

Date: February 18, 2010

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

Agenda Item No. 14(A)(2)

From: George M. Burgess
County Manager



Subject: Amendment to the Miami-Dade County Pay Plan – FY 2009-10, 1st Edition

Recommendation

It is recommended that the Board of County Commissioners (Board) approve an amendment to the Miami-Dade County Pay Plan – FY 2009-10, 1st Edition to reflect a five percent contribution of the base pay of non-bargaining employees towards the County's group health insurance effective February 22, 2010.

Scope

The scope of the agenda item is Countywide as the Miami-Dade County Pay Plan regulates compensation for all County employees.

Fiscal Impact

The amendment will facilitate the enactment of the Board and Mayoral decisions to reduce personnel costs for non-bargaining unit employees.

Track Record/Monitoring

The Miami-Dade County Pay Plan is managed by the Human Resources Department.

Background

During the development of the FY 2009-10 Budget, the Board and the Mayor announced their intention to take various actions to reduce personnel costs, both for unionized and non-bargaining unit employees. On November 4, 2009, the Board passed Resolution R-1277-09 amending and updating the Pay Plan. The amendment allowed non-mayoral appointing authorities to enact pay reductions at will. On November 16, 2009, the Mayor reduced the base salary of all non-bargaining unit employees under his purview by five percent.

As part of the collective bargaining process, most unions have elected the option of a five percent employee contribution towards the County's group health insurance in lieu of a five percent base pay reduction. The amendment before the Board today as set forth in the attached excerpt from the Pay Plan (Exhibit 1) will allow the changes necessary to the pay plan to facilitate the five percent contribution by all non-bargaining employees to the County's health plan. The changes will become effective February 22, 2010.

If approved, the five percent reduction to the base pay of these employees under the Mayor's purview will be restored and the County will deduct five percent of the base pay of these employees, which will be contributed to the group health plan. The determination of whether these changes shall be applied to employees who work in departments or offices that are not under the Mayor's purview shall be within the discretion of the appropriate appointing authority.

Approval of this amendment will not impact unionized employees, whose compensation is primarily determined through collective bargaining agreements. Rather, this item facilitates adjustments that may be considered for all non-bargaining unit employees Countywide.


Assistant County Manager



MEMORANDUM
(Revised)

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

DATE: February 18, 2010

FROM: R. A. Cuevas, Jr.
County Attorney

SUBJECT: Agenda Item No. 14(A)(2)

Please note any items checked.

- "3-Day Rule" for committees applicable if raised
- 6 weeks required between first reading and public hearing
- 4 weeks notification to municipal officials required prior to public hearing
- Decreases revenues or increases expenditures without balancing budget
- Budget required
- Statement of fiscal impact required
- Ordinance creating a new board requires detailed County Manager's report for public hearing
- No committee review
- Applicable legislation requires more than a majority vote (i.e., 2/3's ____, 3/5's ____, unanimous ____) to approve
- Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 14(A)(2)
2-18-10

RESOLUTION NO. _____

RESOLUTION APPROVING AN AMENDMENT TO THE FY 2009-10 MIAMI-DADE COUNTY PAY PLAN, 1ST EDITION REGARDING WAGE REDUCTIONS FOR NON-BARGAINING UNIT EMPLOYEES

WHEREAS, this Board desires to accomplish the purposes outlined in the accompanying memorandum, and set forth in the attached excerpt from the Pay Plan, copies of which are incorporated herein by reference,

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board hereby approves an amendment to the FY 2009-10 Miami-Dade County Pay Plan, 1st Edition regarding wage reductions for non-bargaining unit employees in the attached form.

The foregoing resolution was offered by Commissioner _____, who moved its adoption. The motion was seconded by Commissioner _____ and upon being put to a vote, the vote was as follows:

| | |
|---------------------------------|--------------------|
| Dennis C. Moss, Chairman | |
| Jose "Pepe" Diaz, Vice-Chairman | |
| Bruno A. Barreiro | Audrey M. Edmonson |
| Carlos A. Gimenez | Sally A. Heyman |
| Barbara J. Jordan | Joe A. Martinez |
| Dorin D. Rolle | Natacha Seijas |
| Katy Sorenson | Rebeca Sosa |
| Sen. Javier D. Souto | |

The Chairperson thereupon declared the resolution duly passed and adopted this 18th day of February, 2010. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF COUNTY
COMMISSIONERS

HARVEY RUVIN, CLERK

Approved by the County Attorney as
to form and legal sufficiency.  .

Lee Kraftchick

By: _____
Deputy Clerk

FY 2009-10
MIAMI-DADE COUNTY
PAY PLAN
Second Edition

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XVII. Wage Adjustments and Other Benefits for Non-Bargaining Unit Employees and County Officers

The following compensation and benefit changes for all non-bargaining unit exempt and classified employees who work in departments under the Mayor's purview shall be implemented. The determination of whether these changes shall be applied to employees who work in departments or offices that are not under the Mayor's purview shall be within the discretion of the appropriate appointing authority.

Wage [[Decrease]] >>Increase<<

A 5% salary [[decrease]] >>increase<< shall be applied to the base salary rates for all non-bargaining unit exempt and classified employees under the Mayor's purview. The determination of whether these changes shall be applied to employees who work in departments or offices that are not under the Mayor's purview shall be within the discretion of the appropriate appointing authority.

Retirement

In accordance with Florida Statute 121.055, those employees who occupy exempt executive group 1 and group 2 level County positions, are hereby designated to be in the Senior Management Service Class of the Florida Retirement System.

In accordance with Florida Statute 121.052, those employees eligible for upgraded service credit under the provisions of the Elected State Officers' Class, shall have one-half of the cost of such service paid by the County.

Group Insurance and Flex Dollars

Flex Dollars will be eliminated for non-bargaining unit exempt and classified employees who work in departments under the Mayor's purview. The determination of whether Flex Dollars shall be paid to employees who work in departments or offices that are not under the Mayor's purview shall be within the discretion of the appropriate appointing authority. Bargaining unit employees shall receive Flex Dollars in accordance with the terms and conditions of their collective bargaining agreement.

The County will provide \$38.46 biweekly Flex Dollars for all County employees eligible for group health insurance.

The County will provide an additional \$5.00 biweekly Flex Dollars to employees enrolled in AvMed High Option HMO or JMH High Option HMO.

The County will provide an additional \$10.00 biweekly Flex Dollars to employees enrolled in the AvMed Low Option HMO or JMH Low Option HMO.

All employees enrolled in the County's Point of Service (POS) Medical Plan shall be required to pay three percent [(3%)] of the cost of single coverage for the POS Plan.

>>Non-bargaining unit exempt and classified employees who work in departments under the Mayor's purview shall be required to make a five percent contribution of their base wages towards the cost of the County's group health insurance. The determination of whether this contribution shall be paid by employees who work in departments or offices that are not under the Mayor's purview shall be within the discretion of the appropriate appointing authority. Bargaining unit employees shall contribute towards the cost of health insurance in accordance with the terms of their collective bargaining agreement.<<