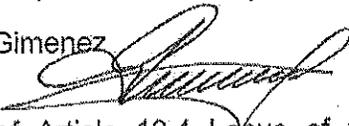


Memorandum



Date: January 23, 2013

To: Honorable Chairwoman Rebeca Sosa
and Members, Board of County Commissioners

From: Carlos A. Gimenez
Mayor 

Subject: Approval of Article 10.4 Leave of the 2011-14 Collective Bargaining Agreement
Between Miami-Dade County and the Metro Dade International Association of
Firefighters Local 1403

Agenda Item No. 8(F)(7)

Recommendation

It is recommended that Article 10 Leave, Section 10.4 (Attachment 1) of the 2011-14 Collective Bargaining Agreement between Miami-Dade County and the Metro Dade International Association of Firefighters, Local 1403 (IAFF) be approved by the Board of County Commissioners (Board).

The County Mayor is authorized to effectuate this Resolution by approving and filing this Resolution with the Clerk of the Board. This will allow for the immediate retroactive return of the first of two holiday furlough days for FY 2012-13. The remaining furlough day in FY 2012-13 and the two in FY 2013-14 will no longer be implemented.

Scope

The impact of this agenda item is countywide.

Fiscal Impact/Funding Source

The fiscal impact associated with the elimination of two holiday furloughs is estimated at \$2.7 million in FY 2012-13. The funding for this adjustment is contained within the FY 2012-13 Adopted Budget and higher than budgeted carryover which may require a future supplemental appropriation.

Track Record/Monitor

The Director of Labor Management and Compensation monitors and oversees the administration of this collective bargaining agreement.

Background

The FY 2012-13 Proposed Budget provided an Impasse Reserve to allow funding for the elimination of the additional four percent (4%) healthcare contribution that was imposed on all of the County's unions, with the exception of IAFF, who achieved necessary cost savings through other contract provisions. 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 concerned unions and negotiated the return of the additional four percent (4%) healthcare contribution.

On November 15, 2011, the Board ratified the successor 2011-14 Agreement between IAFF and the County, which achieved numerous cost savings provisions. Among these was a provision in Article 10 Leave, Section 10.4 of this Agreement, which suspended three holidays and the holiday premium pay and leave associated with "President's Day", "Friday after Thanksgiving", and "Columbus Day", designating them as three unpaid holiday furlough days. In an effort to extend the equivalent economic benefit associated with the return of the additional four percent (4%) healthcare contribution to the members of IAFF, the County met with the union and negotiated the return of two holiday furlough days for FY 2012-13 and FY 2013-14.

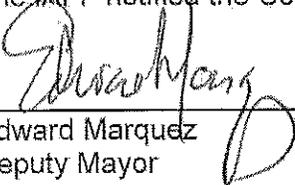
Term of Agreement

This is a three (3) year contract for the period of October 1, 2011 through September 30, 2014.

Leave

Upon ratification of this article, and continuing only until September 30, 2014 the Union on behalf of all bargaining unit members, agrees to suspend the benefits associated with "Columbus Day" as provided for in Sections 10.2 and 10.3. This holiday shall be designated as a furlough day and shall constitute one (1) unpaid furlough day.

The IAFF notified the County on December 20, 2012 that its members had ratified Article 10.4.



Edward Marquez
Deputy Mayor



MEMORANDUM
(Revised)

TO: Honorable Chairwoman Rebeca Sosa
and Members, Board of County Commissioners

DATE: January 23, 2013

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

SUBJECT: Agenda Item No. 8(F)(7)

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 Mayor'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. 8(F)(7)
1-23-13

RESOLUTION NO. _____

RESOLUTION APPROVING AND RATIFYING EXECUTION
OF ARTICLE 10.4 LEAVE OF THE 2011-2014 COLLECTIVE
BARGAINING AGREEMENT BETWEEN MIAMI-DADE
COUNTY AND THE METRO DADE INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS LOCAL 1403

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 approves and ratifies the Mayor's action in executing the attached Article 10.4 Leave (Attachment 1) of the 2011-2014 Collective Bargaining Agreement between Miami-Dade County and the Metro Dade International Association of Firefighters Local 1403 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:

	Rebeca Sosa, Chairwoman	
	Lynda Bell, Vice Chair	
Bruno A. Barreiro		Esteban L. Bovo, Jr.
Jose "Pepe" Diaz		Audrey M. Edmonson
Sally A. Heyman		Barbara J. Jordan
Jean Monestime		Dennis C. Moss
Sen. Javier D. Souto		Xavier L. Suarez
Juan C. Zapata		

The Chairperson thereupon declared the resolution duly passed and adopted this 23rd day of January, 2013. This resolution shall become effective upon the earlier of (1) 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, or (2) approval by the County Mayor of this Resolution and the filing of this approval with the Clerk of the Board.

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

HARVEY RUVIN, CLERK

By: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.



Lee Kraftchick

AMENDMENT TO ARTICLE 10.4
OF THE
2011-2014 COLLECTIVE BARGAINING AGREEMENT
BETWEEN
MIAMI-DADE COUNTY,
THE MIAMI-DADE FIRE-RESCUE DEPARTMENT,
AND THE
METRO DADE FIREFIGHTERS, IAFF, LOCAL 1403

10.4- Upon ratification of this agreement, and continuing only until September 30, 2014 the Union on behalf of all bargaining unit members, agrees to suspend the benefits associated with ~~"Presidents Day", "Friday after Thanksgiving" and "Columbus Day"~~ as provided for in Sections 10.2 and 10.3. For FY-2014-12 ~~"Columbus Day"~~ shall be replaced with ~~New Years Day~~. These This holidays shall be designated as a furlough days and shall constitute ~~three (3)~~ one (1) unpaid furlough days.

The parties agree that bargaining unit personnel assigned to a 40 hr work week who do not accrue Holiday leave shall be allowed to take these days as unpaid furlough days or utilize previously accrued Annual, Holiday, or Compensatory leave in order to be paid for these days.

Metro Dade Firefighters, IAFF, Local 1403

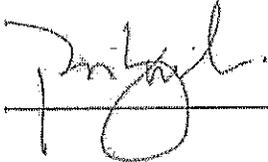
Miami-Dade County, Florida

By: 

Rowan Taylor, President
For IAFF, Local 1403

By: 

Carlos A. Gimenez, County Mayor
For Miami-Dade County, Florida

Witness: 

Witness: 