



**BOARD OF COUNTY COMMISSIONERS
OFFICE OF THE COMMISSION AUDITOR**

M E M O R A N D U M

TO: Honorable Chairman Dennis C. Moss
and Members, Board of County Commissioners

FROM: Charles Anderson
Commission Auditor

A handwritten signature in black ink, appearing to read "Charles Anderson", is written over the printed name and title.

DATE: September 13, 2010

SUBJECT: FY 10-11 Wage Distribution - Revised

The attached table provides an estimated FY 2010-11 wage scale for full time employees by bargaining unit with the exception of the Clerk of Courts and the South Florida Workforce Investment Board (SFWIB). Although the Clerk of Courts has over 1,300 employees in the County's payroll system, only 172 are funded in the Proposed Budget. SFWIB has 76 employees in the payroll system, but they are not funded by the County.

The table has been revised to include premium pay in the adjusted yearly salary, which in turn, realigned the distribution of the employee count. Additionally, flex dollars have been eliminated for the IAFF Local 1403 Firefighter Union, due to a separate insurance agreement between the County and the Union.

The attached analysis is intended to give a snapshot of the wage distribution according to the payroll records of March 3, 2010, projected thru FY 10-11. It does not represent the actual employee count from the Proposed Budget. The Proposed Budget includes 27,414 budgeted positions, however, this analysis uses a current year payroll of 27,112 employees, (302 less positions, which a majority could be vacant). While a current year payroll may not reflect the specific allocation of employees in the Proposed Budget, as a result of reorganizations, we believe it captures a fair estimate of the wages distribution.

Most of the wages, found in the table, are elements of the provisions of the County's ten collective bargaining agreements. For FY 2010-11, all of the agreements give the unions the right to request the reopening of negotiations if one of the bargaining units successfully negotiates an across the board wage **increase** during the term of the

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agreement. The County can reopen negotiations for “flexible benefits,” or “premium pay” in the AFSCME 199, General Employees; AFSCME 1542, Aviation Employees, and AFSCME 3292, Solid Waste Employees based on economic conditions.

Source: Miami-Dade County Payroll System, March 3, 2010

Attachment

c: Honorable Carlos Alvarez, Mayor
 George M. Burgess, County Manager
 R.A. Cuevas, Jr. County Attorney
 Jennifer Glazer-Moon, Special Assistant/OSBM Director
 Carter Hammer, Finance Director
 Diane Collins, Acting Division Chief, Clerk of the Board Division

FY 2010-11 WAGE DISTRIBUTION (1)

(Revised)

DATE: 9/13/2010

BARGAINING UNIT	ADJ YEARLY SALARY SCALE (2)	EMPLOYEE COUNT	ADJ YEARLY SALARY	INCLUDED IN ADJ YEARLY SALARY			OTHER PAY ADJUSTMENTS		HEALTH CONTRIBUTION
				BASE SALARY	PAY EXCEPTIONS	PREMIUM PAY	FLEX (3)	LONGEVITY BONUS	
TRANSIT TWU LOCAL 291	<= \$25,000	0	0	0	0	0	0	0	-
	\$25,001 - \$50,000	1,203	52,450,268	50,149,784	1,578,684	721,800	610,787	36,161	(2,507,489)
	\$50,001 - \$75,000	1,263	71,528,738	68,950,011	1,820,927	757,800	641,250	307,230	(3,447,500)
	\$75,001 - \$100,000	1	79,355	77,439	1,316	600	508	0	(3,872)
	>\$100,000	0	0	0	0	0	0	0	-
IAFF LOCAL 1403 - FIREFIGHTER	<= \$25,000	0	0	0	0	0	0	0	-
	\$25,001 - \$50,000	21	860,511	793,819	66,692	0	0	0	(39,691)
	\$50,001 - \$75,000	670	44,472,521	35,066,700	9,405,821	0	0	37,146	(1,753,335)
	\$75,001 - \$100,000	988	86,295,857	64,800,954	21,494,903	0	0	374,115	(3,240,048)
	>\$100,000	424	49,365,265	36,211,553	13,153,712	0	0	471,537	(1,810,578)
PBA RANK AND FILE UNIT - POLICE	<= \$25,000	0	0	0	0	0	0	0	-
	\$25,001 - \$50,000	581	25,603,406	21,640,808	3,962,598	0	344,150	762	(1,082,041)
	\$50,001 - \$75,000	2,559	162,325,343	134,441,649	27,883,694	0	1,515,798	576,191	(6,722,082)
	\$75,001 - \$100,000	2,060	176,239,909	145,053,513	31,186,396	0	1,220,220	1,768,997	(7,252,676)
	>\$100,000	114	11,894,945	9,049,667	2,845,278	0	67,527	159,176	(452,483)
PBA SUPERVISOR UNIT - POLICE LIEUTENANTS	<= \$25,000	0	0	0	0	0	0	0	-
	\$25,001 - \$50,000	0	0	0	0	0	0	0	-
	\$50,001 - \$75,000	3	210,751	204,370	6,381	0	1,777	0	(10,218)
	\$75,001 - \$100,000	28	2,722,214	2,422,520	299,693	0	16,586	25,335	(121,126)
	>\$100,000	235	26,697,034	21,908,440	4,788,594	0	139,200	368,229	(1,095,422)
AFSCME LOCAL 3292 - SOLID WASTE	<= \$25,000	6	146,313	140,013	0	6,300	5,331	0	(7,001)
	\$25,001 - \$50,000	570	23,976,174	23,317,159	60,515	598,500	506,451	183,572	(1,165,858)
	\$50,001 - \$75,000	83	4,432,987	4,327,295	18,542	87,150	73,746	90,302	(216,365)
	\$75,001 - \$100,000	0	0	0	0	0	0	0	-
	>\$100,000	0	0	0	0	0	0	0	-
AFSCME LOCAL 1542 - AVIATION	<= \$25,000	0	0	0	0	0	0	0	-
	\$25,001 - \$50,000	408	17,068,179	16,318,706	443,473	306,000	258,937	64,158	(815,936)
	\$50,001 - \$75,000	421	24,835,100	23,246,883	1,272,467	315,750	267,188	242,758	(1,162,344)
	\$75,001 - \$100,000	23	1,922,797	1,877,138	28,409	17,250	14,597	25,760	(93,857)
	>\$100,000	2	211,534	210,034	0	1,500	1,269	4,983	(10,502)
AFSCME LOCAL 199 - GENERAL	<= \$25,000	43	996,249	963,396	603	32,250	27,290	0	(48,170)
	\$25,001 - \$50,000	4,324	163,308,409	158,799,934	1,265,475	3,243,000	2,744,227	519,278	(7,939,999)
	\$50,001 - \$75,000	1,402	83,365,286	79,794,005	2,519,781	1,051,500	889,779	491,730	(3,989,701)
	\$75,001 - \$100,000	276	23,548,039	22,832,586	508,453	207,000	175,163	154,836	(1,141,629)
	>\$100,000	31	3,273,769	3,187,783	62,736	23,250	19,674	27,411	(159,389)
GSAF/OPEIU LOCAL 100 - SUPERVISORS	<= \$25,000	0	0	0	0	0	0	0	-
	\$25,001 - \$50,000	552	23,476,091	22,707,513	50,978	717,600	607,200	39,471	(1,135,375)
	\$50,001 - \$75,000	1,182	73,974,417	71,958,664	479,153	1,536,600	1,300,200	237,470	(3,597,933)
	\$75,001 - \$100,000	1,003	84,448,694	81,778,557	1,366,237	1,303,900	1,103,300	478,201	(4,088,928)
	>\$100,000	318	35,427,537	34,613,102	401,035	413,400	349,800	196,849	(1,730,655)
GSAF/OPEIU LOCAL 100 - PROFESSIONAL	<= \$25,000	0	0	0	0	0	0	0	-
	\$25,001 - \$50,000	202	9,305,959	8,908,210	135,149	262,600	222,200	785	(445,411)
	\$50,001 - \$75,000	894	55,695,744	53,888,585	644,959	1,162,200	983,400	174,176	(2,694,430)
	\$75,001 - \$100,000	239	19,915,624	19,277,455	327,469	310,700	262,900	85,238	(963,873)
	>\$100,000	66	7,605,993	7,477,934	42,259	85,800	72,600	39,393	(373,897)
AFSCME LOCAL 121 - WATER AND SEWER (3)	<= \$25,000	1	24,054	22,735	1,319	0	0	0	(1,842)
	\$25,001 - \$50,000	992	39,918,812	38,315,672	1,603,141	0	0	0	(3,103,570)
	\$50,001 - \$75,000	584	35,680,368	33,607,274	2,073,094	0	0	0	(2,722,189)
	\$75,001 - \$100,000	133	10,725,962	10,071,567	654,395	0	0	0	(815,797)
	>\$100,000	0	0	0	0	0	0	0	-
NON BARGAINING	<= \$25,000	29	222,981	205,381	0	17,600	26,994	0	(4,779)
	\$25,001 - \$50,000	496	20,236,083	19,564,740	126,843	544,500	278,315	22,602	(978,237)
	\$50,001 - \$75,000	844	52,188,708	51,079,712	184,997	924,000	763,272	430,762	(2,553,985)
	\$75,001 - \$100,000	764	66,498,721	65,391,079	323,342	784,300	691,599	642,131	(3,269,554)
	>\$100,000	1,074	145,409,527	144,235,887	364,040	809,600	993,185	2,114,600	(7,182,134)
TOTAL:		27,112	1,738,586,228	1,588,890,230	133,453,548	16,242,450	17,196,421	10,391,343	(81,951,899)

(1) Information pertains to full-time employees.

(2) Does not include overtime pay.

(3) Contract not ratified.