



Miami-Dade County Board of County Commissioners

Office of the Commission Auditor

**Board of County Commissioners**  
**Special Meeting**

January 16, 2014  
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  
January 16, 2014 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. The Unions disagree with this recommendation.</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> <p>The unions requested Clerk of Courts Harvey Ruvlin to conduct an audit of the Health Insurance Fund. 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 that, 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.</p>												
<b>Sp. Item No. 1 132042</b>	<b>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)</b>												
<b>Notes</b>	<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><b>Fiscal Impact</b> According to the Administration, if the 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><b>Additional Information</b></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%;">December 17, 2013</td> <td><i>The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayoral Veto failed as a result of the 8-5 vote; therefore, Resolution No. R-1023-13 does not become effective.</i></td> </tr> <tr> <td>December 14, 2013</td> <td>Mayor Gimenez presented a Veto Message to the Clerk of the Board's Office on Saturday, December 14, 2013 at 1:37 pm.</td> </tr> <tr> <td>December 5, 2013 R-1023-13</td> <td>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 [SEE ORIGINAL ITEM UNDER FILE NO. 132042](Human Resources)  <i>The proposed resolution was adopted as amended to provide that the required five percent base wage employee contribution to the County's cost of healthcare be eliminated effective January 1, 2014; that the excess over the 60 days in the Health Insurance Trust Fund be used as the first source of funds needed to cover this expense in lieu of a Letter of Credit; that reserves not be used; that any additional costs needed to be covered be found within the individual departments without affecting direct services; and that the Mayor be directed to come back to the County Commission with a plan on how to address those consequences in the budget.</i></td> </tr> <tr> <td>October 23, 2012 R-879-12</td> <td>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 <ul style="list-style-type: none"> <li>• <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></li> <li>• <i>The County and AFSCME, Local 121, met and negotiated changes to co-pays for provider services and prescription drug benefits. 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	<p>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.</p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li><b>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.</b></li> </ul>
July 17, 2012 MOU Accepted	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.
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"> <li>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.</li> <li>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.</li> <li>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. <b>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.</b> 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.</li> </ul>
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"> <li>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.</li> <li><b>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.</b></li> <li>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.</li> <li>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.</li> <li>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.</li> <li><b>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.</b></li> </ul>

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<b>Sp. Item No. 2 132048</b>	<b>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)</b>													
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This is a three year contract for the period of October 1, 2011 through September 30, 2014.</p> <p><b>Fiscal Impact</b> According to the Administration, if the 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><b>Additional Information</b></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%;">December 17, 2013</td> <td>The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayoral Veto failed as a result of the 8-5 vote; therefore, Resolution No. R-1024-13 does not become effective.</td> </tr> <tr> <td>December 14, 2013</td> <td>Mayor Gimenez presented a Veto Message to the Clerk of the Board's Office on Saturday, December 14, 2013 at 1:37 pm.</td> </tr> <tr> <td>December 5, 2013 R-1024-13</td> <td>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, GENERAL EMPLOYEES, LOCAL 199 [SEE ORIGINAL ITEM UNDER FILE NO. 132048](Human Resources)  <i>The proposed resolution was adopted as amended to provide that the required five percent base wage employee contribution to the County's cost of healthcare be eliminated effective January 1, 2014; that the excess over the 60 days in the Health Insurance Trust Fund be used as the first source of funds needed to cover this expense in lieu of a Letter of Credit; that reserves not be used; that any additional costs needed to be covered be found within the individual departments without affecting direct services; and that the Mayor be directed to come back to the County Commission with a plan on how to address those consequences in the budget.</i></td> </tr> <tr> <td>August 29, 2013 R-651-13</td> <td>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, GENERAL EMPLOYEES, LOCAL 199 <ul style="list-style-type: none"> <li>This resolution resolved the Collective Bargaining Impasse between Miami-Dade County and the AFSCME, Local 199 (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"> <li>A 1% reduction in all 199 bargaining unit employee's base pay;</li> <li>Reduction in Call-Back guaranteed hours from four hours pay to three hours pay; and</li> <li>Reduction in On-Call pay steps from two steps to one step.</li> </ul> </li> <li><b>The 5% contribution to the cost of group health remains a negotiable item, which must be resolved by January 2014.</b></li> </ul> </td> </tr> <tr> <td>October 2, 2012 R-762-12</td> <td>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 <ul style="list-style-type: none"> <li>On January 24, 2012, the Board ratified the successor 2011-14 Agreement between AFSCME, Local 199</li> </ul> </td> </tr> </tbody> </table>		Legislative History		December 17, 2013	The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayoral Veto failed as a result of the 8-5 vote; therefore, Resolution No. R-1024-13 does not become effective.	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	<p>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.</p> <ul style="list-style-type: none"> <li>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%.</li> <li>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. 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.</li> </ul>										
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January 24, 2012 R-26-12	<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"> <li>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.</li> <li>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. This matter will be presented as a separate item, following the Board's consideration of the balance of this Agreement.</li> </ul>										
<b>Sp. Item No. 3 132044</b>	<b>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION - LAW ENFORCEMENT SUPERVISORY UNIT(Human Resources)</b>										
<b>Notes</b>	<p>The proposed resolution resolves the Collective Bargaining Impasse between Miami-Dade County and the Dade County Police Benevolent 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><b>Fiscal Impact</b> According to the Administration, if the 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><b>Additional Information</b></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%;">December 17, 2013</td> <td>The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayoral Veto failed as a result of the 8-5 vote; therefore, Resolution No. R-1025-13 does not become effective.</td> </tr> <tr> <td>December 14, 2013</td> <td>Mayor Gimenez presented a Veto Message to the Clerk of the Board's Office on Saturday, December 14, 2013 at 1:37 pm.</td> </tr> <tr> <td>December 5, 2013 R-1025-13</td> <td>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION - LAW ENFORCEMENT SUPERVISORY UNIT(Human Resources)  The proposed resolution was adopted as amended to provide that the required five percent base wage employee contribution to the County's cost of healthcare be eliminated effective January 1, 2014; that the excess over the 60 days in the Health Insurance Trust Fund be used as the first source of funds needed to cover this expense in lieu of a Letter of Credit; that reserves not be used; that any additional costs needed to be covered be found within the individual departments without affecting direct services; and that the Mayor be directed to come back to the County Commission with a plan on how to address those consequences in the budget.</td> </tr> <tr> <td>August 29, 2013</td> <td>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE</td> </tr> </tbody> </table>	Legislative History		December 17, 2013	The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayoral Veto failed as a result of the 8-5 vote; therefore, Resolution No. R-1025-13 does not become effective.	December 14, 2013	Mayor Gimenez presented a Veto Message to the Clerk of the Board's Office on Saturday, December 14, 2013 at 1:37 pm.	December 5, 2013 R-1025-13	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION - LAW ENFORCEMENT SUPERVISORY UNIT(Human Resources)  The proposed resolution was adopted as amended to provide that the required five percent base wage employee contribution to the County's cost of healthcare be eliminated effective January 1, 2014; that the excess over the 60 days in the Health Insurance Trust Fund be used as the first source of funds needed to cover this expense in lieu of a Letter of Credit; that reserves not be used; that any additional costs needed to be covered be found within the individual departments without affecting direct services; and that the Mayor be directed to come back to the County Commission with a plan on how to address those consequences in the budget.	August 29, 2013	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE
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**Board of County Commissioners  
January 16, 2014 Special Meeting  
Research Notes**

Item No.	Research Notes	
	R-652-13	<p>COUNTY POLICE BENEVOLENT ASSOCIATION - (PBA) SUPERVISORY UNIT</p> <ul style="list-style-type: none"> <li>This resolution resolves the Collective Bargaining Impasse between Miami-Dade County and the PBA - Supervisory 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"> <li>Reducing Call Back to a minimum guarantee of one hour instead of four hours;</li> <li>Reducing Court Time to a minimum guarantee of two hours instead of four hours; and</li> <li>A one pay step reduction in Night Shift Differential negotiated into the parties' 2011-2014 Collective Bargaining Agreement.</li> <li><b>The 5% contribution to group health remains a negotiable item, which must be resolved by January 2014.</b></li> </ul> </li> </ul>
	November 8, 2012 R-974-12	<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), SUPERVISORY UNIT</p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li><b>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.</b></li> </ul>
	October 2, 2012 R-758-12	<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"> <li>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.</li> <li>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%.</li> </ul>
	January 24, 2012 R-10-12	<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, 120033]</p> <ul style="list-style-type: none"> <li><b>Adopted as Amended. 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.</b></li> </ul>
	January 11, 2012	<b>Mayor presented a Veto Message to the Clerk of the Board.</b>
	December 19, 2012 Carried Over to January 5, 2012 R-01-12	<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"> <li><b>Adopted as Amended. The Board proceeded to vote, and upon being put to a vote, the motion to set the percentage of employee contribution towards healthcare at zero percent (0%) passed.</b></li> </ul>
	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"> <li>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.</li> </ul>
<b>Sp. Item No. 4</b>	<b>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE</b>	

**Board of County Commissioners  
January 16, 2014 Special Meeting  
Research Notes**

Item No.	Research Notes														
<b>132047</b>	<b>BENEVOLENT ASSOCIATION - RANK AND FILE UNIT(Human Resources)</b>														
<b>Notes</b>	<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><b>Fiscal Impact</b> According to the Administration, 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><b>Additional Information</b></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 17, 2013</td> <td><i>The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayoral Veto failed as a result of the 8-5 vote; therefore, Resolution No. R-1026-13 does not become effective.</i></td> </tr> <tr> <td>December 14, 2013</td> <td>Mayor Gimenez presented a Veto Message to the Clerk of the Board's Office on Saturday, December 14, 2013 at 1:37 pm.</td> </tr> <tr> <td>December 5, 2013 R-1026-13</td> <td>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION - RANK AND FILE UNIT(Human Resources)  <i>The proposed resolution was adopted as amended to provide that the required five percent base wage employee contribution to the County's cost of healthcare be eliminated effective January 1, 2014; that the excess over the 60 days in the Health Insurance Trust Fund be used as the first source of funds needed to cover this expense in lieu of a Letter of Credit; that reserves not be used; that any additional costs needed to be covered be found within the individual departments without affecting direct services; and that the Mayor be directed to come back to the County Commission with a plan on how to address those consequences in the budget.</i></td> </tr> <tr> <td>August 29, 2013 R-653-13</td> <td>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE DADE COUNTY POLICE BENEVOLENT ASSOCIATION - (PBA) RANK AND FILE UNIT <ul style="list-style-type: none"> <li>• <i>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:</i> <ul style="list-style-type: none"> <li>• <i>Reducing Call Back to a minimum guarantee of one hour instead of four hours;</i></li> <li>• <i>Reducing Court Time to a minimum guarantee of two hours instead of four hours; and</i></li> <li>• <i>A one pay step reduction in Night Shift Differential negotiated into the parties' 2011-2014 Collective Bargaining Agreement.</i></li> <li>• <b><i>The 5% contribution to the cost of group health remains a negotiable item, which must be resolved by January 2014.</i></b></li> </ul> </li> </ul> </td> </tr> <tr> <td>November 8, 2012 R-975-12</td> <td>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 <ul style="list-style-type: none"> <li>• <i>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.</i></li> <li>• <i>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.</i></li> <li>• <b><i>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.</i></b><sup>1</sup></li> </ul> </td> </tr> <tr> <td>October 2, 2012</td> <td>RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 35 WAGES OF THE 2011-14 COLLECTIVE</td> </tr> </tbody> </table>	Legislative History		December 17, 2013	<i>The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayoral Veto failed as a result of the 8-5 vote; therefore, Resolution No. R-1026-13 does not become effective.</i>	December 14, 2013	Mayor Gimenez presented a Veto Message to the Clerk of the Board's Office on Saturday, December 14, 2013 at 1:37 pm.	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October 2, 2012	RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 35 WAGES OF THE 2011-14 COLLECTIVE														

<sup>1</sup> 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".

**Board of County Commissioners  
January 16, 2014 Special Meeting  
Research Notes**

Item No.	Research Notes										
	<p>R-760-12</p> <p>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"> <li>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.</li> <li>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.</li> <li>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%.</li> </ul>										
	<p>January 24, 2012 R-11-12</p> <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"> <li><b>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.</b></li> </ul>										
	<p>January 11, 2012</p> <p><b>Mayor presented a Veto Message to the Clerk of the Board.</b></p>										
	<p>January 5, 2012 R-02-12</p> <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"> <li><b>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.</b></li> </ul>										
	<p>December 6, 2011 R-1031-11</p> <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"> <li>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.</li> </ul>										
<b>Sp. Item No. 5 132045</b>	<b>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 SUPERVISORY EMPLOYEES UNIT(Human Resources)</b>										
<b>Notes</b>	<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><b>Fiscal Impact</b> According to the Administration, 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><b>Additional Information</b></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%;">December 17, 2013</td> <td>The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayoral Veto failed as a result of the 8-5 vote; therefore, Resolution No. R-1027-13 does not become effective.</td> </tr> <tr> <td>December 14, 2013</td> <td>Mayor Gimenez presented a Veto Message to the Clerk of the Board's Office on Saturday, December 14, 2013 at 1:37 pm.</td> </tr> <tr> <td>December 5, 2013 R-1027-13</td> <td>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. 132045](Human Resources)</td> </tr> <tr> <td colspan="2"> <p><i>The proposed resolution was adopted as amended to provide that the required five percent base wage employee contribution to the County's cost of healthcare be eliminated effective January 1, 2014; that the excess over the 60 days in the Health Insurance Trust Fund be used as the first source of funds needed to cover this expense in lieu of a Letter of Credit; that reserves not be used; that any additional costs needed to be</i></p> </td> </tr> </tbody> </table>	Legislative History		December 17, 2013	The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayoral Veto failed as a result of the 8-5 vote; therefore, Resolution No. R-1027-13 does not become effective.	December 14, 2013	Mayor Gimenez presented a Veto Message to the Clerk of the Board's Office on Saturday, December 14, 2013 at 1:37 pm.	December 5, 2013 R-1027-13	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. 132045](Human Resources)	<p><i>The proposed resolution was adopted as amended to provide that the required five percent base wage employee contribution to the County's cost of healthcare be eliminated effective January 1, 2014; that the excess over the 60 days in the Health Insurance Trust Fund be used as the first source of funds needed to cover this expense in lieu of a Letter of Credit; that reserves not be used; that any additional costs needed to be</i></p>	
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	<i>covered be found within the individual departments without affecting direct services; and that the Mayor be directed to come back to the County Commission with a plan on how to address those consequences in the budget.</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"> <li><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></li> <li><b>The 5% contribution to the cost of group health remains a negotiable item, which must be resolved by January 2014.</b></li> </ul>
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"> <li><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></li> <li><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></li> <li><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></li> </ul>
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"> <li><b>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.</b></li> </ul>
January 11, 2012	<b>Mayor presented a Veto Message to the Clerk of the Board.</b>
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"> <li><b>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.</b></li> </ul>
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"> <li><i>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.</i></li> </ul>
<b>Sp. Item No. 6 132043</b>	<b>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 PROFESSIONAL EMPLOYEES UNIT(Human Resources)</b>
<b>Notes</b>	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.
	<b>Fiscal Impact</b>

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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></li> <li>• <b><i>The 5% contribution to the cost of group health remains a negotiable item, which must be resolved by January 2014.</i></b></li> </ul> </td> </tr> <tr> <td>October 23, 2012 R-852-12</td> <td> <p>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</p> <ul style="list-style-type: none"> <li>• <i>On December 19, 2012, the Board ratified the successor 2011-14 Agreement between GSAF, Local 100, Professional Unit and the County. 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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.</i></b></li> </ul> </td> </tr> <tr> <td>January 11, 2012</td> <td><b>Mayor presented a Veto Message to the Clerk of the Board.</b></td> </tr> <tr> <td>January 5, 2012 R-03-12</td> <td>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)</td> </tr> </tbody> </table>	Legislative History		December 17, 2013	<i>The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayoral Veto failed as a result of the 8-5 vote; therefore, Resolution No. R-1028-13 does not become effective.</i>	December 14, 2013	Mayor Gimenez presented a Veto Message to the Clerk of the Board's Office on Saturday, December 14, 2013 at 1:37 pm.	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<b>Sp. Item No. 7 132049</b>	<b>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE TRANSPORT WORKERS UNION, LOCAL 291(Human Resources)</b>													
<b>Notes</b>	<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><b>Fiscal Impact</b> According to the Administration, 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><b>Additional Information</b></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%;">December 17, 2013</td> <td>The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayor's Veto failed as a result of the 8-5 vote; therefore, Resolution No. R-1029-13 does not become effective.</td> </tr> <tr> <td>December 14, 2013</td> <td>Mayor Gimenez presented a Veto Message to the Clerk of the Board's Office on Saturday, December 14, 2013 at 1:37 pm.</td> </tr> <tr> <td>December 5, 2013 R-1029-13</td> <td>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE TRANSPORT WORKERS UNION, LOCAL 291(Human Resources)  <i>The proposed resolution was adopted as amended to provide that the required five percent base wage employee contribution to the County's cost of healthcare be eliminated effective January 1, 2014; that the excess over the 60 days in the Health Insurance Trust Fund be used as the first source of funds needed to cover this expense in lieu of a Letter of Credit; that reserves not be used; that any additional costs needed to be covered be found within the individual departments without affecting direct services; and that the Mayor be directed to come back to the County Commission with a plan on how to address those consequences in the budget.</i></td> </tr> <tr> <td>October 23, 2012 R-851-12</td> <td>RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE I.6 WAGES AND ARTICLE VII.16 GROUP INSURANCE &amp; HEALTH MAINTENANCE ORGANIZATION OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE TRANSPORT WORKERS UNION, LOCAL 291           <ul style="list-style-type: none"> <li>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.</li> </ul> </td> </tr> <tr> <td>January 24, 2012 R-88-12</td> <td>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE TRANSPORT WORKERS UNION, LOCAL 291 [SEE ORIGINAL ITEM UNDER FILE NO. 120093]           <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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. 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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 132209	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND THE 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"> <li>• AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 1363</li> <li>• SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 – ATTENDING PHYSICIANS</li> <li>• SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 – PROFESSIONALS</li> <li>• SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 – REGISTERED NURSES</li> </ul> <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><b>Fiscal Impact</b> 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>

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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></li> <li>• <i>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.</i></li> <li>• <i>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.</i></li> </ul> </td> </tr> <tr> <td>February 20, 2013 R-130-13</td> <td> <p><i>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 <b>Attending Physicians, SEIU, Local 1991</b>.</i></p> <p><i>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.</i></p> <p><i>The following is a summary of the primary contractual changes affecting the approximately 91 bargaining unit employees covered by this CBA:</i></p> <ul style="list-style-type: none"> <li>• <i>The existing request for proposals (RFP) related to emergency-room physicians services across the Jackson system would be immediately canceled.</i></li> <li>• <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</i></li> </ul> </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 <b>AFSCME, Local 1363</b>.</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 <b>Registered Nurses, SEIU, Local 1991</b>.</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"> <li>• <i>The existing request for proposals (RFP) related to emergency-room physicians services across the Jackson system would be immediately canceled.</i></li> <li>• <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></li> <li>• <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></li> <li>• <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></li> <li>• <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></li> <li>• <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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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 <b>Registered Nurses, SEIU, Local 1991</b>.</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"> <li>• <i>The existing request for proposals (RFP) related to emergency-room physicians services across the Jackson system would be immediately canceled.</i></li> <li>• <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></li> <li>• <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></li> <li>• <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></li> <li>• <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></li> <li>• <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></li> <li>• <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></li> <li>• <i>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.</i></li> <li>• <i>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.</i></li> </ul>																						
February 20, 2013 R-130-13	<p><i>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 <b>Attending Physicians, SEIU, Local 1991</b>.</i></p> <p><i>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.</i></p> <p><i>The following is a summary of the primary contractual changes affecting the approximately 91 bargaining unit employees covered by this CBA:</i></p> <ul style="list-style-type: none"> <li>• <i>The existing request for proposals (RFP) related to emergency-room physicians services across the Jackson system would be immediately canceled.</i></li> <li>• <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</i></li> </ul>																						

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	<p><i>emergency-room physician services) and Holtz Children’s Hospital.</i></p> <ul style="list-style-type: none"> <li>• <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. 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></li> <li>• <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></li> <li>• <i>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.</i></li> <li>• <i>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.</i></li> </ul>
February 20, 2013 R-131-13	<p><i>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 <b>Professionals, SEIU, Local 1991.</b></i></p> <p><i>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.</i></p> <p><i>The following is a summary of the primary contractual changes affecting the 710 bargaining unit employees covered by this CBA:</i></p> <ul style="list-style-type: none"> <li>• <i>The existing request for proposals (RFP) related to emergency-room physicians services across the Jackson system would be immediately canceled.</i></li> <li>• <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></li> <li>• <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. 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></li> <li>• <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></li> <li>• <i>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.</i></li> <li>• <i>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.</i></li> </ul>
December 5, 2013 R-1030-13	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)
R-1031-13	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)
R-1032-13	
R-1033-13	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)
	RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 – REGISTERED NURSES(Public Health Trust)
	<p><i>The proposed resolutions were adopted as amended to provide that the required five percent base wage employee contribution to the County’s cost of healthcare be eliminated effective January 1, 2014; that the excess over the 60 days in the Health Insurance Trust Fund be used as the first source of funds needed to cover this expense in lieu of a Letter of Credit; that reserves not be used; that any additional costs needed to be covered be found within the individual departments without affecting direct services; and that the Mayor be directed to come back to the County Commission with a plan on how to address those consequences in the</i></p>

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	<p style="text-align: center;"><i>budget.</i></p> <p>December 14, 2013 Mayor Gimenez presented a Veto Message to the Clerk of the Board's Office on Saturday, December 14, 2013 at 1:35 pm.</p> <p>December 17, 2013 <i>The County Attorney advised that a two-thirds vote of the thirteen Commissioner's present (nine affirmative votes) was required to override the Mayor's Veto; the motion to override the Mayoral Veto failed as a result of the 8-5 vote; therefore, Resolutions R-1030-13, R-1031-13, R- 1032-13, R-1033-13, do not become effective.</i></p>								
<b>Additional Information</b>									
<p><b>On August 29, 2013, the Board of County Commissioners adopted as amended, R-649-13, which approved 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.</b></p> <p><b>On September 5, 2013, the Mayor presented a Veto Message to the Clerk of the Board.</b></p> <p><b>On September 17, 2013, the BCC approved a motion to override the Mayor's veto of R-649-13.</b></p>									
<b>R-649-13</b>	<b>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, SOLID WASTE EMPLOYEES, LOCAL 3292(Internal Services)</b>								
<b>Notes</b>	<p>The proposed resolution resolves the Collective Bargaining Impasse between Miami-Dade County and the American Federation of State, County and Municipal Employees, Solid Waste Employees (AFSCME), Local 3292 (Union), by approving the County Mayor's recommendation for the continuation of the following concessions in the form of:</p> <ul style="list-style-type: none"> <li>• Suspension of Leadworker pay;</li> <li>• Change in the calculation of overtime from daily to weekly;</li> <li>• Suspension of Safety Incentive/Bonus Plan;</li> <li>• Reduction in the annual Uniform Allowance from \$250 to \$125;</li> <li>• One (1) pay step reduction to the Night Shift Differential;</li> <li>• Suspension of Safe Driving Awards;</li> <li>• Suspension of a one (1) pay step supplement for Trash Truck Driver 1 – Roll Off Vehicle and the \$20 flat rate for Waste Equipment Operators negotiated into the parties' 2011-2014 Collective Bargaining Agreement.</li> </ul> <p>The parties are at impasse over the continuation of the employees' five percent (5%) healthcare contribution effective January 1, 2014 and the other above-described concessions through the third year of the 2011-14 Collective Bargaining Agreement. The parties have agreed to waive the Special Magistrate process and submit their dispute directly to the Board for resolution. As such, the Administration is presenting to the Board its recommendation to continue these employee concessions through September 30, 2014.</p> <p>The five percent (5%) contribution to the cost of group health remains a negotiable item, which must be resolved by January 2014.</p> <p>If the bargaining unit fails to ratify the action taken by the Board at impasse, the decision of the Board will be imposed for one year.</p> <p><b>Fiscal Impact</b> If these concessions do not continue, specific to AFSCME Local 3292, the fiscal impact to the FY 2013-14 Proposed Budget is \$1.3 million; \$1.1 million for the five percent (5%) employee base wage contribution and \$303,000 for the remaining concessions.</p> <p><b>Additional Information</b></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-08-12</td> <td>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, SOLID WASTE EMPLOYEES, LOCAL 3292 <ul style="list-style-type: none"> <li>• <i>Article 41 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 five percent (5%) of base wages, towards the County's cost of health care. If approved, the employees' contribution will be increased to ten percent (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></li> </ul> </td> </tr> <tr> <td>January 24, 2012 R-18-12</td> <td>RESOLUTION RESOLVING COLLECTIVE BARGAINING IMPASSE BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, SOLID WASTE EMPLOYEES, LOCAL 3292 [SEE ORIGINAL ITEM UNDER FILE NO. 120010] <ul style="list-style-type: none"> <li>• <i>Adopted as Amended. The Board adopted the foregoing proposed resolution as amended to require the American Federation of State, County and Municipal employees Solid Waste Employees, Local 3292, to contribute an additional 4 percent of their salary toward the cost of their health care until September 30, 2012, and 2.67 percent thereafter.</i></li> </ul> </td> </tr> <tr> <td>October 2, 2012 R-759-12</td> <td>RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 41 WAGES AND ARTICLE 51 GROUP HEALTH INSURANCE OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE</td> </tr> </tbody> </table>	Legislative History		January 12, 2012 R-08-12	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, SOLID WASTE EMPLOYEES, LOCAL 3292 <ul style="list-style-type: none"> <li>• <i>Article 41 of the contract, Wages, contains an impasse issue which is being submitted directly to the Board for final resolution. 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	<p>AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), MIAMI-DADE COUNTY SOLID WASTE EMPLOYEES LOCAL 3292</p> <ul style="list-style-type: none"> <li>• <i>On January 12, 2012, the Board ratified the successor 2011-14 Agreement between AFSCME, 3292 and the County. Article 41, 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. On January 24, 2012, the Board resolved the impasse by voting to impose an additional four percent (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 four percent (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 four percent (4%) healthcare contribution. Pursuant to the Board's directive, the County met with the unions and negotiated the return of the additional four percent (4%) healthcare contribution.</i></li> </ul> <p><i>Additionally, the terms of Article 51 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 AFSCME, Local 3292 met and negotiated changes to co-pays for provider services and prescription drug benefits, as detailed in Attachment 1. 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></p>