System, to the Chairman and Board Members of PHT (p. 14 of the items), if the concession does not continue, the following are the specific fiscal impacts to the FY 2013-14 PHT Budget is the following:</p> <table border="1" style="margin-left: 40px;"> <tr> <td>AFSCME, Local 1363</td> <td>\$ 7,059,569.92</td> </tr> <tr> <td>SEIU, Local 1991- Attending Physicians</td> <td>\$ 983,444.02</td> </tr> <tr> <td>SEIU, Local 1991- Professionals</td> <td>\$ 2,502,504.94</td> </tr> <tr> <td>SEIU, Local 1991- Registered Nurses</td> <td>\$10,,633,494.82</td> </tr> </table> <ul style="list-style-type: none"> • What is the correct fiscal impact to the FY 2013-14 PHT Budget? <p>Additional Information</p> <table border="1" style="width: 100%;"> <tr> <td style="width: 20%;">April 3, 2012 R-325-12</td> <td><i>Approved and ratified execution of the 2011-2014 Collective Bargaining Agreement among Miami-Dade County, the Public Health Trust and the AFSCME, Local 1363.</i></td> </tr> <tr> <td>February 20, 2013 R-129-13</td> <td> <p><i>The BCC adopted R-191-12 on February 21, 2012, approving and ratifying the execution of the 2011-2014 Collective Bargaining Agreement among Miami-Dade County, the Public Health Trust and the Registered Nurses, SEIU, Local 1991.</i></p> <p><i>Resolution No. R-129-13 approved and ratified the execution of the Global Settlement Agreement resolving the 2011-2014 Collective Bargaining Agreement (CBA) Reopener with the Registered Nurses, SEIU, Local 1991.</i></p> <p><i>The following is a summary of the primary contractual changes affecting the 2,858 bargaining unit employees covered by this CBA:</i></p> <ul style="list-style-type: none"> • <i>The existing request for proposals (RFP) related to emergency-room physicians services across the Jackson system would be immediately canceled.</i> • <i>A substitute RFP could be issued for the emergency rooms at Jackson South Community Hospital, Jackson North Medical Center (Note that Jackson North already uses a third-party provider for emergency-room physician services) and Holtz Children’s Hospital.</i> • <i>The existing option for clinical employees to work three 12.5 hour shifts in one week and four in the subsequent week, known as a “three-four” will be eliminated for new employees.</i> • <i>Current part-time employees who work at least three shifts per week for at least nine of the twelve weeks from January 6, 2013 to March 30, 2013, would be converted to full-time status.</i> • <i>Some of the personal leave and educational leave suspended in the most recent labor contracts would be restored to employees represented by the unions.</i> • <i>Beginning January 6, 2013, Personal Leave accrual will be reinstated as per the Vacation and Leave articles of the Union contracts. Any reduction of Personal Leave accrual that exceeded 1.54 hours per pay period will cease immediately and will be restored retroactively to March 4, 2012.</i> • <i>The parties agree that the Union has met their requirement of providing \$15 million in operational efficiencies and concessions for FY 2011-12. For FY 2012-13 and FY 2013-14, the Union will only be required to provide operational efficiencies in the realized amount of \$8 million.</i> </td> </tr> </table>	AFSCME, Local 1363	\$5,294,677.44	SEIU, Local 1991- Attending Physicians	\$ 737,583.00	SEIU, Local 1991- Professionals	\$1,876,878.71	SEIU, Local 1991- Registered Nurses	\$7,975,121.12	AFSCME, Local 1363	\$ 7,059,569.92	SEIU, Local 1991- Attending Physicians	\$ 983,444.02	SEIU, Local 1991- Professionals	\$ 2,502,504.94	SEIU, Local 1991- Registered Nurses	\$10,,633,494.82	April 3, 2012 R-325-12	<i>Approved and ratified execution of the 2011-2014 Collective Bargaining Agreement among Miami-Dade County, the Public Health Trust and the AFSCME, Local 1363.</i>	February 20, 2013 R-129-13	<p><i>The BCC adopted R-191-12 on February 21, 2012, approving and ratifying the execution of the 2011-2014 Collective Bargaining Agreement among Miami-Dade County, the Public Health Trust and the Registered Nurses, SEIU, Local 1991.</i></p> <p><i>Resolution No. R-129-13 approved and ratified the execution of the Global Settlement Agreement resolving the 2011-2014 Collective Bargaining Agreement (CBA) Reopener with the Registered Nurses, SEIU, Local 1991.</i></p> <p><i>The following is a summary of the primary contractual changes affecting the 2,858 bargaining unit employees covered by this CBA:</i></p> <ul style="list-style-type: none"> • <i>The existing request for proposals (RFP) related to emergency-room physicians services across the Jackson system would be immediately canceled.</i> • <i>A substitute RFP could be issued for the emergency rooms at Jackson South Community Hospital, Jackson North Medical Center (Note that Jackson North already uses a third-party provider for emergency-room physician services) and Holtz Children’s Hospital.</i> • <i>The existing option for clinical employees to work three 12.5 hour shifts in one week and four in the subsequent week, known as a “three-four” will be eliminated for new employees.</i> • <i>Current part-time employees who work at least three shifts per week for at least nine of the twelve weeks from January 6, 2013 to March 30, 2013, would be converted to full-time status.</i> • <i>Some of the personal leave and educational leave suspended in the most recent labor contracts would be restored to employees represented by the unions.</i> • <i>Beginning January 6, 2013, Personal Leave accrual will be reinstated as per the Vacation and Leave articles of the Union contracts. 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**Board of County Commissioners
December 5, 2013 Special Meeting
Research Notes**

Item No.	Research Notes	
		<ul style="list-style-type: none"> • All outstanding legal actions, grievances and arbitrations regarding these issues would be dismissed and/or withdrawn by the Union, including the impasse regarding the 4% COLA. • No later than June 1, 2013, upon mutual agreement, the parties will reopen negotiations regarding step increases for the purpose of determining whether to reinstate step increases after September 1, 2013.
February 20, 2013 R-130-13	<p>The BCC adopted R-190-12 on February 21, 2012, approving and ratifying the execution of the 2011-2014 Collective Bargaining Agreement among Miami-Dade County, the Public Health Trust and the Attending Physicians, SEIU, Local 1991.</p> <p>Resolution No. R-130-13 approved and ratified the execution of the Global Settlement Agreement resolving the 2011-2014 Collective Bargaining Agreement (CBA) Reopener with the Attending Physicians, SEIU, Local 1991.</p> <p>The following is a summary of the primary contractual changes affecting the approximately 91 bargaining unit employees covered by this CBA:</p>	<ul style="list-style-type: none"> • The existing request for proposals (RFP) related to emergency-room physicians services across the Jackson system would be immediately canceled. • A substitute RFP could be issued for the emergency rooms at Jackson South Community Hospital, Jackson North Medical Center (Note that Jackson North already uses a third-party provider for emergency-room physician services) and Holtz Children's Hospital. • Beginning January 6, 2013, Personal Leave accrual will be reinstated as per the Vacation and Leave articles of the Union contracts. Any reduction of Personal Leave accrual that exceeded 1.54 hours per pay period will cease immediately and will be restored retroactively to March 4, 2012. Some of the personal leave and educational leave suspended in the most recent labor contracts would be restored to employees represented by the unions. • The parties agree that the Union has met their requirement of providing \$15 million in operational efficiencies and concessions for FY 2011-12. For FY 2012-13 and FY 2013-14, the Union will only be required to provide operational efficiencies in the realized amount of \$8 million. • All outstanding legal actions, grievances and arbitrations regarding these issues would be dismissed and/or withdrawn by the Union, including the impasse regarding the 4% COLA. • No later than June 1, 2013, upon mutual agreement, the parties will reopen negotiations regarding step increases for the purpose of determining whether to reinstate step increases after September 1, 2013.
February 20, 2013 R-131-13	<p>The BCC adopted R-199-12 on February 21, 2012, approving and ratifying the execution of the 2011-2014 Collective Bargaining Agreement among Miami-Dade County, the Public Health Trust and the Professionals, SEIU, Local 1991.</p> <p>Resolution No. R-131-13 approves and ratifies the execution of the Global Settlement Agreement resolving the 2011-2014 Collective Bargaining Agreement (CBA) Reopener with the Public Health Trust and the Professionals, SEIU, Local 1991.</p> <p>The following is a summary of the primary contractual changes affecting the 710 bargaining unit employees covered by this CBA:</p>	<ul style="list-style-type: none"> • The existing request for proposals (RFP) related to emergency-room physicians services across the Jackson system would be immediately canceled. • A substitute RFP could be issued for the emergency rooms at Jackson South Community Hospital, Jackson North Medical Center (Note that Jackson North already uses a third-party provider for emergency-room physician services) and Holtz Children's Hospital. • Beginning January 6, 2013, Personal Leave accrual will be reinstated as per the Vacation and Leave articles of the Union contracts. Any reduction of Personal Leave accrual that exceeded 1.54 hours per pay period will cease immediately and will be restored retroactively to March 4, 2012. Some of the personal leave and educational leave suspended in the most recent labor contracts would be restored to employees represented by the unions. • The parties agree that the Union has met their requirement of providing \$15 million in operational efficiencies and concessions for FY 2011-12. For FY 2012-13 and FY 2013-14, the Union will only be required to provide operational efficiencies in the realized amount of \$8 million. • All outstanding legal actions, grievances and arbitrations regarding these issues would be dismissed and/or withdrawn by the Union, including the impasse regarding the 4% COLA. • No later than June 1, 2013, upon mutual agreement, the parties will reopen negotiations regarding step increases for the purpose of determining whether to reinstate step increases after September 1, 2013.