MEMORANDUM Agenda Item No. 9(A)(3)

TO: Honorable Chairman Joe A. Martinez and Members, Board of County Commissioners

DATE: May 17, 2011

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

SUBJECT: Resolution approving amendment to the FY 2010-11 Miami-Dade County Pay Plan, 1st edition

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The accompanying resolution was prepared and placed on the agenda at the request of Co-Prime Sponsors Chairman Joe A. Martinez and Commissioner Lynda Bell.

R. A. Cuevas, Jr.
County Attorney

RAC/cp

Memorandum

MIAMI-DADE COUNTY

Date: May 17, 2011

To: Honorable Chairman Joe A. Martinez
and Members, Board of County Commissioners

From: Alina T. Hudak
County Manager

Subject: Amendment to the Miami-Dade County Pay Plan – FY 2010-11, 1st edition

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Recommendation
It is recommended that the Board of County Commissioners (Board) approve an amendment to the Miami-Dade County Pay Plan – FY 2010-11, 1st edition.

Scope
The Miami-Dade County Pay Plan – FY 2010-11 regulates compensation for all County employees.

Fiscal Impact
The amendment to the Miami-Dade County Pay Plan – FY 2010-11, 1st edition, will reverse the 3 percent wage increase scheduled to be granted in July to non-bargaining unit exempt and classified employees under the Mayor's purview and will yield $2 million in cost savings in FY 2010-11, $672,000 of which will accrue to the General Fund. In FY 2011-12, it will yield $7.566 million in cost savings, $2.53 million of which will accrue to the General Fund.

Track Record/Monitoring
The Miami-Dade County Pay Plan – FY 2010-11 is managed by the Human Resources Department.

Background
During development of the FY 2010-11 budget, the Miami-Dade County Pay Plan was adopted. It included for non-bargaining unit classified and exempt employees the same 3 percent wage increase negotiated for bargaining-unit employees, effective the first pay period in July 2011. It has since been determined that due to current economic conditions and projected budgetary shortfalls that it would be fiscally prudent to eliminate the 3 percent wage adjustment for non-bargaining unit classified and exempt employees under the Mayor's purview.

Approval of this amendment will not have any impact on unionized employees, whose compensation is primarily determined through collective bargaining agreements. This resolution and updated pay plan will assist departments in achieving in-year personnel cost savings, and will address only the approximately 2,150 non-bargaining employees who work in departments under the Mayor's purview.

Assistant County Manager

MEMORANDUM

(Revised)

TO: Honorable Chairman Joe A. Martinez and Members, Board of County Commissioners

DATE: May 17, 2011

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

SUBJECT: Agenda Item No. 9(A)(3)

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. 9(A)(3)
5-17-11

RESOLUTION NO. _____

RESOLUTION APPROVING AMENDMENT TO THE FY 2010-11 MIAMI-DADE COUNTY PAY PLAN, 1st EDITION

WHEREAS, this Board desires to accomplish the purposes outlined in the accompanying memorandum, a copy of which is 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 the attached Amendment to the FY 2010-11 Miami-Dade County Pay Plan in substantially the form attached hereto and made a part hereof.

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:

Joe A. Martinez, Chairman
Audrey M. Edmonson, Vice-Chairman

Bruno A. Barreiro	Jose "Pepe" Diaz
Barbara J. Jordan	Sally A. Heyman
Dennis C. Moss	Rebeca Sosa
Lynda Bell	Jean Monestime
Sen. Javier D. Souto	

The Chairperson thereupon declared the resolution duly passed and adopted this 17th day of May, 2011. 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 County Attorney as
to form and legal sufficiency.

By:_____
Deputy Clerk

Lee Kraftchick

FY 2010-11

MIAMI-DADE COUNTY

PAY PLAN

>>SECOND EDITION<<

[[Effective: October 4, 2010]]

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receive an annual money adjustment of $5,000 and $3,000 respectively. This money adjustment was restored effective November 1, 1998 and will remain at the original value. It will not be included in base salary or be subject to wage adjustments.

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 Increase

Effective the beginning of the first pay period in July, 2011, Miami-Dade County Officers, unless otherwise prohibited by law, [[and eligible Miami-Dade County employees in non-bargaining unit classifications]] shall receive a three percent (3%) wage increase.

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.

Group Insurance and Flex Dollars

Flex Dollars will be restored upon completion of the one year suspension 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. (Refer to Appendix J for effective dates.)

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 (5%) 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 toward the cost of health insurance in accordance with the terms of their collective bargaining agreement.

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