Memorandum

MIAMI-DADE COUNTY

Date:	September 26, 2014
To:	Honorable Chairwoman Rebeca Sosa and Members, Board of County Commissioners
From:	Carlos A. Gimenez Mayor
Subject:	Approval of 2014-2017 Collective Bargaining Agreement Between Miami-Dade County and the Government Supervisors Association of Florida, OPEIU, Local 100 Supervisory Employees Unit

Special Item No. 4

Recommendation

It is recommended that the Board of County Commissioners (Board) approve and ratify the attached 2014-2017 Collective Bargaining Agreement (Agreement) between Miami-Dade County and the Government Supervisors Association of Florida, OPEIU, Local 100 Supervisory Employees Unit (Union).

The County Mayor is further authorized to effectuate this Resolution by approving and filing this Resolution with the Clerk of the Board. This authorization is necessary to allow this Agreement to be in effect prior to the commencement of FY 2014-15 on October 1, 2014.

This Agreement was ratified by the Union membership on September 4, 2014.

Scope

The impact of this agenda item is countywide.

Fiscal Impact/Funding Source

The restoration of all snap back provisions (holidays and holiday premiums, flex benefits, premium pay), valued at $17.386 million, is funded in the FY 2014-15 Adopted Budget. The restoration of night differential valued at $787,000 will be offset from health plan redesign savings specific to GSAF/OPEIU Local 100 Supervisory Employees Unit, which totals an estimated $5.915 million. If necessary, a budget amendment will be presented to the Board at a later date to reflect any adjustments required by the modifications in this Agreement.

This Agreement also makes provisions for a cost of living adjustment in FY 2016-17 should established targets for ad valorem revenue growth be met. Each one percent increase in base salary has an estimated impact of $2.777 million, which the general fund portion ($545,000) would be offset by the requisite ad valorem revenue growth.

Track Record/Monitor

The Director of Labor Relations in the Human Resources Department, Mr. Tyrone W. Williams, monitors and oversees the administration of this collective bargaining agreement.

Background

This Agreement before the Board for final approval and ratification is the product of good faith negotiations between the County and the Union and ratification by the Union membership. This Agreement recognizes the services provided by the public servants of this bargaining unit while ensuring the continued delivery of quality services to the residents of Miami-Dade County in a fiscally responsible manner.

One of the more significant changes from the current agreement is the new "Select Network" health insurance option, which is the result of a recommendation to the County Mayor by the Health Care

Committee. Furthermore, this Agreement eliminates contractual concessions that the Union agreed to in the 2011-2014 agreement. Employees covered under this Agreement will continue to be eligible for merit increases and longevity bonuses during the term of this Agreement.

The following is a summary of the contractual changes affecting the employees covered by this Agreement.

Term of Agreement
This is a three year contract for the period of October 1, 2014 through September 30, 2017.

Group Health Insurance

- A new "Select Network" Plan will be offered to Union members. The Select Network Plan provides the same level of benefits as the current High Option Health Maintenance Organization (HMO). The Low Option HMO will be discontinued for plan year 2015. For Union members that choose single employee coverage under the Select Network premiums will be at a cost of zero dollars. Single employee coverage for members who wish to continue their current health care plans will pay premiums of $75.00 for the High Option HMO and $100.00 for the Point of Service (POS) bi-weekly. The Select Network Plan provides an average of 20 percent reduction in the overall cost of premiums for dependent care in the Select Network Plan, whereas the High HMO and POS dependent care premiums will remain at their current rate for the first plan year of the agreement. Throughout the term of this Agreement there will be a $0 cost option provided for single employee coverage for members of the bargaining unit.
- Miami-Dade County will create a Health Care Cost Committee.
- Miami-Dade County will formulate a Request for Proposal for a third party administrator for plan year 2016.

Wages
There will be no cost of living adjustment for fiscal years 2014-2015 and 2015-2016.

For fiscal year 2016-2017 a cost of living adjustment may be given, only if both: (a) the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and unincorporated municipal service area (UMSA) for July 1, 2015 equals or exceeds 13 percent; and (b) the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA for July 1, 2016, equals or exceeds 13 percent. If so the cost of living adjustment will be increased for members of the Union effective the first pay period in October 2016, in accordance with the table below. In the event the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA is at least 13 percent for both yearly periods, but is not the same, the cost of living adjustment shall be increased using the higher of the two annual percent increases provided in the table below. For purposes of this Agreement "Percent Change of Preliminary Taxable Value" shall mean the percent change from the prior year preliminary taxable value to the current year's taxable value after new construction as set forth in the Miami-Dade County Property Appraiser's July 1st certification of the preliminary taxable values by taxing authority (See Addendums 1 and 2 to the Agreement).

Percent Change in Taxable Value for Countywide and UMSA combined 2014-15 and 2015-16	**COLA Adjustment**
13.0 %	1.0 %
13.5 %	1.5 %
14.0 %	2.0 %
14.5 %	2.5 %
15.0 %	3.0 %
15.5 %	3.5 %
16.0 %	4.0 %

This Agreement also contains an automatic "Me Too" clause, which provides that if any other bargaining unit receives a wage adjustment greater than those discussed above during the term of this Agreement, the Union will receive the same adjustment.

Sick Leave
Employees hired before January 1, 2015, will continue to be eligible for 100 percent payout of their accrued unused sick leave after 30 years of service. Employees hired after January 1, 2015, will be eligible for the 100 percent payout after 33 years of service based upon the Florida Retirement System plan changes.

Leave With Pay
The Union President and one additional County bargaining unit employee will be released from duty with pay to administer this Agreement and the Government Supervisors Association of Florida, OPEIU, Local 100 Professional Employees Agreement. The Union was given a bank of 2,500 hours to be used by Union representatives to process grievances, participate in approved Union activities, and to attend Union functions. These hours will be granted each year of this Agreement and does not carry over to other years.

Holidays and Holiday Premium Pay
The six holidays that were previously designated furlough days have been reinstated. The two additional furlough days were deleted from this Agreement. Holiday premium pay was also reinstated.

Night Shift Differential
Night shift differential of two pay steps was reinstated. The funding for night shift will be offset from health plan redesign savings specific to the Union.

Flex Dollars
The County will resume the annual payment of $1,000 of flex dollars distributed in bi-weekly increments to employees eligible for group health insurance. The County will also resume the bi-weekly $5 flex dollars contributions to employees enrolled in the High Option HMO or the Select Network Plan.

Job Basis
Administrative leave was reinstated for job basis employees who work a minimum of 32 hours in excess of their normal schedule for each contract year of this Agreement.

Voting
Only when there are no early voting or absentee ballot options available, the County may allow employees reasonable time off with pay, not to exceed one hour, to vote in each local and general election.

Pay Supplement
The $50.00 biweekly pay supplement was reinstated.

Memorandum of Understanding
In FY 2014-15 only, the savings generated as a result of the Union members agreeing to the implementation of the Health Care Redesign (Article 38 – Group Health Insurance) shall be used to benefit Union members as determined by the County after discussion with the Union.

This memorandum of understanding and its contents are not subject to arbitration under Article 8 of the Agreement.

The requirements of Resolution R-130-06, that any contract between the County and third parties be executed and finalized prior to their placement on a committee agenda, may be waived by the Board of County Commissioners upon recommendation by the County Mayor that it is in the best interests of the County to do so. It is recommended that these requirements be waived for this Agreement because the Board's approval and ratification of this Agreement is required by state law before the Agreement can be binding on the County. Accordingly, this Agreement will be executed by the Mayor and the Union subsequent to its approval and ratification by the Board.

Attachment

Edward Marquez
Deputy Mayor

MEMORANDUM
(Revised)

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

DATE: September 26, 2014

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

SUBJECT: Special Item No. 4

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 _____

Special Item No. 4
9-26-14

RESOLUTION NO. _____

RESOLUTION APPROVING AND RATIFYING THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 - SUPERVISORY UNIT; AUTHORIZING THE COUNTY MAYOR TO EXECUTE THE AGREEMENT; WAIVING RESOLUTION NO. R-130-06

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 attached 2014-2017 Collective Bargaining Agreement between Miami-Dade County, and the Government Supervisors Association of Florida, OPEIU, Local 100 - Supervisory Unit, in substantially the form attached hereto and made a part hereof and authorizing the County Mayor to execute same. The provisions of Resolution No. R-130-06 requiring that any contracts of the County with third parties be executed and finalized prior to their placement on the committee agenda are waived at the request of the County Mayor for the reasons set forth in the County Mayor's Memorandum.

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 Chairwoman thereupon declared the resolution duly passed and adopted this 26th day of September, 2014. 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. LXC

William X. Candela

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
MIAMI-DADE COUNTY, FLORIDA
THE PUBLIC HEALTH TRUST
AND
THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA
OPEIU, LOCAL 100 – SUPERVISORY EMPLOYEES

OCTOBER 1, ~~2011~~ 2014 – SEPTEMBER 30, ~~2014~~ 2017

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ARTICLE 1 AGREEMENT

This Agreement is effective the 1st day of October, ~~2011~~ 2014, by and between Miami-Dade County, the Public Health Trust, hereinafter referred to as the County and the Government Supervisors Association of Florida, OPEIU Local 100 - Supervisory Employees, hereinafter referred to as the Association. Said Agreement is to be effective on the above date provided that it has been ratified by the Association and the Board of County Commissioners of Miami-Dade County, Florida. The term "employee" where used in this Agreement shall be understood to mean bargaining unit member.

ARTICLE 2 PURPOSE AND INTENT

It is the intention of the agreement to provide for salaries, fringe benefits and other terms and conditions of employment except as otherwise provided by the Constitution, Statute, Charter, Ordinance, Administrative Order, Implementing Order, Personnel Rules, County Leave Manual or County Pay Plan. It is further the intention of this Agreement to prevent interruption of work and interference with the efficient operation of the County and to provide an orderly, prompt, peaceful and equitable procedure for the resolution of grievances and the promotion of harmonious relations between the County and the Association.

Upon ratification, the provisions of this Agreement will supersede Personnel Rules, Administrative Orders, Implementing Orders, and/or other rules and regulations in conflict herewith. However, if no conflict exists, employees shall be governed in all respects by those Personnel Rules, Administrative Orders, Implementing Orders and all other County rules and regulations. The County retains the right to establish through Administrative Order, Implementing Order or Personnel Rules practices or procedures which do not violate the provisions of this contract.

ARTICLE 3 RECOGNITION OF ASSOCIATION

The County recognizes the Association as the sole and exclusive representative of the employees within the Bargaining Unit covered by this Agreement for the purpose of collective bargaining with respect to wages, hours of employment, and other terms and conditions of employment.

ARTICLE 4 BARGAINING UNIT

1. The Bargaining Unit covered by this Agreement, as stated in PERC Certificate Number 584, is as follows:

   INCLUDED:All Full-time and regular part-time nonprofessional supervisors employed by Miami-Dade County and/or the Public Health Trust, in classifications included under Appendix A. (DEFINITION: Regular part-time means those individuals who work 20 hours or more per week for at least six months per year.)

   EXCLUDED:All managerial, confidential, professional and nonsupervisory and all other employees of Miami-Dade County and/or the Public Health Trust.

2. Probationary, exempt, conditional, and regular part-time employees shall continue to be governed in all respects by the Code of Miami-Dade County, Florida, Personnel Rules, Pay Plan, the County Leave Manual, and other regulations in effect prior to the execution of this Agreement and there shall be no applicability of this contract or change in any of the wages,

benefits, hours, or terms and conditions of employment of such employees as a result of this Agreement unless such applicability or changes are specifically stated in this Agreement with reference to such employees.

3. It is agreed that if and when new position classifications are created by action of the Board of County Commissioners, the questions of inclusion or exclusion within the Bargaining Unit shall be settled in accordance with state law.

ARTICLE 5 NONDISCRIMINATION

It is agreed that there shall be no discrimination against an employee covered under this Agreement by the Association or the County because of race, color, sex, creed, national origin, marital status, age, political affiliation, religion, membership in the Association, or for engaging in any lawful Association activities.

It is understood between the parties that bargaining unit employees will be covered by the provisions of County Administrative Order No. 7-37 "Unlawful Harassment".

This Article is intended solely to comply with the criteria enumerated above.

ARTICLE 6 CHECK OFF

Upon receipt of written authorization from an employee, the County agrees to deduct the regular Association dues of such employee from his bi-weekly pay and remit such deduction to the Association within ten (10) days of the date of deduction. The Association will notify the County, in writing, at least thirty (30) days prior to any change in the amount of regular dues deduction. The County, with at least 60 days prior written notice, will provide a separate payroll deduction for the employee's contribution to the OPEIU Voice of the Electorate (VOTE) Fund and will reflect such deduction on the employee's pay stub. An employee may, upon thirty (30) days written notice to the County and the Association, revoke his/her dues deduction.

The Association agrees to indemnify and hold the County harmless against any and all claims, suits, orders, or judgments brought or issued against the County as a result of any action taken or not taken by the County under the provisions of this article.

ARTICLE 7 GRIEVANCE PROCEDURE

1. In a mutual effort to provide harmonious working relations between the parties of this Agreement, it is agreed to and understood by both parties that the following shall be the sole procedure for the resolution of grievances regarding interpretation, application, and enforcement of this Agreement arising between the parties.

2. A "Grievance" shall be defined as any dispute that an employee or the Association may have arising out of the interpretation or application of the terms of this Agreement. A class grievance shall be defined as any dispute which concerns two or more employees within the bargaining unit.

   Class grievances should attempt to name all employees and classifications covered in a grievance. Class grievances, at the option of the Association, may be submitted at Step 2 or 3 and no more than two (2) employees may meet with the intermediate supervisor or division

director or equivalent position as determined by the County. Each grievance when filed shall state the alleged violation of the contract claimed, the date upon which the violation occurred (if applicable), the facts of such violation, the Article(s) of the contract violated and the remedy sought by the grievant(s).

3. Reductions in pay, reprimands, counseling, position classifications, classification appeals, job description appeals, performance evaluation appeals, disability determinations, safety and health, and similar matters, for which other appellate procedures are provided in the Code of Miami-Dade County, Florida and/or County Personnel Rules or other provisions of this Agreement are not subject to review as grievances and are not arbitrable. However, refusal to (1) process an application or appeal, (2) follow time limits, (3) permit an employee a right of representation or (4) denial of a right to receive a reply, are expressly grievable.

   Grievances shall be processed in accordance with the following procedure:

   Step 1: The aggrieved employee, with the Association representative, if the employee so desires, shall discuss the grievance with the immediate supervisor within seven (7) calendar days of the occurrence or knowledge giving rise to the grievance.

   Step 2: If after discussion with the immediate supervisor the grievance has not been resolved, the grievance shall be offered, in writing, and shall be forwarded, within seven (7) calendar days, to the intermediate supervisor. The intermediate supervisor's response shall be submitted in writing, to the grievant, with a copy to the Association, within seven (7) calendar days.

   Step 3: If the grievance has not been satisfactorily resolved in Step 2, the aggrieved employee may appeal the grievance to the concerned Director of the Division or equivalent position as determined by the County within seven (7) calendar days after the intermediate supervisor's response is due. The Director of the Division or equivalent position as determined by the County shall respond, in writing, within seven (7) calendar days.

   Step 4: If the grievance has not been satisfactorily resolved in Step 3 hereof, the aggrieved employee may present the written appeal to the Director of the Department or designee within seven (7) calendar days. The Director of the Department or designee shall respond, in writing, within fourteen (14) calendar days.

5. If a grievance is not processed by the Association within the time limits provided for in Steps 3 and 4, the grievance shall be considered abandoned. If the County fails to process a grievance within the time limits provided, the grievance shall automatically proceed to the next step.

   Either party shall be permitted extensions of time at any step as a matter of right, not to exceed the seven (7) calendar days provided above for each step, provided that the other party must be notified of the requested extension prior to the expiration of the original seven (7) day time period. Extensions of time may be mutually agreed to at any step. Such requests shall not be unreasonably denied by the other party.

6. The parties acknowledge that, as a principle of interpretation, employees are obligated to work as directed while grievances are pending.

7. All responses required in Steps 2, 3, and 4, above shall be directed to the aggrieved employee with a copy to the Association. When a grievance is rejected at any step of the grievance process, the reason for the rejection must be stated. In class grievances, responses will be directed only to the Association.

8. This grievance procedure shall suffice as the requirement for establishment of a plan for resolving employee grievances and complaints, as required in Section 2-42 (18) of the Code of Miami-Dade County, Florida and as required by Florida Statutes 447.401.

9. Prior to petitioning for arbitration for an unresolved grievance, either party may request a special labor management committee meeting to include a representative(s) of the Labor Relations ~~Management~~ Section and/or the Director of ~~the~~ Labor Relations ~~Management and Compensation~~ to discuss the pending issues which have not been resolved through Step 4. Upon such request the time limit for seeking arbitration as set forth in Article 8 shall be tabled until the conclusion of such meeting ~~or twenty-one (21)~~ which shall occur within thirty (30) calendar days of the request. ~~whichever is sooner.~~

ARTICLE 8 ARBITRATION

1. If the grievance has not been satisfactorily resolved within the grievance procedure, the Association may request a review by an impartial arbitrator, provided such request is filed in writing with the Director of Labor Relations ~~Management and Compensation~~ no later than fourteen (14) calendar days after the rendering of the decision, by the Director of the Department or designee. Upon receipt of a timely written request, the Director of Labor Relations ~~Management and Compensation~~ will set forth in motion the necessary machinery to schedule the arbitration hearing. Matters that are not subject to review as grievances are non-arbitrable and shall not be scheduled for arbitration.

2. The Parties to this Agreement will attempt to mutually agree upon an independent arbitrator. If this cannot be done, a panel or panels will be immediately requested from the American Arbitration Association. Requests for arbitration shall not be unduly delayed.

3. The arbitration shall be conducted under the labor rules of the American Arbitration Association. Subject to the following, the arbitrator shall have jurisdiction and authority to decide a grievance as defined and submitted in this Agreement. The arbitrator shall have no authority to change, amend, add to, subtract from, ignore, modify, nullify, or otherwise alter or supplement this Agreement or any part thereof or any amendment thereto. The arbitrator shall have no authority to consider or rule upon any matter which is not a grievance as defined in this Agreement and his authority shall be limited to the interpretation of the terms of this Agreement.

4. The arbitrator may not issue declaratory or advisory opinions and shall confine himself exclusively to the question which is presented to him, which question must be actual and existing.

5. At the request of either party there shall be a certified court reporter at the hearing.

6. The parties shall bear equally the expenses and fees of the mutually agreed upon court reporter, the expenses and fees of the arbitrator, and all other expenses connected with a hearing.

Each party shall bear the expense of its own witnesses, representatives, attorneys and all other individual expenses. Employees required to testify will be made available, however, whenever possible, they shall be placed on call to minimize time lost from work. Employees who have completed their testimony shall return to work unless they are the grievant or are directly required to assist the principal Association Representative in the conduct of the case. In class grievances, the class shall be represented by the Association President. The intent of the parties is to minimize time lost from work.

~~6~~7. The award of the arbitrator shall be final and binding when made in accordance with the jurisdiction and authority of this Agreement. The arbitrator shall make his award within 30 days of the close of the hearing and shall promptly furnish copies to both parties.

~~7~~8. Matters excluded from the Grievance Procedure under Article 7, Section 3, shall be excluded from Arbitration.

ARTICLE 9 CLASSIFICATION REVIEW AND APPEAL

1. If an employee has reason to believe that he/she is misclassified based upon a significant change in his/her job duties and responsibilities, he/she may apply for a review of his/her classification, in writing, to his/her immediate supervisor. Such reclassification request shall be limited to one (1) request per employee during the term of this agreement. Such request, including a job description prepared by the employee and commented upon by the Department, shall be forwarded to Compensation and Benefits ~~Human Resources, Labor Management and Compensation~~ by the employee's department within twenty (20) calendar days of receipt of request. Within sixty (60) calendar days of receipt of the request for reclassification, ~~by Human Resources, Labor Management and~~ Compensation and Benefits shall render a decision in writing.

2. If the decision of ~~Labor Management and~~ Compensation and Benefits is deemed a "no change", the employee may, within fourteen (14) calendar days of receipt of the decision, request in writing, a hearing by the Human Resources Department Director, ~~equivalent position as determined by the County,~~. At the hearing, the employee may be accompanied by a representative of his or her choosing and may produce any documents and evidence to support the claim for reclassification. The Association has the right to be in attendance at the appeal hearing. The Human Resources Department Director, ~~or equivalent position as determined by the County,~~ will explain the basis for the decision in writing in the event the request is denied. The Human Resources Department Director, ~~or equivalent position as determined by the County~~, shall hold such hearing within ninety (90) calendar days of the request and render a decision within ninety (90) calendar days after the conclusion of the hearing.

3. Whenever the Human Resources Director~~, or equivalent position as determined by the County,~~ determines that an employee is misclassified, the employee shall be placed in a current, appropriate classification, unless the Human Resources Director~~, or equivalent position as determined by the County,~~ determines that there is no existing appropriate classification. In such cases, the Human Resources Director~~, or equivalent position as determined by the County~~, shall establish the classification, job description and pay range, which shall be maintained during the term of this agreement. In the event the request for reclassification is

upheld, the employee shall receive compensation beginning with the pay period that the original request was received in Human Resources.

4. In the event a Department Director requires an employee to utilize, for the benefit of the County service, a current and active professional license as a regular component of their assigned tasks, and the license held by the employee is not a requirement of their present position or job classification, the Department may request a review of the licensure duties and responsibilities by the Human Resources Department ~~or equivalent entity as determined by the County,~~ to determine if additional compensation is warranted and is extraordinary to the level of compensation currently provided to the employee. Justification for the requested compensation shall be submitted by the Department Director to Human Resources' Compensation and Benefits Section for their review and analysis. The decision of the Human Resources Department~~, or equivalent division as determined by the County,~~ shall be final and binding and will not be grievable or subject to further appeal.

5. The County will notify and confer with the Union of the following classification actions that affect the bargaining unit's classifications prior to finalizing the classification action:

   a) Reclassification of a filled position(s) to a new classification outside of the bargaining unit.

   b) Reclassification of a bargaining unit classification to a new classification outside of the bargaining unit

ARTICLE 10 JOB DESCRIPTION AND APPEAL

1. Whenever there is a proposed change in the job description or title of a class within this Bargaining Unit, the County shall discuss with the Association the proposed change in job descriptions. The Association shall receive a copy of the current job description and the proposed job description.

2. If the Association is not satisfied with the proposed change, it may, in writing, within five (5) days of the conclusion of the discussion, stated in paragraph 1 above, request a hearing before the Director of ~~Labor Management and~~ Compensation and Benefits. This hearing shall be held at a mutually agreeable time, within ~~thirty (30)~~ sixty (60) days.

   This paragraph was moved from bottom of article. Compliance with the requirements of this provision shall be the issue in the hearing. Testimony shall be taken from employees affected, who desire to give such testimony, provided the Association and the County will agree on a representative number of employee witnesses to ensure a full hearing on the merit of the issues. Appropriate County Management shall appear in support of the proposed changes. The Director of Compensation and Benefits shall render a decision within thirty (30) days after conclusion of the hearing. Within fourteen (14) calendar days of receipt of ~~Labor Management and~~ Compensation and Benefits Director's decision, the Association may request the Human Resources Director~~, or equivalent position as determined by the County,~~ to review this decision and issue a final decision within ~~thirty (30)~~ sixty (60) calendar days. The decision of the Human Resources Director~~, or equivalent position as determined by the County,~~ shall be final and binding and not subject to any further review or appeal and is not subject to review as a grievance.

3. It is understood by the parties, that the duties enumerated in job descriptions are not always specifically described and are to be construed liberally. Within present job descriptions, the County may assign tasks and duties which involve minor and occasional variation from the job descriptions to employees as long as the tasks and duties assigned fall within skills and other factors common to the classification.

4. It is understood by the Parties, the duties to be added in the proposed change in the job description shall bear a reasonable relationship to the duties and responsibilities currently contained therein. Changes proposed by the County, other than the addition of new duties, shall be reasonable under the circumstances.

5. In order to serve Miami-Dade County residents in voting, the Mayor may require that County employees be assigned to the Elections Department, to perform Elections related work before, during and after an Election. The County may select volunteers prior to assigning employees to Election related work. Employees shall be compensated in accordance with Implementing Order 4-76.

ARTICLE 11 LABOR MANAGEMENT COMMITTEE

The Association may request a Labor Management Committee be established in each operating Department, Agency, Authority, and Trust in which members of the bargaining unit are employed.

Said Committees shall consist of members designated by the Association and of members designated by the Department Directors.

The Association membership of such Committees shall consist of Association Officers and/or persons from within the job classifications covered by this Agreement within the concerned Department and the Management members shall consist of persons within the Departments, but outside of the Bargaining Unit, as herein defined. Time off with pay, as required, shall be granted to employees designated as Committee members for attendance at Labor-Management Committee meetings.

The Labor-Management Committees will meet on an "as needed basis" whenever the Association requests the Committee to meet by making a written request to the Director of Labor Relations ~~Management and Compensation~~ and the concerned Department Director. Such written request shall contain a list of the topics to be addressed at the Committee meeting. The purpose of these meetings will be to discuss with the employees, problems, and issues of mutual concern not involving grievances or matters which have been the subject of collective bargaining between the parties.

The composition of the Labor-Management Committees shall consist of not more than five (5) members designated by the Association and not more than five (5) members designated by the Department Director or designee. The parties may be represented by more members upon mutual agreement.

~~Performance Based Compensation Projects~~

~~The Association agrees to work cooperatively with the County to develop and implement performance based compensation projects involving bargaining unit classifications. These performance based compensation projects shall be joint ventures, representing a collaborative~~

~~effort between the County and the Association, to effect meaningful performance-based productivity gains, that are designed to enhance the effectiveness and efficiency of the Departments. Either party shall have the right, at any time during the term of this Agreement, to reopen the Agreement with respect to Performance Based Compensation Projects, classification consolidation studies, or the County Pay Plan redesign. The County agrees that it cannot unilaterally implement changes which would conflict with the terms of this collective bargaining agreement.~~

ARTICLE 12 ASSOCIATION REPRESENTATIVES

The Association has the right to select employees from within the Bargaining Unit, as herein defined, to act as Association Representatives. The names of Association Officers and Representatives shall be certified, in writing, to the County's Labor Relations ~~Management and Compensation~~ Director, and to the concerned Department Directors. It is agreed to and understood by the parties to this Agreement that Association Representatives may, without loss of pay, with prior approval of their supervisor, process grievances. It is agreed to and understood by the parties to this Agreement that there shall not be more than twenty-five (25) representatives within the Bargaining Unit, as herein defined. The supervisor's approval shall not be unreasonably withheld. It is agreed to and understood that Association Representatives shall process grievances and conduct their other duties in such manner as to not disrupt normal County activities, work production and services. Distribution of Association literature shall not be done in work areas during work time.

Every effort will be made, by both the County and the Association, to allow Association Representatives to investigate grievances as rapidly as possible, preferably on the same date as the grievance becomes known and at least within twenty-four (24) hours. The investigation of a pending grievance or personal contact of employees during work time by Association Representatives, or non-employee Association Business Representatives shall not be done without first receiving prior approval from an employee's supervisor. Approval shall not be unreasonably withheld.

The total amount of time granted to Association Representatives cumulatively to process grievances and to attend union functions shall not exceed 2500 hours in total for each year of this Agreement. Time taken off under this provision shall be charged to Union Activity Leave.

Non-employee Association Business Representatives shall be certified, in writing, by the Association to the County's Director of Labor Relations ~~Management and Compensation.~~ The Association agrees that activities by the Association Representatives shall be carried out in such a manner as not to disrupt normal Departmental activities, work production and services.

ARTICLE 13 DISCIPLINARY ACTION

1. The County may discipline or discharge classified employees for just cause in accordance with applicable sections of the Miami-Dade County Code, Personnel Rules and Administrative Orders, specifically including Administrative Order 7-3, Disciplinary Action, appended hereto.

   Whenever it is alleged that an employee has violated any rule, regulation, or policy, or has acted in such manner that would warrant the consideration of discipline, the employee shall be notified that discipline is being considered and shall be provided with an explanation of the charges under consideration. The employee shall have the right to have a representative

present during any investigatory questioning of the employee that might lead to disciplinary action. Unless unavailable, the employee should be scheduled for a private disciplinary session for the presentation of the charges under consideration. The employee and the Association shall be notified in writing forty-eight (48) hours prior to a discipline presentation and shall include notification to the employee of his or her right to have a representative of his/her choice present. The County agrees to provide the Association, at the time of the discipline presentation session, a copy of the Disciplinary Action Report and all supporting documentation. The parties agree to conduct disciplinary action sessions in a professional manner. Any questions which the employee may have should be answered. The response of the employee, including any explanation of the incident or mitigating circumstances shall be noted. An employee shall have the right if desired, to respond orally or in writing and shall be given a minimum of seven (7) calendar days to prepare said response. This response must be presented before a discipline recommendation is made. After the recommendation is made, the employee's response must be taken into consideration before a final determination is made.

Neither formal nor informal counseling is considered to be disciplinary action. An employee being presented a formal counseling may request a representative. The County agrees to provide the Association, at the time of the formal counseling session, a copy of the Record of Counseling and all supporting documentation. An employee who receives a formal Record of Counseling will be permitted to attach a written rebuttal to the counseling form by submitting it within seven (7) calendar days from the receipt of the counseling. The formal record of counseling and rebuttal, if any, will be reviewed by the supervisor of the employee who prepared the counseling, prior to it being placed in the affected employee's personnel file. Upon request of the employee, a Record of Counseling form shall be marked "no longer in effect" after two (2) years of good performance during which the employee has not been the subject of disciplinary action or further formal counseling.

The parties agree that Section 2-47 of the Code of Miami-Dade County will be the exclusive method of disciplinary action appeals. Exempt and non-permanent status employees shall not be entitled to appeal disciplinary actions. Nothing herein shall preclude the County from its existing right to suspend employees pursuant to the automatic suspension provisions of section 2-42(22) of the County Code. Further, nothing within this article alters the County's right to relieve employees from duty with pay for reasons deemed by the County to be in its best interest.

The concerned Department Director or designee, at its sole discretion, may offer to an employee with notice to the Association the option of forfeiting accrued annual or holiday leave in lieu of serving a disciplinary suspension. Employees selecting this option, that is authorized and approved by the Department, shall waive their right to any appeal action of the suspension. The documentation of the suspension will be a part of the employee's work record and remain in their personnel file.

A non-job basis employee who is required by their Department to attend a disciplinary proceeding will be compensated at the applicable rate of pay in accordance with the provisions of this Agreement.

2. The concerned Department Director or designee may elect to relieve an employee from duty with pay pending the completion of an investigation or other administrative action. The employee in such cases may be subject to any of the following conditions:

a) Emergency suspension in accordance with the provisions of Miami-Dade County Administrative Order #7-3.

b) Relief from Duty with pay pending appropriate administrative action.

c) Temporary reassignment of duties or transfer to another position within the department pending appropriate administrative action.

d) Transferred to another position in lieu of or in conjunction with appropriate disciplinary action.

e) Should disciplinary action be taken against an employee, the period of time an employee is relieved of duty without pay may be included in the final disciplinary action at the concerned department's or designee's discretion.

The aforementioned actions shall not be applicable to automatic suspensions imposed in accordance with the provisions of Section 2-42(22) of the Code of Miami-Dade County, or otherwise alter the provisions of Miami-Dade County Administrative Order #7-3 or the Miami-Dade County Personnel Rules.

3. The County will attempt to obtain the Hearing Examiner's recommendation within sixty (60) days of the Hearing Examiner's receipt of the transcript from the hearing. The County will not be held responsible for the failure of a Hearing Examiner to submit the appropriate recommendation to the County Mayor or Mayor's designee. The Hearing Examiner's failure to comply with the provisions of Section 2-47 of the Code of Miami-Dade County shall not result in the employee's reinstatement, entitlement to any back pay, or otherwise invalidate the disciplinary action.

4. The County Mayor or Mayor's designee will, upon receipt of the appropriate material from the Hearing Examiner, in cases of dismissal of a permanent employee, render a timely decision in accordance with the provisions of Section 2-47 of the Code of Miami-Dade County. Should the County Mayor or Mayor's designee be unable to render a timely decision, the concerned employee or the Association may request reinstatement to the payroll, for administrative purposes only, pending the County Mayor or Mayor's designee's final decision.

5. The County Human Resources Director~~, or equivalent position as determined by the County,~~ in consultation with the Director of Labor Relations, ~~Management and Compensation,~~ shall be responsible for maintaining the Hearing panel of qualified Hearing Examiners and the Hearing Examiner Procedure Manual to be utilized in disciplinary appeal hearings conducted in accordance with Section 2-47 of the Code of Miami-Dade County.

   The County Human Resources Director~~, or equivalent position as determined by the County,~~ shall make available to the Association upon request, the panel of Hearing Examiners. The Association may challenge for just cause, the utilization of a specific Hearing Examiner. The Human Resources Director~~, or equivalent position as determined by the County,~~ shall review the Association's request and render a final and binding decision. Nothing contained herein shall otherwise modify or restrict the Human Resources Director's~~, or that of the equivalent position as determined by the County,~~ authority to administer the disciplinary appeal hearing system.

6. The parties shall not initiate any exparte communications with either the Hearing Examiner or the County Mayor or Mayor's designee for the purpose of influencing the final appeal decision. The Hearing Examiner's recommendation and the County Mayor or Mayor's designee's final decision is to be based upon the entire record of the appeal hearing.

7. The provisions of this Article are not applicable to exempt, probationary, part-time or other non-permanent employees.

8. The Association will have the option on behalf of a permanent status bargaining unit employee to appeal the disciplinary action of dismissals, suspensions and demotions by utilizing the arbitration procedure contained in Article 8 of this Agreement. The Association shall notify the Director of ~~Labor Management and Compensation~~ Labor Relations in writing no later than fourteen (14) calendar days from the employee's receipt of the disciplinary action of its decision on whether to exercise the option of appealing through the arbitration procedure or request an appeal in accordance with Section 2-47 of the Code of Miami-Dade County. The Association's choice between the arbitration procedure or the Code provision under Section 2-47, once made, shall not be subject to change. In the case where the Association does not timely notify the County or chooses not to select the arbitration procedure, then the disciplinary appeal provisions under 2-47 of the Code of Miami-Dade County shall prevail and be utilized if a timely appeal is requested. In the event the Association selects the option to appeal a dismissal, demotion or suspension under the arbitration procedure then the provisions of 2-47 of the Code will not be applicable.

ARTICLE 14 PERFORMANCE EVALUATION AND APPEALS

1. The County shall retain the right to establish and administer a Performance Evaluation system to conduct annual performance evaluations of employees to appraise their productivity, effectiveness and compliance with the rules and regulations. The purpose of evaluations are to generally improve performance, to identify and recognize superior performance, to facilitate communication between supervisors and employees, and to provide timely and accurate information which may be used in making of personnel decisions related to employee performance.

2. The permanent employee who has received an overall evaluation of "unsatisfactory" or "needs improvement" may appeal by ~~first~~ requesting a review of the Performance Evaluation by the Department Director or his designee, within ten (10) calendar days of receipt of the evaluation. The Department Director may recommend changes, alterations, or return the evaluation unchanged to the employee. If the decision of the Director is not acceptable to the employee, the employee may continue the appeal within ten (10) calendar days after receipt of the Director's decision by making a request in writing to the Human Resources Director. ~~or equivalent position as determined by the County.~~

3. The Human Resources Director, ~~or equivalent position as determined by the County,~~ will appoint a three person management level panel, none of whom shall be from the appealing party's department, to act as an informal fact finding committee. Only the employee, the rater, and the reviewer will be heard, separately, by the panel. A representative of the employee's choosing may accompany the employee. The affected department has the right to have a representative present throughout the entire appeal hearing. The hearing shall be informal, a transcript is not to be kept and there will no cross-examination. The employee representative may ask questions of County witnesses through the panel chairman. Questions shall also be

addressed to employee witnesses by panel members through the chairman. The purpose of the panel's review is to (1) determine compliance with evaluation procedures, and (2) recommend whether the evaluation should be upheld and the reasons for this recommendation.

4. Within thirty (30) days following the hearing, the panel will submit a written report of their findings and decision to the Human Resources Director. ~~or equivalent position as determined by the County.~~ A majority of the panel may sustain or revise the evaluation, either because of failure to follow procedure or on the merits of the evaluation itself. The Human Resources Director, ~~or equivalent position as determined by the County,~~ will forward the panel's findings and decision to the appropriate department director for implementation.

5. Public Health Trust employees are not covered by the provisions of Administrative Order 7-19, Performance Evaluation.

ARTICLE 15 PROBATIONARY PERIOD

All full-time, classified service employees hired, promoted or transferred into bargaining unit classifications shall serve a 26 pay period (one year) probationary period.

A performance evaluation must be completed and presented to an employee on or before the probationary period end date. Failure to do so will result in the employee attaining permanent status.

A bargaining unit employees whose position is re-titled, with no increase in pay, will not be required to serve a new probationary period.

ARTICLE 16 TRANSFERS WITHIN A DEPARTMENT

Employees may be transferred at the sole discretion of the County within a department. Transfers shall not be utilized in lieu of disciplinary actions; however, transfers may be used in conjunction with a disciplinary action. It shall be the right of the Department to transfer employees for reasons that will improve the effectiveness or efficiency of the Department, in accordance with the provisions of this contract.

The departments will attempt to provide the transferred employee with a ~~ten (10)~~ fourteen (14) calendar days notice except for reasons of operational necessity as determined solely by the Department. The failure to provide such notice shall not preclude the Department from affecting the transfer.

An employee may submit a written request to their Department Director for consideration of a transfer to an open position in their current classification. The decision of the Department Director shall be final and binding.

ARTICLE 17 LAYOFFS, RECALL AND REEMPLOYMENT RIGHTS

Layoff, defined, is the separation of an employee for lack of work or funds as determined by the County, or due to the reduction in or the contracting out of services, without fault or delinquency on the employee's part.

Employees to be laid-off shall be notified as soon as possible after the decision for lay-off has been made. In no event shall the County give the employees less than twenty-one (21) calendar days notice.

In the event of a layoff the Human Resources Director, ~~or equivalent position as determined by the County,~~ in conjunction with the Director of Recruitment, Testing, and Career Development shall determine the county-wide classifications that are equivalent to the affected positions for retention purposes and will determine the bumping series county-wide. The bumping series, as determined solely by the Human Resources Director, ~~or equivalent position as determined by the County,~~ shall be defined as a series of positions related in terms of the duties, experience and education requirements. The term county-wide is understood between the parties to be defined as all operating departments and organizational entities within Miami-Dade County.

Employees shall be laid-off within the County in accordance with seniority in the job classification as provided in the County's Layoff Procedures Manual for Miami-Dade County. ~~, which the parties agree to revise provided that this policy shall not go into effect until such time as each of the County's other unions agree to conduct layoffs on the same basis.~~

The County may require that employees bumping into a department as a result of a layoff related action satisfactorily demonstrate their proficiency to perform the essential functions of the new position within a reasonable period of time, not to exceed thirteen (13) pay periods, as determined by the concerned department director and approved by the Human Resources Department or equivalent. It is understood that employees bumping into a Department as a result of a layoff related action will receive appropriate orientation and training as determined necessary by the concerned Department. Proficiency shall be defined as the knowledge, skills and abilities to perform the essential functions of the job and shall not apply to performance issues.

Employees failing to satisfactorily demonstrate their proficiency in performing the essential functions of their new position will be allowed to continue to exercise their classified service rights, in accordance with the provisions of the County's Layoff Procedures Manual.

In the event of a lay-off, County employees cannot bump Public Health Trust employees nor be guaranteed placement in vacant positions at the Public Health Trust and Public Health Trust employees cannot bump County employees nor be guaranteed placement in vacant positions in the County.

Employees who have been laid-off shall be reemployed in the reverse order from which they were laid-off. Any sick leave that was forfeited at the time of layoff shall be restored at the time of rehire, in accordance with the provisions of the Layoff Procedures Manual.

~~In the event that the County prefers to reduce hours of work in lieu of a layoff, it shall give the affected employees the option of either accepting the reduction in their hours of work or having a layoff of employees. Such option shall be determined by a majority vote of the affected employees.~~

ARTICLE 18 ACTING APPOINTMENTS

In the event an employee is placed, by authorization of the concerned Department in a higher classification on an "acting" basis, pending the appropriate appointment from an established eligible list, such employees will receive a one (1) pay step increase for the period of time served in

the "acting" class, and further, any time served in this capacity shall not be credited toward the probationary period.

An acting appointment will be for an initial period of not more than six (6) months (13 pay periods). However, this initial time period may be extended for up to an additional six (6) months when the Department requests such extension from the Human Resources Department ~~or equivalent position as determined by the County~~. The Association will be advised by the concerned Department of a requested extension prior to a final determination by the Human Resources Department. ~~or equivalent position as determined by the County.~~

ARTICLE 19 WORK IN HIGHER CLASSIFICATION

An employee who is specifically authorized and assigned by a Department Director or his or her designee to temporarily assume the duties of a higher pay status classification, that is an established budgeted position currently on the Department's table of organization, for more than five (5) consecutive work days will receive a one (1) pay step increase for all consecutive hours worked in the higher classification. The maximum out of class compensation shall be limited to thirteen (13) pay periods unless specifically approved by the Department Director and the Human Resources Department Director. ~~or equivalent position as determined by the County.~~

ARTICLE 20 SICK LEAVE

1. The sick leave policy as stated in the Personnel Rules and Leave Manual shall remain in force and effect unless modified by this collective bargaining agreement.

2. Full-time employees shall earn ninety-six (96) hours of sick leave per year in accordance with the Leave Manual.

3. The portion of a full-time employee's first six (6) days that are unused at the end of the employee's leave year shall be added to the employee's annual leave; the balance shall be deposited in the employee's sick bank. Bargaining Unit employees with 20 or more years of continuous service may, upon written request, receive payment for the sick leave hours that qualify to be converted to annual leave each year.

4. Employees who were hired before January 1, 2015 and who retire or resign from County service will be eligible to receive payment for up to a maximum of 1,000 hours of accrued unused sick leave at the employee's current rate of pay at time of separation, excluding any shift differential, prorated in accordance with the following schedule:

Less than 10 years	No Payment
10 years but less than 11 years	25% payment
11 years but less than 12 years	30% payment
12 years but less than 13 years	35% payment
13 years but less than 14 years	40% payment
14 years but less than 15 years	45% payment
15 years but less than 16 years	50% payment
16 years but less than 17 years	55% payment
17 years but less than 18 years	60% payment
18 years but less than 19 years	65% payment
19 years but less than 20 years	70% payment
20 years but less than 21 years	75% payment

21 years but less than 22 years	77.5% payment
22 years but less than 23 years	80% payment
23 years but less than 24 years	82.5% payment
24 years but less than 25 years	85% payment
25 years but less than 26 years	87.5% payment
26 years but less than 27 years	90% payment
27 years but less than 28 years	92.5% payment
28 years but less than 29 years	95% payment
29 years but less than 30 years	97.5% payment
30 years or more	100% payment

All such payments described above are based on years of full-time continuous County employment with a maximum payout of 1,000 hours of accumulated sick leave.

Bargaining Unit employees who were hired before January 1, 2015 and who retire after 30 years of full time County employment will be eligible to receive 100% payment of their full balance of accrued unused sick leave. Such payment will be made at the employee's current rate of pay at the time of retirement excluding any shift differential, and will not be subject to any maximum number of hours.

5. Employees who were hired into the County Service on or after January 1, 2015, who retire or resign from County service will be eligible to receive payment for up a maximum of 1000 hours of accrued unused sick leave at the employee's current rate of pay at time of separation, excluding any shift differential.

   Employees hired into the County Service on or after January 1, 2015, and who retire after 33 years of full time County employment will be eligible to receive 100% payment of their full balance of accrued unused sick leave. Such payment will be made at the employee's current rate of pay at the time of retirement excluding any shift differential, and will not be subject to any maximum number of hours.

   The payments described in section # 5 will be prorated in accordance with the following schedule:

Less than 13 years	No Payment
13 years but less than 14 years	25% payment
14 years but less than 15 years	30% payment
15 years but less than 16 years	35% payment
16 years but less than 17 years	40% payment
17 years but less than 18 years	45% payment
18 years but less than 19 years	50% payment
19 years but less than 20 years	55% payment
20 years but less than 21 years	60% payment
21 years but less than 22 years	65% payment
22 years but less than 23 years	70% payment
23 years but less than 24 years	75% payment
24 years but less than 25 years	77.5% payment
25 years but less than 26 years	80% payment
26 years but less than 27 years	82.5% payment
27 years but less than 28 years	85% payment
28 years but less than 29 years	87.5% payment
29 years but less than 30 years	90% payment

30 years but less than 31 years	92.5% payment
31 years but less than 32 years	95% payment
32 years but less than 33 years	97.5% payment
33 years or more	100% payment

ARTICLE 21 ANNUAL LEAVE

1. The current Annual Leave Policy as stated in the Personnel Rules and Leave Manual shall remain in force and effect.

2. In order to recognize longevity of service, persons with six (6) or more years of continuous full-time County service have the following additions to their annual leave:

After six (6) years	Eight (8) hours
After seven (7) years	Sixteen (16) hours
After eight (8) years	Twenty-four (24) hours
After nine (9) years	Thirty-two (32) hours
After ten (10) years	Forty (40) hours
After sixteen (16) years)	Forty-eight (48) hours
After seventeen (17) years	Fifty-six (56) hours
After eighteen (18) years	Sixty-four (64) hours
After nineteen (19) years	Seventy-two (72) hours
After twenty (20) years	Eighty (80) hours

3. Employees may accrue annual leave up to a maximum of 500 hours.

4. The County shall notify employees that they are reaching the maximum amount of allowable annual leave accumulation. The employees shall then be allowed to reduce their annual leave to avoid the loss of excess accumulation of such leave.

ARTICLE 22 BEREAVEMENT LEAVE AND EMERGENCY SICK LEAVE

Full-time employees who regularly work five (5), eight hour days will be granted five (5) days of bereavement leave with pay in the event of a death in the immediate family, as provided in the County's Leave Manual. Employees who regularly work four (4), ten (10) hour days per week shall receive four (4) days of bereavement leave with pay in the event of a death in the immediate family.

For life-threatening illnesses in the immediate family as defined in the County's Leave Manual, full-time employees who regularly work five (5), eight hour days will be entitled to five (5) days off per year chargeable from the employee's sick leave accrual. Full-time employees who regularly work four (4), ten (10) hour days per week will be entitled to four (4) days off per year chargeable from the employee's sick leave accrual.

Employees eligible for bereavement leave or emergency sick leave shall obtain advance approval whenever possible from an appropriate level supervisor prior to using such leave.

Part-time employees are not eligible for bereavement leave but are eligible for emergency sick leave.

ARTICLE 23 DISABILITY LEAVE

Eligible bargaining unit employees shall be entitled to short-term disability leave benefits in accordance with coverage provided by the Miami-Dade County Code except that payment for disability leave for all bargaining unit employees hired after May 1, 1979 shall be 80% of employee's salary less all Worker's Compensation weekly indemnity payments. In the event the parties reopen the contract on any economic issues, the County shall have the right to reopen this Agreement to discuss issues and changes related to the County's Service Connected Disability Program under Section 2.56 of the Miami-Dade County Code.

ARTICLE 24 MILITARY LEAVE

The County is governed by Federal and State law concerning military leave and all employees represented by this contract shall receive the benefits of such laws. Time served by employees on Military Active Duty Leave will be credited toward merit increases, longevity annual leave, longevity bonus, layoff retention rights, and seniority credit for promotional examinations.

ARTICLE 25 DEATH BENEFIT

When a full-time employee dies and it has been determined that his/her survivors are not entitled to County-provided job related death benefits, in addition to compensation for accumulated annual leave, holiday leave and other monies due to the employee, the County will pay to the employee's beneficiary (ies) the ~~equivalent of one pay period regular pay~~ following death benefit amount determined by the employee's years of continuous County service:

- If the employee's longevity is less than ten (10) years, the beneficiary(ies) shall be eligible for the equivalent of one pay period's regular salary and $2,000 dollars.
- If the employee's longevity is less than twenty (20) years, the beneficiary (ies) shall be eligible for the equivalent of two pay period's regular salary and $4,000 dollars.
- If the employee's longevity is 20 years or more, the beneficiary (ies) shall be eligible for the equivalent of two pay period's regular salary and $6,000 dollars.

~~If the deceased employee has ten (10) or more consecutive years of full-time County service, the employee's beneficiary shall receive the equivalent of two pay periods regular pay.~~

Regular part-time employees are not eligible for this death benefit.

ARTICLE 26 LEAVE WITH PAY

Leave with pay shall be authorized in accordance with the County Leave Manual for the following reasons:

1. Seven (7) employees will be permitted, when necessary, to participate in collective bargaining negotiations with the County. These employees shall be designated in writing to the Department Director and the Director of Labor Relations ~~Management and Compensation~~ for the County and the Public Health Trust. The employee shall give reasonable notice to their supervisor. Such time spent at Collective Bargaining negotiations will be considered as time worked.

2. Employees designated by the Union to attend Union functions. The total amount of time granted to all employees cumulatively seeking leave under this provision shall not exceed ten ~~(10) working days~~ 2500 hours in any contract year.

3. Administrative Leave shall be granted to employees to take County and Public Health Trust Civil Service exams and to appear for job interviews in connection therewith as well as for job interviews related to positions not filled through competitive examination.

4. The Association President and one (1) ~~two (2)~~ additional County bargaining unit employees will be released from duty with pay to administer this Agreement. This leave with pay benefit for the Association President and one (1) additional bargaining unit employee is also provided for in the Government Supervisors Association of Florida/OPEIU, Local 100-Professional Employees Collective Bargaining Agreement and is not meant to be duplicated. Additionally, the County will authorize up to 2500 hours for each year of the Agreement, time off with pay for union representatives to participate in union approved activities providing that the Union President requests the leave in writing to the Director of Labor Relations no less than one (1) week in advance of the scheduled time off. The hours allocated per year shall not be cumulative. These authorized hours are inclusive of the hours granted in Article 13 Association Representatives and number 2 of this article. ~~Effective the beginning of the first pay period immediately following ratification and approval of this Agreement by the Board of County Commissioners, one (1), additional County bargaining unit employee, designated in writing by the Association President to the Director of Labor Management and Compensation and concerned department director, will be released from duty with pay to administer this Agreement. This leave with pay benefit is also provided for in the Government Supervisors Association of Florida/OPEIU, Local 100-Professional Employees Collective Bargaining Agreement and is not meant to be duplicated.~~

ARTICLE 27 LEAVE OF ABSENCE WITHOUT PAY

The Department Director may grant a leave of absence to an employee with permanent status for a period not to exceed one (1) year.

Leaves of absence may be granted for sickness and disability, for religious holidays, to engage in a course of study, to accept an exempt position and for other good and sufficient reasons in the best interest of the County service.

ARTICLE 28 HOLIDAYS

1. ~~Except as set forth in section 8 of this Article,~~ The following days shall be considered paid holidays for eligible full-time employees.

New Year's Day	Veteran's Day
Dr. Martin Luther King Jr.'s Birthday	Thanksgiving
Presidents' Day	Friday after Thanksgiving
Memorial Day	Christmas Day
Independence Day	Employee's Birthday
Labor Day	One Floating Holiday
Columbus Day	

2. To be eligible for a paid holiday, an employee must be in a pay status for a full day on his assigned work days that immediately precede and immediately follow the day on which the holiday is observed.

3. Regarding the Birthday Holiday, it is to be observed on the day it occurs. If that day is not an employee's normal work day, then it will be observed on the nearest regular work day following the Birthday Holiday. If an emergency situation, as determined by the Department Director, requires an employee to work on his/her birthday, the Birthday Holiday may be delayed for up to six (6) months and another day of the employee's choice, approved by the Department, shall be designated. This Birthday Holiday must be used within six (6) months from the date of the birthday and is not compensable.

4. Regarding the Floating Holiday, the Department may require as much as two (2) weeks prior notice. The actual day to be used is subject to the mutual convenience of the employee and the Department.

   Only full-time employees with more than nine (9) pay periods of County service are eligible for this holiday. This holiday is not compensable and must be used during the Fiscal Year and cannot be transferred from one fiscal year to the next.

5. Christmas Eve and New Year's Eve shall not be considered as holidays and they shall be treated as normal work days in all respects during the term of this Agreement.

6. Holidays falling on Saturdays are normally observed on the preceding Friday. Holidays falling on Sunday are normally observed on the following Monday. In such cases, the day on which the holiday is observed shall be considered to be the paid holiday and not the regular day.

7. The County, after advising and discussing with the Association, shall retain the authority to determine and schedule the actual day on which a County recognized holiday will be observed.

8. ~~Upon ratification of this agreement, and only through September 30, 2014, the Union, on behalf of all Bargaining Unit members, has elected to suspend pay for the following six (6) holidays:~~

~~FY 2011-12~~	~~FY 2012-13~~	~~FY 2013-14~~
~~Christmas Day~~	~~Columbus Day~~	~~Columbus Day~~
~~Martin Luther King, Jr.'s Birthday~~	~~Thanksgiving Day~~	~~Thanksgiving Day~~
~~President's Day~~	~~Christmas Day~~	~~Christmas Day~~
~~Memorial Day~~	~~President's Day~~	~~President's Day~~
~~Independence Day~~	~~Memorial Day~~	~~Memorial Day~~
~~Labor Day~~	~~Independence Day~~	~~Independence Day~~

~~These holidays shall be designated as unpaid furlough days. The Union agrees that work on a designated furlough day must be authorized in advance by the Department Director or designee. In the event that an employee is scheduled to work on a designated furlough day, and the employee is absent, the absence on the day will be treated as an unpaid furlough day and "unauthorized" until appropriate documentation or explanation is provided to substantiate the absence.~~

~~9. In addition to the six (6) County holidays, which will be defined as furlough days, employees in the Bargaining Unit will be required to take (at the mutual convenience of the employee and the department), two (2) unpaid furlough days during each year of this Agreement.~~

~~During the week of a designated furlough day, job basis employees shall be compensated in accordance with Fair Labor Standards Act (FLSA) guidelines, wherein overtime shall be calculated for any work performed in excess of forty (40) hours within the scheduled work week.~~

~~10. Employees who work a full shift on the day the County observes the Independence Day, Thanksgiving, and/or Christmas Holidays, shall earn Administrative Leave time equal to the amount of hours worked to be used at the mutual convenience of the employee and the Department and in accordance with the County's Leave Manual and Departmental Standard Operating Procedures (DSOP). Any Administrative Leave hours earned under this provision may only be used within twelve months after they are earned.~~

~~11. Effective September 30, 2014, all provisions of Section 8, 9 and 10 shall expire and all holidays listed in Section 1 shall be reinstated.~~

ARTICLE 29 HOLIDAY PREMIUM PAY AND LEAVE

1. ~~Except as set forth in section 9 of this Article,~~ Holiday Leave shall be a term used to credit employees who are required to work on a holiday. Holiday Leave may be used for the same purpose as annual leave and is payable upon separation. To qualify for Holiday Premium and Leave, an employee must be in a pay status for a full day on his assigned work days that immediately precede and immediately follow the day on which the holiday is observed.

2. Holiday Leave can be accrued to a maximum of 240 hours for those employees designated as non-job basis, by the Pay Plan.

3. All employees shall be paid for outstanding Holiday Leave at time of separation. Such payment shall be at the employee's current pay rate at separation (except that night shift differential shall not be included in determining pay rate).

4. Holiday Leave shall be credited to job basis employees on an hour for hour basis, to a maximum of the employee's normal workday per holiday. Holiday Leave shall be credited to non-job basis employees as outlined in Sections 5, 6, and 7 of this Article. Non-job basis employees shall have the option at the time Holiday Leave is earned of either being paid or accruing Holiday Leave.

5. Non job-basis employees who work on a holiday which falls on a regularly scheduled day off shall receive twelve (12) hours Holiday Leave and time and one-half (1 1/2) for all hours worked in excess of forty (40) during that week. An employee required to work under these circumstances will be paid for at least four (4) hours regardless of the actual hours worked.

6. When a holiday falls on a regularly scheduled day off and the employee does not work he/she shall receive eight (8) hours Holiday Leave.

7. When a holiday falls on an employee's regularly scheduled work day, and he/she is required to work on that day, in addition to his/her regular day's pay, shall receive Holiday Leave or straight

time pay on an hour for hour basis, with a minimum guarantee of four (4) hours regardless of the number of hours actually worked.

8. Employees who regularly work 4/10 hour days per week shall receive fifteen (15) hours of Holiday Leave under Section 5, above, and ten (10) hours of Holiday Leave under Section 6, above.

~~9. The provisions of Article 29 shall be suspended for all holidays designated as unpaid furlough days pursuant to Article 28, Sections 8, 9, and 10. Consistent with the provisions of Article 28, Section 11, the suspension provided for in this section shall expire on September 30, 2014.~~

ARTICLE 30 OVERTIME COMPENSATION

1. All work authorized to be performed by non-job basis employees in excess of 40 hours of work per work week shall be considered overtime work. All hours in pay status shall be considered as hours worked, except for sick leave and annual leave. This includes hours within a regularly scheduled workday taken under Article 26, Leave with Pay. All work authorized to be performed by non-job basis employees in excess of the normal work week, as determined by the Department, shall be considered overtime work provided that overtime hours worked will not be included in determining the normal work week.

2. Non job-basis employees performing overtime work shall be paid time and one-half at their regular hourly rate of pay.

3. A non-job basis employee required to work three (3) hours immediately before or two (2) hours immediately beyond his normal work shift shall receive one-half (1/2) hour off with pay for a ~~meal~~ rest break.

4. The parties agree that assignments and authorization of overtime work shall rest solely with the Department.

5. This article is intended to be construed only as a basis for calculation of overtime and shall not be construed as guarantee of hours of work per day or per week.

6. Job basis employees shall not be eligible for overtime compensation.

7. An employee shall not have his or her regular work schedule changed solely to avoid the payment of overtime.

ARTICLE 31 WORK SCHEDULING

1. The standard work week commences at 12:01 a.m. each Monday and ends at 12:00 p.m. midnight of the following Sunday except for employees of the Public Health Trust where the standard work week commences at 12:01 a.m. each Sunday and ends at 12:00 p.m. midnight the following Saturday.

2. The standard number of working hours for full-time employees during any standard work week will normally be forty (40) hours unless otherwise specified in the Pay Plan for County Service.

3. The County, at its discretion, shall have the sole right and authority to determine, amend, change or modify employees work schedules. Employees shall be assigned or transferred to work schedules at the sole discretion of the County.

4. This article is to be construed only as a basis for determination of overtime and shall not be construed as a guarantee of work per day or per week; nor is it a limitation upon the County's right to reduce the employee's hours of work in accordance with Article 17.

5. Bargaining unit employees when assigned by Miami-Dade Transit Department to work a "split shift" as described in the preface ~~under Section VI, Paragraph C~~ of the Miami-Dade County Pay Plan shall not be scheduled for a nonpaid "intervening time" during his split shift which exceeds four (4) hours.

6. The County will advise the Association of new proposed split shift schedules for bargaining unit classifications not currently on this work schedule. At the request of the Association the County will discuss alternate proposals to split shifts for bargaining unit classifications not currently on this shift. Such discussions will be held in a special labor management committee meeting. Following the labor management committee meeting, the Association may request a review of new split shift schedules by a representative of the County Mayor's office whose decision shall be final and binding and not subject to review as a grievance. Following this review, nothing contained herein shall prevent the County from implementing such work schedules.

7. Employees required to attend jury duty on their regular days off may request that their work schedule be reviewed for possible adjustment to provide different days. The concerned department may consider such schedule changes when operationally feasible. The Department's decision is final.

ARTICLE 32 EMERGENCY ACTION

The County possesses the authority to take emergency action as determined necessary to carry out services and adjust operational requirements during an emergency as determined by the County Mayor or the President of the Public Health Trust or their authorized representative.

ARTICLE 33 ENTRANCE PAY RATES

For all employees hired into the County Service or Public Health Trust on or after November 1, 1991, the entrance pay rate for all bargaining unit classifications shall be pay step 1 of the appropriate pay range provided in the Miami-Dade County or Public Health Trust Pay Plan. Progression from the entrance level pay of step 1 to step 2 shall be six (6) months (13 pay periods) based upon satisfactory or above satisfactory job performance. For employees who are hired after the ratification date of ~~this agreement,~~ (December 8, 2011) the 2011-14 Collective Bargaining Agreement, progression from the entrance level pay of step 1 to step 2 shall be one (1) year (26 pay periods) based upon satisfactory or above satisfactory job performance. Progression from step 2 to the maximum step in the pay range shall be at one (1) year (26 pay periods) intervals thereafter based upon satisfactory or above satisfactory job performance.

The County shall have the authority to approve intermediate pay requests for original appointments of new hires based upon relevant experience in accordance with County compensation procedures.

ARTICLE 34 WAGES

During the 2014-15 Fiscal Year, bargaining unit employees shall not receive a cost of living adjustment.

During the 2015-16 Fiscal Year, bargaining unit employees shall not receive a cost of living adjustment.

Year Three (Fiscal Year 2016-17)

Only if both (a) the sum of the Percent Change of Preliminary Taxable Value for County-wide and UMSA for July 1st, 2015 equals or exceeds 13% and (b) the sum of the Percent Change of Preliminary Taxable Value for County-wide and UMSA for July 1st, 2016 equals or exceeds 13%, Cost of Living Adjustment will be increased for members of the bargaining unit effective the first pay period in October 2016 in accordance with the scale set forth below. In the event the sum of the Percent Change of Preliminary Taxable Value for County-wide and UMSA is at least 13% for both yearly periods, but is not the same, the Cost of Living Adjustment shall be increased using the higher of the two annual percent increases provided in the table below. For purposes of this Agreement "Percent Change of Preliminary Taxable Value" shall mean the percent change from the prior year preliminary taxable value to the current year's taxable value after new construction as set forth in the Miami-Dade County Property Appraiser's July 1st certification of the preliminary taxable values by taxing authority. (See Addendums 1 and 2).

Percent Change in Taxable Value for Countywide (CW) and UMSA combined 2014-15 and 2015-16	COLA Adjustment
13 %	1 %
13.5 %	1.5 %
14 %	2 %
14.5 %	2.5 %
15 %	3 %
15.5 %	3.5 %
16 %	4 %

~~2011-12~~

~~All employees in bargaining unit classifications shall be required to contribute five percent (5%) of base wages from the time of ratification toward the County's cost of health care. This provision shall supersede any conflicting provision of Article 38, "Group Health Insurance". The deduction shall be in pre-tax dollars to the extent allowable by law. Effective upon ratification of this Article, employees shall be required to contribute an additional four percent (4%) of their base wages, towards the County's cost of health care~~.

~~2012-13~~
~~2013-14~~

~~Effective January 1, 2014, the monies comprising the health care contribution shall be reinstated to the employees' pay, provided however, that the County shall have the right to reopen this provision of the Collective Bargaining Agreement, in advance, for the purposes of negotiating whether these or similar reductions will be continued. In the event that the County chooses to reopen this provision and the parties are unable to reach an agreement, the dispute shall be submitted to the County Commission, with the parties' mutual waiver of any right to a hearing before a Special Magistrate, for final resolution of the impasse in accordance with the requirements of State Law.~~

ARTICLE 35 BACK PAY

The County is entitled to recover, in a timely manner, funds determined by the County to have previously been paid in error to an employee. The County shall have the right to affect ~~effect~~ such recovery of funds through a stipulated biweekly paycheck deduction, at a biweekly rate equal to the biweekly rate of the erroneous payment, or at the minimum rate of fifty ($50) dollars per pay period, whichever is greater, unless ~~otherwise mutually~~ a lesser rate is agreed to by the County. ~~and employee.~~ The specific recovery rate shall be determined through an agreement between the concerned employee and the Human Resources Department ~~or equivalent position as determined by the County~~, upon notification to the concerned employee. The concerned employee shall have fourteen (14) calendar days from receipt of the notification to contact the departmental personnel representative in order to stipulate to a specific recovery rate in accordance with this contact provision. Failure by the concerned employee to make the necessary arrangements within the specified period shall result in the paycheck deduction being automatically effected by the County at a rate the County deems appropriate.

The County has the right to recover the full amount of erroneous payments in the event the employee separates from the County service, including the right to make necessary deduction from the employee's terminal leave pay.
While the County's authority and the procedural provisions of this article are not subject to review as a grievance, the basis for and the amount of the claimed overpayment is subject to review as a Collective Bargaining Agreement Grievance or a Career Service Grievance.

ARTICLE 36 NIGHT SHIFT PAY DIFFERENTIAL

Upon ratification of this Agreement, employees assigned to work shifts which have the major portion of the scheduled hours of work occurring between the shift hours of 6:00 p.m. and 6:00 a.m. shall be entitled to receive a differential of two (2) pay steps for the entire work shift. ~~Effective upon ratification of this agreement, the two (2) pay step differential shall be reduced to one (1) pay step.~~ Employees assigned to daytime shifts, who work into the time period stated above, will be paid in accordance with Article 30, but not the night shift premium rate. Employees assigned to work shifts which are equally divided before and after 6:00 p.m. will be entitled to receive a pay differential of one (1) pay step for the entire work shift.

Night shift pay differential is a "plus item" and not to be construed as part of base pay for purpose of terminal paid leave and payment of compensatory time or holiday leave upon separation from County service.

An employee shall not have his or her regular work shift changed solely to avoid the payment of night shift differential.

~~Either party shall have the right to reopen this Article to negotiate whether the reductions of the Night Shift Pay Differential supplement as set forth in this Article will be continued in the third year of the Agreement (Fiscal Year 2013-14) by scheduling negotiations beginning on June 4, 2013 and continuing through July 8, 2013. In the event that the parties are unable to reach an agreement beforehand, the dispute shall be submitted to the County Commission at the second regular meeting in July 2013, with the parties' mutual waiver of any right to a hearing before a Special Magistrate, for final resolution of the impasse in accordance with the requirements of State law.~~

ARTICLE 37 TIME IN GRADE PROVISION

Employees may receive additional pay step increments for continuous service in the same classification based upon eligibility set forth in the County Pay Plan or Public Health Trust Administrative Orders. Eligibility calculations for service in grade requirements are ~~based on County service after October 1, 1957, as~~ described below.

1. Advancement to the first "Time in Grade" step may be made after completing of five (5) consecutive years of service at the maximum rate of the salary range. Such advancement, if approved, will be one (1) pay step beyond the normal maximum rate.

2. Advancement to the second "Time in Grade" step may be made after completion of five (5) consecutive years at the first "Time in Grade" step of the salary range. Such advancement, if approved, will be one (1) pay step beyond the first "Time in Grade" step.

ARTICLE 38 GROUP HEALTH INSURANCE

The County's contribution for group health insurance shall not exceed the amount it contributes toward single employee coverage and no contribution shall be made for dependent coverage. Dependent care coverage shall be consistent with state and federal legislative eligibility requirements.

The parties agree that bargaining unit employees will be offered the opportunity to become members of the County's self-insured Health Maintenance Organization pursuant to law and in accordance with all rules, regulations and procedures pertaining thereto prescribed by the employer and the qualified Health Maintenance Organization.

The parties agree that bargaining unit employees will be offered the opportunity to participate in the County's Flexible Benefits Program pursuant to law and in accordance with all rules, regulations, and procedures pertaining thereto prescribed by the employer and the Internal Revenue Code. The County shall advise the Association of new developments in flexible benefit programs offered to bargaining unit employees. The Association will be given the opportunity to provide written endorsement of this program to bargaining unit employees.

1. The County's Group Medical Insurance will be a Point of Service/Managed Health Care Group Insurance Plan.

2. The County will include a Select Network/Managed Health Care Group Insurance Plan beginning the plan year January 1, 2015.

~~2~~3. The County will provide a $5.00 biweekly Flex dollars contribution to employees enrolled in ~~a~~ the High Option HMO Plan or the Select Network/Managed Health Care Group Insurance Plan

~~3 The County will provide a $10.00 biweekly Flex dollars contribution to employees enrolled in a Low Option HMO Plan.~~

4. The County will provide an annual $1,000.00 Flex dollars contribution, paid in biweekly increments to employees eligible for group health coverage.

5. All employees enrolled in the County's Point of Service/Managed Health Care Group Insurance Plan shall be required to pay the premiums listed in Addendum 3 for ~~three percent (3%) of~~ the cost of single coverage of this plan.

6. Group Health Insurance premium rates for the plan year 2015 are listed in Addendum 3 of this Agreement.

7. The copays for provider services and prescriptions in the County's Group Health Insurance Plan for plan year 2015 are listed in Addendum 3 of this Agreement.

8. The County's Group Health Insurance will not include the Low HMO/Managed Health Care Group Plan.

9. For the calendar plan year 2016, the County shall seek proposals from qualified insurance administrators through a competitive bid process.

10. The Mayor of Miami-Dade County will create a Health Care Cost Committee which will include representatives from labor.

11. The County will offer, for the term of this Agreement, a zero cost employee only health care premium.

~~Effective upon ratification of this Agreement, the County's contributions to the Flexible Benefits Plan, as referenced in paragraphs 2, 3 and 4 of this Article shall be suspended through September 30, 2014 and thereafter be reinstated.~~

With the exception of legislatively mandated changes to health benefits, the County and the Union ~~shall~~ may reopen this Agreement prior to open enrollment to discuss the redesign of the County's health plan for the plan year(s) ~~2013~~ 2016 and 2017. Union participation shall be obtained to discuss health plan provisions and benefits, prior to establishing premium contributions.

~~The County agrees that 2011 calendar year group health insurance premium rates shall remain in effect for the 2012 calendar year.~~

ARTICLE 39 CALL BACK and COURT TIME

Non job-basis employees called back to work shall be guaranteed at least four (4) hours pay, which shall be considered hours worked for the purpose of determining overtime compensation, provided such work does not immediately precede or immediately extend the employee's regularly assigned work shift. Such employees may be required to work at least four (4) hours.

Non job-basis employees who respond to work-related electronic communication during non-working hours but who are not physically called back to work shall receive a minimum fifteen minutes' compensation at the overtime rate for each response. Any additional communication occurring during any one fifteen-minute period shall not result in additional compensation, unless such communication extends beyond fifteen minutes; in such event, compensation at the overtime rate shall be paid for actual time spent responding to such communication.

Non job-basis employees who are not required by the Department to actually work the entire four (4) hour guarantee time period and are subsequently recalled during this initial four (4) hour period shall not receive an additional guarantee of four (4) hours pay.

The provisions of this article shall not apply to employees scheduled for overtime work twenty-four (24) hours in advance of the work assignment. In such instances employees will be paid the appropriate rate of pay for actual hours worked with no minimum guarantee.

Non-job basis employees required to report to a scheduled County job-related Court appearance on their day off shall be guaranteed at least four (4) hours pay at the applicable rate.

ARTICLE 40 JOB BASIS

All "job basis" position classifications shall be determined solely by the Human Resources Department ~~or equivalent~~ and shall be designated as such with a plus (+) in the Miami-Dade County Pay Plan. Employees serving in these positions are required to work varying schedules as necessary to accomplish the required work as determined by the Department.

The normal number of work hours will be forty (40) per week, however, if more than forty (40) hours of work in a week is required, overtime compensation provisions shall not apply.

Job basis employees who are directed to and work in excess of their normal work schedule, including those employees who are officially placed in an on-call status by their Department to respond to emergencies, will be granted administrative leave by the Department, in accordance with the provisions of the Leave Manual and the provisions of this Article below. It is the County and Public Health Trust's policy to allow Department Directors to grant appropriate Administrative Leave to job basis employees in recognition of extraordinary work efforts or extended work hours in accordance with the provisions of the County and Public Health Trust Leave Manuals. Department Directors are encouraged to ensure the equitable award of Administrative Leave to job basis employees whenever warranted and in conjunction with the County and Public Health Trust policy on working hours for job basis employees. The County and the Association will continue to discuss this provision in applicable Department Labor Management Committee meetings. Additionally, in recognition of work performed in excess of their normal work schedule, employees in job-basis position classifications will be eligible to receive the following:

For each contract year of this Agreement, bargaining unit employees in job basis classifications who are assigned to work a minimum of 32 hours but less than 48 hours in excess of their normal schedule will be eligible to receive 16 hours of administrative leave. Bargaining unit employees in job basis classifications who are assigned to work a minimum of 48 hours, but less than 64 hours in excess of their normal schedule will be eligible to receive a total of 24 hours of administrative leave. Bargaining unit employees in job basis classifications who are assigned to work a minimum of 64 hours in excess of their normal schedule will be eligible to receive a total of 32 hours of

administrative leave. Such leave is non-cumulative and must be utilized during each contract year of this Agreement.

~~Effective upon ratification of this agreement, the accrual of administrative leave as provided by Article 40, Job Basis, shall be suspended through September 30, 2014 and thereafter be reinstated.~~

ARTICLE 41 EXEMPT STATUS EMPLOYEES

All bargaining unit employees serving in exempt status positions, as determined by the Human Resources Department, ~~or equivalent,~~ and in accordance with the provisions of Section 2-41 of the Code of Miami-Dade County, shall not be granted any employment rights or changes in employment status as a result of the provisions of this agreement.

The County agrees that job classifications represented by this bargaining unit cannot be removed from the County's classified service except for those positions and positions within exempt departments which are currently exempted in accordance with the provision of Section 2-41 of the Code of Miami-Dade County, unless otherwise agreed to by the Association.

ARTICLE 42 LONGEVITY BONUS

Employees with fifteen (15) years of continuous full-time service shall receive a longevity bonus on their anniversary date and each year thereafter. Deferment for authorized leave of absence shall be deductible and not considered as a break in service.

The annual longevity bonus payments will be paid in accordance with the following schedule:

Years of Completed Full-time Continuous Percentage Payment County Service	Percentage Payment of Base Salary
15	1.5%
16	1.6%
17	1.7%
18	1.8%
19	1.9%
20	2.0%
21	2.1%
22	2.2%
23	2.3%
24	2.4%
25	2.5%
26	2.6%
27	2.7%
28	2.8%
29	2.9%
30 or more	3.0%

ARTICLE 43 MILEAGE PAYMENT

When it is necessary for an employee to use his private vehicle to enable him to perform assigned duties on County business, he shall be reimbursed in accordance with Administrative Order No. 6-3.

ARTICLE 44 SAFE DRIVER AWARDS

Employees in bargaining unit classifications who spend more than 50% of their work time driving County vehicles will be eligible to receive Safe Driving Awards. For each year that the employee completes without a preventable accident, the employee shall receive a pin stating the number of consecutive years of safe driving. After the employee has completed five (5) consecutive years without a preventable accident, and each consecutive year thereafter, the employee will receive an award of $5.00 per year. Should an employee have a preventable accident, the employee shall begin to accumulate consecutive years of safe driving the first day after the accident occurred.

ARTICLE 45 VOTING

Only when there are no early voting or absentee ballot options available and ~~If an~~ the employee does not have time to vote outside normal scheduled working hours, the County ~~will~~ may allow employees who meet the conditions set forth below reasonable time off with pay, not to exceed one (1) hour, to vote in each local and general election. Voting time ~~will~~ must be approved in advance by the employee's supervisor and be scheduled in such a fashion as to not interfere with normal work production and services.

CONDITIONS:

1. The employee must be a registered voter; and

2. Must be scheduled for a shift of at least eight (8) hours duration on Election Day; and

3. More than one-half (1/2) of the hours of the scheduled shift must be between 7:00 a.m. and 7:00 p.m. on Election Day.

~~Effective upon ratification of this agreement, the provisions of this article shall be suspended through September 30, 2014 and thereafter be reinstated.~~

ARTICLE 46 BULLETIN BOARDS

The County and Public Health Trust shall furnish the Association with bulletin board space for the posting of Association Meeting notices, Election notices, and newsletters.

~~ARTICLE 47 PHARMACY DISCOUNTS~~

~~Public Health Trust employees in the bargaining unit may purchase hospital formulary drugs from the Trust's Outpatient Pharmacy during its regular operating hours. The charges to employees in this bargaining unit will be consistent with the current charges paid by other Trust employees.~~

ARTICLE 48 47 SERVICES TO THE ASSOCIATION

The County agrees to furnish the Association twice a year one copy of the following for employees in the Bargaining Unit:

1. Names, addresses, status code, and classification titles.
2. List of employees by occupation.

The County agrees to provide the Association with the following documents and publications. (one (1) copy, unless otherwise indicated):

Board of County Commission Agendas
Public Health Trust Agendas and Minutes
Public Health Trust Personnel Policies
Public Health Trust Administrative Orders
Examination Announcements
Training and Benefit Bulletins
Proposed Budget
Final Budget
Pay Plan (5)

The County shall notify the Association of scheduled New Employee Orientation sessions and allow the Association to set up a table in the lobby of the building wherein the orientation is scheduled, on the day of the orientations. The Association will limit their activities only to the distribution of informational material.

ARTICLE 49 48 SAFETY AND HEALTH

1. Bargaining unit employees may make recommendations regarding unsafe and/or unsanitary working conditions to the Departmental Safety Officer. The Department shall investigate each recommendation and shall respond to the employee and/or the Association.

2. Matters covered by this article shall not be subject to Article 7 Grievance Procedure; however, they may be appealed in accordance with the County's or the Public Health Trust's Career Service Grievance Procedure.

3. The County shall have the right and authority to require bargaining unit employees by classification and department to take periodic examinations not more frequently than once a year, administered under the County's physical examination contract or by the Public Health Trust. The County shall determine and give notification to the Association and affected employees of the classifications to be given examinations. The County shall attempt to provide at least two weeks advance notice to affected employees. Failure to provide such advance notification shall not preclude the County from requiring the employee to complete the examination.

ARTICLE 50 49 MANAGEMENT RIGHTS AND SCOPE OF THIS AGREEMENT

1. The Association recognizes that management possesses the sole right, duty and responsibility to operate and manage the County and direct the work force, and the rights, authority, and discretion which the County deems necessary to carry out its responsibilities and missions shall

be exercised consistently with these terms. Any term and condition of employment other than wages and benefits not specifically established or modified by the Agreement shall remain solely within the discretion of the County to modify, establish or eliminate.

2. The County reserves the right and authority to establish, implement, revise or modify policies, procedures, and all other rules and regulation, including but not limited to, Administrative Orders, Implementing Orders, Personnel Rules, Pay Plan, and Department Rules or Regulations, not in conflict with the provisions of this Agreement. This right and authority shall include but is not limited to the County's right to revise promotional criteria and the duration of promotional eligibility lists in accordance with the Miami-Dade County Personnel Rules.

3. These rights and powers include, but are not limited to, the authority to:

   a. Determine the missions and objectives of the County.

   b. Determine the methods, means and number of personnel needed to carry out Departmental responsibilities;

   c. Take such actions as may be necessary to carry out services during emergencies;

   d. Direct the work of the employee, determine the amount and type of work needed, and in accordance with such determination relieve employees from duty because of lack of funds or lack of work;

   e. Discipline or discharge classified service employees for just cause in accordance with applicable sections of the Miami-Dade County Code, Personnel Rules and Administrative Order;

   f. The right to make rules and regulations;

   g. Schedule operations and shifts;

   h. Introduce new or improved methods, operations and facilities;

   i. Hire, examine, classify, promote, train, transfer and assign employees;

   j. Schedule and assign overtime work as required;

   k. Contract out for goods or services; provided that the County shall give the Association at least sixty (60) days written notice in contracting out for services currently being performed by bargaining unit members. The County will provide to the Union copies of Requests for Proposals that specifically pertain to the contracting out for services that are currently being performed by bargaining unit employees. The County agrees that, when a department submits a written recommendation to contract out for services currently being performed by bargaining unit employees, a copy of such recommendation shall be sent forthwith to the Union. This clause shall not be construed as a waiver of any other right either party may have under this Agreement or applicable law.

   l. Determine the utilization of technology;

m. Such other rights, normally consistent with management's duty and responsibility for operation of County services;

~~4. This Agreement, including its supplements and exhibits attached hereto, concludes all collective bargaining between the parties during the terms hereof, and constitutes the sole, entire and existing Agreement between the parties hereto.~~ **(# 4 moved to Article 53)**

ARTICLE ~~51~~ 50 TOXICOLOGY AND ALCOHOL TESTING

The County and the Association recognizes that employee substance and alcohol abuse can have an adverse impact on Miami-Dade County government, a Department's operations, the image of County employees and the general health, welfare and safety of the employees, and the general public.

The Department(s) shall have authority to require employees to submit to toxicology and alcohol testing designed to detect the presence of any controlled substance, narcotic drug, or alcohol. The Department(s) agree that requiring employees to submit to testing of this nature shall be limited to circumstances that indicate reasonable grounds to suspect that the employee is under the influence of such substances, suffers from substance or alcohol abuse, or is in violation of the Miami-Dade County Personnel Rules or Departmental Rules and Regulations regarding the use of such substances. Employees reasonably believed to suffer from substance abuse may be referred, at the Department's discretion, to the Employee Support Services Section. An employee who voluntarily seeks assistance for substance abuse may not be disciplined for seeking assistance. However, voluntary participation in a substance abuse program shall not preclude discipline for the employee should job performance or employee conduct issues arise.

It is further understood by the parties that the aforementioned authority to require that employees submit to such testing be approved by a Division Director or equivalent position as determined by the County, or higher authority within the Department to ensure proper compliance with the terms of this Article. An employee, who is to be tested in accordance with the provision of this article, will be permitted to make a phone call to the Association. This phone call shall not prevent, inhibit, or unreasonably delay the testing of such employee.

The results of such test or the employees' refusal to submit to toxicology or alcohol testing as provided for in this article, can result in appropriate disciplinary action in accordance with the applicable provision of the County Code, the Miami-Dade County Personnel Rules, Departmental Rules and Regulations and this Collective Bargaining Agreement.

The parties agree that toxicology and alcohol testing are an acceptable part of regularly scheduled County required physical examinations.

If the Urban Mass Transportation Administration (UMTA) promulgates rules and regulations regarding toxicology testing that conflict with the specific terms of this Article, the parties agree to reopen negotiations regarding the provisions of this Article.

ARTICLE ~~52~~ 51 PHYSICAL AND PSYCHOLOGICAL IMPAIRMENTS

A Department Director or their authorized representative(s) shall have the authority to require employees that have been determined, through reasonable suspicion, by the Department to possibly suffer from a physical, psychological or psychiatric impairment which may prevent the

employee from satisfactorily performing the complete duties and responsibilities of their positions, to submit to a physical, medical, psychological, or psychiatric examination deemed necessary for purposes of determining the employee's fitness to perform the complete duties and responsibilities of their position.

Such examinations will be performed by a physician approved and appointed by the County. The results of such examination(s) shall be promptly furnished to the concerned Department Director or their authorized representative. The results of the applicable information submitted by the examining physician to the County should be limited to information that is pertinent to the issues of the employee's ability to perform the duties and responsibilities of their position.

Based upon the results of such examinations, and other relevant information, the Department Director ~~or equivalent position as determined by the County~~ may place the employee on either paid or unpaid Compulsory Leave in accordance with the provisions of the Miami-Dade County Leave Manual until such time as the Department is satisfied that the employee can return to work. The Department may require the employee or attending physician to furnish additional pertinent medical reports or information deemed necessary while the employee is on Compulsory Leave. The period of Compulsory Leave shall not exceed one (1) year. Should the condition be corrected and so certified by the attending physician or psychologist, the employee may petition the Department for reinstatement. If the employee's petition for reinstatement is denied by the Department, disciplinary action must be initiated by the Department in accordance with the Miami-Dade County Personnel Rules. Nothing in the provision of this article shall prevent the concerned Department from administering appropriate disciplinary action in accordance with the Miami-Dade County Personnel Rules and this Collective Bargaining Agreement.

ARTICLE ~~53~~ 52 COMPLETE AGREEMENT AND WAIVER OF BARGAINING

It is agreed and understood that this Agreement constitutes the complete understanding between the parties, terminating all prior Collective Bargaining Agreements, except for Memoranda of Understanding previously or subsequently entered into between the parties~~,~~ and concluding all collective bargaining during its term, except as otherwise specifically provided in the article Term of Agreement with respect to any subject or matter referred to or covered in this Agreement, or to any subject or matter not specifically referred to or covered even though it may not have been in the knowledge or contemplation of the parties at the time this Agreement was negotiated.

This Agreement, including its supplements and exhibits attached hereto, concludes all collective bargaining between the parties during the terms hereof, and constitutes the sole, entire and existing Agreement between the parties hereto. **(Preceding underlined language moved from Article 49.)**

ARTICLE ~~54~~ 53 PREVAILING BENEFITS

Unless specifically provided for or abridged herein, all wage and economic benefits, specifically authorized by the County Mayor, President of the Public Health Trust or a Department Director and currently in effect, shall remain in effect under conditions upon which they have previously been granted, provided that any such wage and economic benefit authorized by a Department Director does not conflict with County policy.

Nothing in this article shall prevent the County from making changes in work rules or methods, provided that such changes do not reduce the benefits referred to above or contained in this Agreement.

ARTICLE ~~55~~ 54 VEHICLES

The County shall have the right and authority to determine the assignment of vehicles and to remove the assignment at its discretion. The County Mayor or President of the Public Health Trust shall have the authority to determine vehicle assignments external to normal shift assignment. Vehicle assignments are understood by the parties to be based upon operational necessity as determined by the County.

ARTICLE ~~56~~ 55 SPECIAL WAGE PROVISIONS

1. Miami-Dade Transit Agency Rail Supervisory employees who are designated by the Department to regularly function as instructors for Rail Operations Training will be eligible to receive the equivalent of a one (1) pay step increase.

2. Full-time bargaining unit employees will be eligible to receive a $50.00 biweekly pay supplement. ~~Effective upon ratification of this agreement, the $50 biweekly pay supplement shall be suspended through September 30, 2014 and thereafter be reinstated.~~

3. Upon request of a department and after approval of by the Human Resources Department, ~~or equivalent,~~ an employee may be designated a Leadworker, as defined in the approved County Pay Plan. When recommended by the concerned department appointing authority and approved by the Human Resources Department, ~~or equivalent,~~ an employee may be designated as a Leadworker if the following conditions exist:

   a) A Leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the Leadworker. Leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas.

   b) Leadworker designations may also be authorized by the Human Resources Department, ~~or equivalent,~~ for certain positions where extraordinary duties and responsibilities are required. An employee designated as a Leadworker shall receive the equivalent of one (1) pay step. A Leadworker pay provision does not affect the employee's pay anniversary date. Leadworker pay provisions may be assigned and removed at the sole discretion of the County.

   A Leadworker shall not serve as a rater of performance evaluations of other employees in the same classification.

   An employee designated as a Leadworker, shall receive a one (1) step wage differential and such differential shall not affect merit increases or anniversary dates.

   If a Leadworker is rated on the basis of supervisory ability, it will only be to the extent actually exercised.

Leadworkers shall be assigned or removed at the sole discretion of the County.

~~5. Effective upon ratification of this agreement, the Head Start Pay supplement for eligible employees, as set forth in the County Pay Plan, shall be suspended as follows:~~

~~Suspension of one (1) pay step for employees receiving the supplement associated with the National Child Development Association certification;~~

~~Either party shall have the right to reopen this Article to negotiate whether the reductions of the Head Start Pay supplement as set forth in this Article will be continued in the third year of the Agreement (Fiscal Year 2013-14) by scheduling negotiations beginning on June 4, 2013 and continuing through July 8, 2013. In the event that the parties are unable to reach an agreement beforehand, the dispute shall be submitted to the County Commission at the second regular meeting in July 2013, with the parties' mutual waiver of any right to a hearing before a Special Magistrate, for final resolution of the impasse in accordance with the requirements of State law.~~

ARTICLE ~~57~~ 56 SEVERABILITY CLAUSE

Should any part of this agreement or any portion therein contained be rendered or declared illegal, legally invalid or unenforceable by a Court of competent jurisdiction, or be the decision of any authorized governmental agency, such invalidation of such part of this Agreement shall not invalidate the remaining portions thereof, in the event of such occurrence, the parties agree to meet immediately, and, if possible, to negotiate substitute provisions for such parts or portions rendered or declared illegal or invalid. The remaining parts and provisions of this Agreement shall remain in full force and effect.

ARTICLE ~~58~~ 57 STRIKES AND LOCKOUTS

There will be no strikes, work stoppages, sick-outs, picketing while working, slowdowns or other concerted failure or refusal to perform assigned work by the employees or the Association, and there will be no lockouts by the County for the duration of this Agreement. The Association guarantees to support the County fully in maintaining operations in every way.

Any employee who participates in or promotes a strike, work stoppage, picket line while working, slowdown, sick-out or concerted failure or refusal to perform assigned work may be discharged or otherwise disciplined by the County.

It is recognized by the parties that the County is responsible for and engaged in activities which are the basis of the health and welfare of our citizens and that any violation of this Article would give rise to irreparable damage to the County and to the public at large. Accordingly, it is understood and agreed that in the event of any violation of this Article, the County shall be entitled to seek and obtain immediate injunctive relief and all other relief as provided by the law. In the event of a strike, work stoppage or interference with the operation and accomplishment of the mission of the County, the Association shall promptly and publicly order the employees to return to work and attempt to bring about a prompt resumption of normal operations.

ARTICLE ~~59~~ 58 TERM OF AGREEMENT AND REOPENING

The collective bargaining agreement between Miami-Dade County, the Public Health Trust, and the Government Supervisors Association of Florida, OPEIU Local 100 - Supervisory Employees, shall be effective October 1, ~~2011~~ 2014 and continue until September 30, ~~2014~~ 2017.

Either party shall have the right, at any time during the term of this Agreement, to reopen the Agreement with respect to Performance Based Compensation Projects, classification consolidation studies, or the County Pay Plan redesign.

In the event that during the term of this Agreement (October 1, ~~2011~~ 2014 to September 30, ~~2014~~ 2017) another Miami-Dade County certified collective bargaining unit, directly under the purview of the County Mayor, successfully negotiates an across the board ~~wage~~ Cost of Living Adjustment increase which is effective during the term of this Agreement and is greater than the ~~wage~~ Cost of Living Adjustment increase provided for under Article 34 Wages, the Association shall automatically receive the across the board increase as the other Union. ~~will have the right to request the reopening of negotiations with respect to Article 34 Wages only~~.

~~The County has the right to re-open this agreement to discuss issues related to the implementation of the Enterprise Resource Planning (ERP) for a new countywide Human Resource (HR) System. The purpose of this re-opener is to be able to address changes in the business processes used to perform certain personnel and payroll transactions, in order to adapt to the functional requirements of the new HR system.~~

Either party may require by written notice to the other between April 1, ~~2014~~ 2017, and not later than ~~May 31~~ April 30, ~~2014~~ 2017, negotiations concerning modifications, amendments, and renewal of this Agreement to be effective October 1, ~~2014~~ 2017. If neither party shall submit such written notice during the indicated period, this Agreement shall be automatically renewed for the period of October 1, ~~2014~~ 2017 through September 30, ~~2015~~ 2020.

Addendum 1

MIAMI-DADE COUNTY
PROPERTY APPRAISER
2014 Preliminary Taxable Values by Taxing Authority
JULY 1, 2014

TAXING AUTHORITY	2013 PRELIMINARY TAXABLE VALUE	2014 TAXABLE VALUE BEFORE NEW CONSTRUCTION	PERCENT CHANGE	NEW CONSTRUCTION	2014 PRELIMINARY TAXABLE VALUE	PERCENT CHANGE FROM 2013
01 MIAMI	32,735,569,677	35,118,927,491	7.3%	169,913,753	[illegible]	7.8%
011 MIAMI (DDA)	12,477,077,438	13,428,725,854	7.6%	-3,412,419	[illegible]	7.6%
02 MIAMI BEACH	24,656,576,889	26,962,138,331	9.3%	162,205,101	[illegible]	9.9%
0201 MB NORMANDY SHORES	121,339,669	134,271,838	10.7%	91,358	[illegible]	10.7%
03 CORAL GABLES	12,280,770,590	12,717,739,971	3.6%	137,891,469	[illegible]	4.7%
04 HIALEAH	6,971,712,847	7,290,410,474	4.6%	16,862,534	[illegible]	4.8%
05 MIAMI SPRINGS	910,262,509	941,041,265	3.4%	6,463,633	[illegible]	4.0%
06 NORTH MIAMI	2,086,026,011	2,191,444,866	5.1%	10,700,032	[illegible]	5.6%
07 NORTH MIAMI BEACH	1,740,996,099	1,866,062,233	7.2%	3,000,331	[illegible]	7.4%
08 OPA-LOCKA	859,709,852	858,765,213	-0.1%	2,300,277	[illegible]	0.2%
09 SOUTH MIAMI	1,433,343,727	1,478,431,008	3.0%	4,169,463	[illegible]	3.3%
10 HOMESTEAD	1,805,014,738	1,895,180,282	5.0%	54,069,972	[illegible]	8.0%
11 MIAMI SHORES	764,132,319	827,261,746	8.3%	2,531,152	[illegible]	8.6%
12 BAL HARBOUR	3,652,782,693	3,952,496,887	8.2%	1,991,172	[illegible]	8.3%
13 BAY HARBOR ISLANDS	602,162,980	670,605,821	11.4%	28,321,584	[illegible]	16.1%
14 SURFSIDE	1,144,071,250	1,310,089,695	14.5%	28,766,312	[illegible]	16.9%
15 WEST MIAMI	283,943,526	301,925,549	6.3%	139,652	[illegible]	6.4%
16 FLORIDA CITY	414,593,947	408,997,608	-1.4%	1,346,918	[illegible]	-1.9%
17 BISCAYNE PARK	132,789,629	144,581,941	8.9%	-93,524	[illegible]	8.8%
18 EL PORTAL	88,430,341	98,340,021	11.2%	642,566	[illegible]	11.9%
19 GOLDEN BEACH	693,713,276	762,472,860	8.5%	7,729,306	[illegible]	9.6%
20 PINECREST	3,737,105,593	3,878,622,420	3.8%	34,822,892	[illegible]	4.7%
21 INDIAN CREEK	431,076,677	447,582,969	3.8%	638,810	[illegible]	4.0%
22 MEDLEY	1,797,187,544	1,753,659,122	-2.4%	9,224,217	[illegible]	-1.9%
23 N. BAY VILLAGE	668,973,745	746,943,039	11.6%	1,001,146	[illegible]	11.8%
24 KEY BISCAYNE	6,151,903,029	6,674,981,239	8.5%	22,596,990	[illegible]	8.9%
25 SWEETWATER	1,277,173,844	1,311,514,898	2.7%	4,706,583	[illegible]	3.1%
26 VIRGINIA GARDENS	183,247,173	187,491,243	2.3%	46,321,238	[illegible]	26.7%
27 HIALEAH GARDENS	909,500,904	931,813,069	2.5%	16,441,319	[illegible]	4.3%
28 AVENTURA	7,786,432,398	8,290,229,817	6.5%	104,081,513	[illegible]	7.8%
30 UNINCORPORATED	55,401,984,608	57,537,762,162	4.4%	592,896,543	[illegible]	5.5%
31 SUNNY ISLES BEACH	6,804,085,892	7,579,032,753	11.2%	226,030	[illegible]	11.2%
32 MIAMI LAKES	2,510,391,667	2,567,836,277	2.3%	7,124,847	[illegible]	2.5%
33 PALMETTO BAY	2,400,102,401	2,458,649,991	2.4%	3,587,147	[illegible]	2.6%
34 MIAMI GARDENS	3,324,280,793	3,451,480,819	3.8%	-6,583,716	[illegible]	3.6%
35 DORAL	8,882,534,791	9,278,097,448	4.5%	127,956,107	[illegible]	7.0%
36 CUTLER BAY	1,769,747,418	1,856,653,935	4.9%	55,904,962	[illegible]	8.1%
COUNTY-WIDE	197,133,836,994	208,864,151,895	6.0%	1,480,486,863	[illegible]	6.8%
FIRE AND RESCUE	114,370,582,277	119,797,251,402	4.7%	1,603,087,864	[illegible]	6.1%
LIBRARY	180,218,466,044	190,798,231,313	5.9%	1,194,482,737	[illegible]	6.8%
SCHOOL BOARD	216,102,187,528	233,120,460,595	8.4%	1,690,438,200	[illegible]	9.2%
S FL WATER MNGT DIST	199,108,798,213	210,833,001,427	5.9%	1,690,438,200	[illegible]	6.8%
FL INLAND NAV DIST	199,108,798,213	210,833,001,427	5.9%	1,690,438,200	[illegible]	6.8%
THE CHILDREN'S TRUST	199,108,798,213	210,833,001,427	5.9%	1,690,438,200	[illegible]	6.8%

Countywide and UMSA = 12.3%

For demonstrative purposes only, the categories circled above in **Addendum 1** reflect percent changes in each category and are those which will be used for the COLA eligibility calculation.

Addendum 2

Yearly Growth in Taxable Value of Countywide (CW) and UMSA	Base Wage Increase of:
13.0%	1.0%
13.5%	1.5%
14.0%	2.0%
14.5%	2.5%
15.0%	3.0%
15.5%	3.5%
16% or higher	4.0%

	Examples	CW	UMSA	Combined CW and UMSA	COLA
1	2014-15	n/a	n/a	n/a	0%
	2015-16	5.5	5.5	11	0%
	2016-17	5.5	5.5	11	0%
2	2014-15	n/a	n/a	n/a	0%
	2015-16	6	5	11	0%
	2016-17	7.5	7.5	15	0%
3	2014-15	n/a	n/a	n/a	0%
	2015-16	6.5	6.5	13	0%
	2016-17	6.5	6.5	13	1%
4	2014-15	n/a	n/a	n/a	0%
	2015-16	5.5	7.5	13	0%
	2016-17	8	5	13	1%
5	2014-15	n/a	n/a	n/a	0%
	2015-16	7.5	7.5	15	0%
	2016-17	6.5	6.5	13	3%
6	2014-15	n/a	n/a	n/a	0%
	2015-16	7.5	7.5	15	0%
	2016-17	7.5	8.5	16	4%
7	2014-15	n/a	n/a	n/a	0%
	2015-16	8.5	8.5	17	0%
	2016-17	8.5	8.5	17	4%
8	2014-15	n/a	n/a	n/a	0%
	2015-16	9	9	18	0%
	2016-17	9.5	9.5	19	4%

Addendum 3

Plan Year 2015 Premium Rates

Plan	Tier	Biweekly Premium
High HMO	Employee Only	$75.00
	Employee + Spouse	$208.35
	Employee + Child(ren)	$180.17
	Family	$287.77
POS	Employee Only	$100.00
	Employee + Spouse	$344.54
	Employee + Child(ren)	$285.86
	Family	$595.59
NEW OPTION:		
Select Network	Employee Only	$0.00
	Employee + Spouse	$166.00
	Employee + Child(ren)	$141.00
	Family	$236.00

Plan Design	**Design Changes for High HMO / POS**	**NEW Select Option**
Inpatient Hospital Copay per Admit*	$200	$0
Emergency Room Copay	$100	$50
Urgent Care Copay	$25/$50	$25
Outpatient Hospital Copay*	$100	$0
Freestanding Diagnostic Center Copay	$0	$0
Ambulatory Surgical Center Copay	$0	$0
Physician Copays	$15/$30	$15/$30
	Primary Care/Specialist	
Retail Pharmacy Copays	$15/$40/$55	$15/$25/$35
	Generic/Pref Brand/Non-Pref Brand	
Mail Order Pharmacy Copays	$30/$80/$110	$30/$50/$70
	Generic/Pref Brand/Non-Pref Brand	
Specialty Pharmacy Copay	$100	$15/$25/$35
Out of Pocket Maximum**	$3,000	$2,500
	2x Family	
* Waived at Jackson Health System		
**In 2015, pharmacy copays will count towards the Out of Pocket Maximum		

ADDENDUM 4
MEMORANDUM OF UNDERSTANDING
BETWEEN
MIAMI-DADE COUNTY
AND
GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA ("GSAF")

1. All savings generated from Government Supervisors Association of Florida ("GSAF") bargaining unit members as a result of the implementation of the Health Care Redesign (Article 38 – Group Health Insurance) for fiscal year 2014-2015 only, shall be used to benefit GSAF bargaining unit members as determined by the County after discussion with the Association.

2. This memorandum of understanding and its contents is not subject to arbitration under Article 8 of the Collective Bargaining Agreement.

This MOU becomes effective upon the signature by both parties.

IN WITNESS THEREOF, the subscribing officials are authorized to acknowledge and execute this Memorandum of Understanding on behalf of their agency.

MIAMI-DADE COUNTY

_____

Carlos Gimenez, Mayor Date
Miami-Dade County

GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA ("GSAF")

_____

Greg Blackman, President Date

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
MIAMI-DADE COUNTY,
AND
THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA
OPEIU, LOCAL 100 – SUPERVISORY EMPLOYEES
OCTOBER 1, 2014 – SEPTEMBER 30, 2017

This Agreement signed this _____ day of _____, 2014.

For The Government Supervisors Association of Florida, OPEIU, Local 100 – Supervisory Unit	For Miami-Dade County
_____	_____
Greg Blackman, President	Carlos A. Gimenez, Mayor
_____	_____
Otto Castillo, Vice President	Arleene Cuellar, Director, Human Resources Department
_____	_____
Witness	Tyrone W. Williams, Esq. Director, Labor Relations
_____	_____
Witness	Witness
_____	_____
Witness	Witness
_____	_____
Witness	Witness

APPENDIX
GSAF SUPERVISORY - OCCUPATIONAL TITLE AND CODE

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	311 CALL CENTER SUPERVISOR	1189
K	ACCOUNTANT 1	315
K	ACCOUNTANT 2	316
K	ACCOUNTANT 3	317
K	ACCTS PAYABLE COMPLS SPEC	328
K	ADMINISTRATIVE OFFICER 3	812
K	AIRCRAFT TECHNICIAN SUPV	6107
K	AIRPORT BLDG MAINT SUPT	5264
K	AIRPORT BLDG SYSTEMSMGR	5249
K	AIRPORT DELINQ ACCTS MGR	5244
K	AIRPORT FACILITIES SUPT	5272
K	AIRPORT FIRE SUPPRES SYST SUPV	5276
K	AIRPORT GROUNDS MAINT SUPV	5258
K	AIRPORT LIGHTING SUPERVISOR	5274
K	AIRPORT LOAD BRIDGE MNT SUPV 1	5267
K	AIRPORT LOAD BRIDGE MNT SUPV 2	5268
K	AIRPORT MAINT CONTRACT SPEC	5260
K	AIRPORT MAINT SUPT	5266
K	AIRPORT MAINT SUPV	5262
K	AIRPORT OPER SUPV	5202
K	AIRPORT PLANT MAINT SUPV	5265
K	AIRPORT REV CONTROL ANALY 3	5239
K	AIRPORT SERV EQUIP MECH SUPV	5256
K	AIRPORT TELECOMM SUPT	5280
K	ANIMAL CARE SPEC. ASST. COORD.	9083
K	ANIMAL CARE SPECIALIST COORDIN	1148
K	ANIMAL SERVICES RESCUE COORDIN	9120
K	ANIMAL SVCS COLLECTIONS SUP	1163
K	ARBORIST	7251
K	ARCHITECT 3	1034
K	ARCHITECT 4	1035
K	AREA SUPERVISOR	3169
K	ASD CITATION & COLLECTIONS SUP	9141
K	ASD CLINIC SPRV	1162
K	ASD CUST SERVICE SUPV 1	1137
K	ASD OUTREACH SPECIALIST	9138

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	ASD SHELTER PROG COORDINATOR	9117
K	ASD SHELTER PROGRAM MANAGER	9121
K	ASSISTANT FAMIS COORDINATOR	323
K	ASSISTANT RANGE MASTER	7216
K	ASSOC TEACHER	3708
K	ASST BEACH MAINT SUPV	7367
K	ASST COMPUTER OP SUPV	1820
K	ASST PEST CONTROL MANAGER	6463
K	ASST TENNIS FACILITY MGR	7342
K	ASST TRANSFER STATION SUPT	6338
K	AVIA ADVERTISING SERV SUPV	5222
K	AVIA APM SYSTEMS SUPV	5279
K	AVIA CUSTOMER SERVICE SUPV	5207
K	AVIA INT DES & SPACE PLNG SUP	5219
K	AVIA MAINT SERVICES SUPT	5263
K	AVIA PROP MGR 3	5212
K	AVIA PROTOCOL SPECIALIST	5361
K	AVIA SECURITY COORD	5288
K	AVIA SIGNAGE SUPV	5286
K	AVIA SPEC EVENT&CONF COORD	5220
K	AVIA TECHNICAL SERV SUPV	5233
K	AVIA TELECOMM SYSTEMS SUPV	5278
K	AVIA WAREHOUS &PURCH SUPV	5277
K	BEACH MAINTENANCE SUPV	7368
K	BEACH OPER &MAINT SUPV	7369
K	BEACH SAFETY MANAGER	7270
K	BIOLOGIST 3	1532
K	BLDG FIELD UNIT SUPV	2107
K	BLDG MAINT SUPV	6469
K	BLDG MGT SYSTEMS SUPT	6436
K	BLDG MGT SYSTEMS SUPV	6435
K	BOND ACCOUNTANT	390
K	BOND ACCOUNTANT 1	384
K	BRIDGE SUPERVISOR 1	6051
K	BRIDGE SUPERVISOR 2	6052
K	BUS TRAFFIC CONTROL	8110
K	BUSINESS MGT SYSTEMS ANALYST	839
K	C&R CHAPLAIN&MINISTRIES COOR	4527

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	C&R COMMISSARY SUPV	4528
K	C&R COOK 2	4510
K	C&R FACILITIES MGR	4558
K	C&R FACILITIES SUPT	4559
K	C&R FOOD SERVICES SUPV 1	4529
K	C&R FOOD SERVICES SUPV 2	4530
K	C&R INMATE PROPERTY MGR	4555
K	C&R INMATE TELEPHONE SYS ADMIN	4508
K	C&R INVESTIGATIONS SPEC 2	4536
K	C&R PROPERTY ROOM SUPV	4516
K	C&R SUPPLY SUPV	4553
K	C&R TRADE SUPERINTENDENT	4557
K	C&R WAREHOUSE SUPERVISOR	4556
K	CA&HSD FOOD SERV MANAGER	3731
K	CA&HSD FOOD SERV OPER MGR	3732
K	CA&HSD HEALTH SERV COORD	3733
K	CA&HSD MONITORING SUPV	3750
K	CA&HSD NUTRITION SERV COORD	3756
K	CA&HSD NUTRITION SERV SUPV	3755
K	CA&HSD TRANSPORTATION COORD	3725
K	CA&HSD WEATHRZTN/MAINT SUPV 1	3727
K	CA&HSD WEATHRZTN/MAINT SUPV 2	3728
K	CAMPSITE FACILITY MANGER	9115
K	CAPITAL IMPROV COMPLIANCE SPEC	724
K	CARPENTER SUPV	6509
K	CASHIER 3	303
K	CAUSEWAY EQUIPMENT SUPV	1290
K	CF SUPV INSPECTION & REPAIR	8182
K	CF SUPV RAIL STRUCTURAL MAINT	8181
K	CF SUPV RAIL TRANSPORTATION	8162
K	CF SUPV RAIL VEHICLE REPAIR	8169
K	CF SUPV TRAIN CONTR&TRACT PWR	8175
K	CH SUPV GUIDEWAY INSPECTION	8196
K	CH SUPV RAIL SHOP MAINTENANCE	8176
K	CH SUPV RAIL TRACK MAINT	8185
K	CH SUPV RAIL TRAFFIC CONTROL	8161
K	CH W&S PLANT OPERATOR	5557
K	CHEMIST 3	1527

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	CHIEF SUPV METROMOVER	8189
K	CIAO ADVERTISING ASSISTANT	2328
K	CIRCULATION SERV SUPV	7126
K	CLAIMS ADMINISTRATOR	1918
K	CLERK 3	12
K	CLERK 4	13
K	CODE ENFORCEMENT SUPV	4063
K	COMMUNITY RESOURCE COORD	3721
K	COMPUTER OPER SUPP SUPV 2	1804
K	COMPUTER OPERATIONS SUPV	1821
K	COMPUTER TECHNICIAN 2	1827
K	COMPUTER TECHNICIAN SUPV	1830
K	CONSOLE SECURITY SUPV	6458
K	CONSTRUCT COST ESTIMATOR 2	6453
K	CONSTRUCTION MANAGER 1	6610
K	CONSTRUCTION MANAGER 2	6611
K	CONSTRUCTION&RENOV SUPV 1	6426
K	CONSTRUCTION&RENOV SUPV 2	6427
K	CONSUMER PROT INVST ANALYST	2546
K	CONTRACT CERT SPECIALIST 1	3625
K	CONTRACT CERT SPECIALIST 2	3626
K	CONTRACT COMPLIANCE SPEC 1	876
K	CONTRACT COMPLIANCE SPEC 2	877
K	COOK 3	6088
K	COURT RECORDS SUPV 1	4060
K	COURT RECORDS SUPV 2	4061
K	COURT RECORDS SUPV 3	4062
K	COURTS ADMINISTRATIVE COORD	4005
K	COURTS MAIL CENTER SUPV	4015
K	CRANE & MAINT SUPPLY SUPV	1342
K	CREDIT & COLLECTIONS SUPV	309
K	CULTURAL AFFAIRS INSTRUCTOR	9076
K	CUSTODIAL WORKER SUPV 1	6004
K	CUSTODIAL WORKER SUPV 2	6005
K	CUSTODIAL WORKER SUPV 3	6006
K	CUSTOMER SERV SUPV 1	5904
K	CUSTOMER SERV SUPV 2	5905
K	DATA ENTRY SUPERVISOR	18

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	DATABASE MANAGER	1875
K	DEERING EST GRD MAINT COORD	7356
K	DEERING EST MARKETING SPEC	7295
K	DRIVER ATTENDANT SUPERVISOR	2834
K	DRIVER MESSENGER SUPERVISOR	6203
K	DUPLICATION EQUIPMENT SUPV	1282
K	EDUCATION SERV MGR	3714
K	ELECTIONS LOGISTICS SUPV	2409
K	ELECTIONS RECORDS TECH	2407
K	ELECTIONS SUPERVISOR	9080
K	ELECTIONS SUPERVISOR 2	2412
K	ELECTRICAL FIELD UNIT SUPV	2129
K	ELECTRICIAN SUPERVISOR	6512
K	ELECTRONIC ELECTRIC EQUIP SUPV	6574
K	ELEPHANT MANAGER	7407
K	ELEVATOR FIELD INSPECT SUPV	2103
K	ELEVATOR PROCESSING SPEC	2102
K	ELEVATOR REGULATION CODE SUPV	2100
K	ELIGIBILITY SUPERVISOR	3012
K	EMD QUALITY ASSURANCE SPEC 2	4145
K	EMERGENCY MGT COORD	4170
K	ENERGY MANAGEMENT ANALYST	1587
K	ENG SURVEY TECH SUPV	1012
K	ENGINEER 3	1022
K	ENVIRONMENTAL SPEC SUPV	1562
K	ERP SENIOR DEVELOPER	9871
K	ERP SYSTEMS SUPPORT MANAGER	9875
K	EZ PROGRAM MGR & COMPL SPEC	3631
K	FINANCE SECTION ASSISTANT MGR	353
K	FIRE COMMUNICATIONS OFFICER	4124
K	FIRE DEPT VIDEO SPECIALIST	4142
K	FIRE MANAGEMENT ANALYST ADMIN	4149
K	FIRE SAFETY SPECIALIST 2	4135
K	FIRE SUPPLY BUREAU SUPERVISOR	4120
K	FIRE-RESCUE CENTER ADMIN	4169
K	FLEET ADMIN SUPV	6139
K	FLEET MANAGEMENT ANALYST 1	6126
K	FLEET MGT ASST FACILITY SUPV	6130

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	FLEET MGT FACILITY SUPERVISOR	6131
K	FLEET MGT PROCUREMENT SUPV	6137
K	FLEET MGT TRAINING SPECIALIST	6135
K	FLOOD PLAIN PROGRAM SUPV	1511
K	FOOD SERVICE MANAGER	6090
K	FOOD SERVICE SUPERVISOR 1	6083
K	FORENSIC EVIDENCE RECOV SUPV	2917
K	FORENSIC PHOTOGRAPHER SUPV	2944
K	FOSTER GRANDPARENT COOD	3752
K	FOSTER GRANDPARENT SUPV	3751
K	GEN AVIATION AIRPORT SUPV	5218
K	GOB CONSTRUCTION ANALYST	293
K	GOLF CLUBHOUSE MANAGER	7514
K	GOLF CLUBHOUSE MANAGER 2	7515
K	GOLF CLUBHOUSE MANAGER 3	7516
K	GOLF CLUBHOUSE MANAGER 4	7517
K	GOLF COURSE MANAGER	7352
K	GOLF IRRIGATION MANAGER	7506
K	GOLF SUPERINTENDENT 1	7510
K	GOLF SUPERINTENDENT 2	7511
K	GOLF SUPERINTENDENT 3	7512
K	GOLF SUPERINTENDENT 4	7513
K	GRAPHICS DESIGNER	244
K	GRAPHICS SUPERVISOR	269
K	GTR MIAMI SERV CO TEAM SUPV	3760
K	GTR MIAMI SERV CORPS CENT DIR	3759
K	GUARD SUPERVISOR	1277
K	HOME CARE AIDE SUPERVISOR	3212
K	HORTICULTURIST	7355
K	HOUSING INSPECTOR 2	2156
K	HR NEW HIRE CENTER SUPV	453
K	HR RECORDS SUPERVISOR	460
K	HYDROGEOLOGIST 3	1522
K	ILLGL DMPNG ENF SUPERVISOR	6325
K	INCLUSION/ASSESSMENT PROG MGR	3073
K	INFORMATION OFFICER	2307
K	INSURANCE DATA SUPERVISOR	1927
K	INTERIOR DESIGN SPECIALIST	6481

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	INTERPRETIVE PROGAM SUPERVISOR	9131
K	INTERPRETIVE PROGRAM LEADER	9152
K	INTERPRETIVE PROGRAMS SPECIAL	9922
K	INVESTMENT PORTFOLIO CLERK	329
K	ISD ASSET MGT & DEV OFFICER	258
K	ISD BUILDING MANAGER 1	6488
K	ISD BUILDING MANAGER 2	6489
K	ISD MGR EQUIPMENT SERVICES	6142
K	ISD PARKING FACILITY MGR	6464
K	ISD UTILITIES SUPERINTENDENT	6446
K	ITD INFRASTRUCTURE SYS MGR	1748
K	ITD TELEPHONE SYSTEM SUPV	1726
K	JOB TRAINING PROGRAM ADMIN	3824
K	JR COURTS OPERATIONS OFFICER	4004
K	JSD GRANT & FISCAL COORDINATOR	4405
K	JSD STATISTICS & RESEARCH SPEC	4412
K	JUVENILE ASSMT COUN SUPV 2	4398
K	LABOR SUPV 1	6040
K	LABOR SUPV 2	6041
K	LABOR SUPV 3	6042
K	LANDSCAPE SUPV 1	7362
K	LANDSCAPE SUPV 2	7363
K	LANDSCAPE SUPV 3	7364
K	LANDSCAPE TECH. SUPERVISOR 1	9997
K	LANDSCAPE TECH. SUPERVISOR 2	9998
K	LANDSCAPE TECH. SUPVERVISOR 3	9910
K	LAUNDRY MANAGER	6020
K	LEAK DETECTION FIELD SUPVR	5973
K	LEGAL CLAIMS SUPV	1908
K	LIABILITY CLAIMS EXAMINER	1915
K	LIABILITY CLAIMS MANAGER	1916
K	LIB FCLIT MAINT MGR	7170
K	LIBRARIAN 3	7153
K	LIBRARIAN 4	7154
K	LIBRARY BLDG MAINT SPEC	7101
K	LIBRARY BRANCH SUPERVISOR	7165
K	LIBRARY COLL DEV MANAGER	7162
K	LIBRARY EXHB & ARCHIVAL SUPV	7110

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	LIBRARY SECURITY&SAFETY MGR	7175
K	LIBRARY SERVICES SPECIALIST	7106
K	LIBRARY SYSTEMS MANAGER	7160
K	LIBRARY TRANSPORTATION SUPV	7111
K	LIBRARY TUTORING PROG COORD	7114
K	LIGHT EQUIPMENT TECHNICN SUPV	6113
K	LIME PRODUCTION PLANT SUPV	5559
K	LOSS PREVENTION SPEC	1967
K	LOSS PREVENTION SUPV	1969
K	MAIL CENTER SUPERVISOR	213
K	MAINTENANCE SUPV	6468
K	MANAGED CARE CLAIMS EXAMINER	1920
K	MANAGER, RISK MGT AND SAFETY	9078
K	MARINA MANAGER 1	7501
K	MARINA MANAGER 2	7502
K	MARINA MANAGER 3	7503
K	MDFR LIFEGUARD 2	4159
K	MDFR OCEAN RESCUE ADMIN	4147
K	MDFR STAFF SCHEDULER SUPV	4140
K	MDFR STAFFING BUREAU MGR	4141
K	MDPD BLDG MANAGEMENT SUPV	4375
K	MDPD CROSSING GUARD SUPV	4326
K	MDPD INTELLIGENCE ANALYST SUPV	4253
K	MDPD MAIL CENTER SUPV	4362
K	MDPD SAFETY ADMIN	4251
K	MDPD WARRANTS TECH SUPV	4320
K	MDPD WELLNESS PROG FAC MGR	4374
K	MDPD WELLNESS PROGRAM SUPV	4373
K	MDT ELECTRONIC TECH SUPV	8144
K	MDT FINANCL REV & AUDTG SUPV	8325
K	MDT OPER/MAIN TRAINING SUPV	8107
K	MDT OPER/MAINT INSTRUCTOR	8106
K	MDT OPERATIONS DIVISION COORD	8260
K	MDT PARATRANSIT OPER SUPV	8293
K	MDT PROPERTY MANAGER	8265
K	MDT SECURITY PROGRAM SUPV	8264
K	MDT SYSTEM SAFETY SUPV	8365
K	MDT WARRANTY SUPERVISOR	8338

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	ME CASE INVESTIGATOR	2958
K	ME PUB INTERMENT PROGRAM SUPER	2920
K	MECHANICAL FIELD UNIT SUPV	2149
K	MEDICOLEGAL INVESTIGATOR	2955
K	METROMOVER MAINT SUPV	8188
K	MGR FOR HIRE VECH FACIL INSP	2511
K	MGR FORENSIC BUREAU OPER	2962
K	MGR JOSEPH CALEB AUDITORIUM	7331
K	MGR MDT CONTRACTS&MAINT	8348
K	MGR MDT FACILITIES MAINTENANCE	8320
K	MGR MORGUE BUREAU OPER	2964
K	MGR PROS FRUIT & SPICE PARK	7271
K	MICROGRAPHICS SUPERVISOR	77
K	MIDDLEWARE SR ADMINISTRATOR	1884
K	MOSQUITO CTRL OPER MGR	1254
K	MOSQUITO CTRL SUPV	1253
K	MUSEUM SECURITY OFFICER 2	7609
K	MUSEUM SECURITY SUPERVISOR	7610
K	NETWORK MANAGER 1	1832
K	NETWORK MANAGER 2	1833
K	NETWORK SYSTEM INTEGRATOR	1834
K	NEW BUSINESS CONVEYANCE OFFICR	5595
K	NEW BUSINESS SUPERVISOR 1	5941
K	NEW BUSINESS SUPERVISOR 2	5942
K	OCEAN LIFEGUARD 2	7268
K	OFFICE SUPPORT SPECIALIST 3	22
K	PA SUPERVISOR 1	140
K	PA SUPERVISOR 2	141
K	PAINTER SUPERVISOR	6518
K	PARALEGAL SUPERVISOR	306
K	PARATRANSIT ELIGIBILTY SUPV	8283
K	PARATRANSIT OPERATIONS ADMIN.	9012
K	PARATRANSIT SUPPORT SPEC 1	8287
K	PARATRANSIT SUPPORT SPEC 2	8288
K	PARK SECURITY CHIEF	7225
K	PARK SECURITY SUPERVISOR	7224
K	PARKING LOT ATTENDANT SUPV	6029
K	PERSONNEL PAYROLL&SYST SUPV	467

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	PGTS COORDINATOR	5292
K	PHCD ASSISTANT SITE MANAGER	3578
K	PHCD CONSTRUCTION LOAN OFFICR	3448
K	PHCD HOUSING MANAGER	3441
K	PHCD OCCUPANCY MANAGER	3420
K	PHCD OFFER SUPERVISOR	9132
K	PHCD REGIONAL COORDINATOR	3505
K	PHCD SITE MANAGER	3532
K	PIPEFITTER SUPERVISOR	5541
K	PKS GRD/BALLFIELD MAIN SUPV	7378
K	PLUMBER SUPERVISOR	6528
K	PLUMBING FIELD UNIT SUPV	2139
K	POLICE COMPUTERIZED RPT SUPV	4350
K	POLICE PLANNER 2	4275
K	POLICE RECORDS SECT SUPV 1	4316
K	POLICE RECORDS SECT SUPV 2	4318
K	POLICE RECORDS SPECIALIST 2	4313
K	POLICE RECORDS SPECIALIST 3	4314
K	POLICE RECORDS TECH 2	4322
K	POLICE RECORDS TECH 3	4323
K	POLICE RECORDS TECH SUPV	4324
K	POLLUTION CONTROL INSPECTOR 2	1535
K	POOL MANAGER	7211
K	POWER SYSTEMS SUPERVISOR	6549
K	PRINCIPAL PLANNER	2009
K	PROC QUALITY CTRL SPECIALIST	191
K	PROCURE VENDOR SERV SPEC	168
K	PROCUREMENT CONTRACT SUPV	174
K	PROCUREMENT CONTRACTING OFF 1	188
K	PROS AQUATIC PROGRAM MANAGER	7371
K	PROS ASSISTANT RANGE MANAGER	9017
K	PROS CONSTR&MAINT SUPV	7372
K	PROS CONSTRUCTION & MAINT MANG	7373
K	PROS EMPLOYEE RECORDS SPEC	7300
K	PROS GOULDS CENTER MGR	7324
K	PROS INTERP NATURE COORD	7306
K	PROS MAINTENANCE SUPVERVISOR	7366
K	PROS MANAGER 1	7320

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	PROS MANAGER 2	7321
K	PROS MANAGER 3	7322
K	PROS MANAGER 4	7323
K	PROS SERVICE OFFICER 3	7349
K	PROS SIGN/GRAPHICS SUPV	7278
K	PROS YOUTH ED TOWN CTR MGR	7290
K	PUB INTERMENT PROG COORD ASST	2919
K	PUBLIC FACILITIES MANAGER 1	7310
K	PUBLIC FACILITIES MANAGER 2	7311
K	PUBLIC FACILITIES MANAGER 4	7313
K	PUBLIC FACILITIES MANAGER 5	7314
K	PUBLIC HOUSING MAINT SUPV	6467
K	PUBLIC WORKS SUPERVISOR 1	6046
K	PUBLIC WORKS SUPERVISOR 2	6047
K	PUBLIC WORKS SUPERVISOR 3	6048
K	PW&WM ENG PERMIT COORD	1016
K	PW&WM FLEET MAINTENANCE COORD	6317
K	PW&WM HOME CHEMICAL SUPV	6323
K	PW&WM MAINTENANCE SUPT	6366
K	RAIL STATION MONITOR	8116
K	RAIL STRUCTURAL INSP SUPV	8179
K	RAIL STRUCTURE/TRACK SUPV	8180
K	RAIL SUPERVISOR	8163
K	RAIL TRAFFIC CONTROLLER	8160
K	RAIL VEHICLE CLEANER SUPV	8167
K	RAIL VEHICLE MAINTENANCE SUP	8168
K	RAIL YARD MASTER	8164
K	RANGE MASTER	7218
K	REAL ESTATE OFFICER	3556
K	RECORDS CENTER SUPERVISOR	230
K	RECORDS MANAGEMENT SPEC 2	4025
K	RECREATION SPECIALIST 2	7304
K	RECREATION SPECIALIST SUPV	7305
K	RECYCLING OPERATIONS SUPT	6316
K	RECYCLING OPERATIONS SUPV	6315
K	REF/AC MECHANIC SUPERVISOR	6533
K	RER CODE ENF CLERK SUPV	2222
K	RER COLLECTION SPEC	2219

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	RER COLLECTIONS SUPV	2548
K	RER COMPLIANCE SUPERVISOR	2209
K	RER DEVELOPMENT SUPERVISOR	2026
K	RER ENF COLL SUPERVISOR	2205
K	RER ENFFORCEMENT SUPV	2547
K	RER LIEN COLLECTION MANAGER	2211
K	RER LIEN COLLECTION SUPV	2210
K	RER PERMIT CLERK SUPV	2231
K	RER PERMIT REC SUPV	2215
K	RER PLANS PROCESSOR SUPERVISOR	2227
K	RER RECORDS COORDINATOR	1563
K	RER REMEDIATION MANAGER	2214
K	RER SERVICES COORDINATOR	2041
K	RER SERVICES SUPERVISOR	2053
K	RER SYSTEM PRODUCTION SUPERVI	1515
K	REV & PRODUCTIVITY ANLST SUPV	345
K	RISK MANAGEMENT SAFETY OFFICER	9079
K	RISK MGMT INVSTIGTNS SUPV	1911
K	ROAD & BRIDGE MAINT SUPT	1039
K	ROADWAY LIGHTING COORDINATOR	1046
K	ROOF FIELD UNIT SUPERVISOR	2111
K	RYAN WHITE FISCAL ADMIN	852
K	SAFETY SPECIALIST 2	1965
K	SBD CONSTRUCTION PROJ MGR	3680
K	SBD CONTRACT COML OFFR 2	3624
K	SBD CONTRACT COMPLIANCE OFF 1	3623
K	SCHOOL CROSSING GUARD COORD	4328
K	SEAPORT ASST PROPERTY MANAGER	1326
K	SEAPORT BILLING SUPERVISOR	1404
K	SEAPORT FACILITIES SUPT	1434
K	SEAPORT FACILITIES SUPV	1432
K	SEAPORT FACILITY SECURITY OFF	1382
K	SEAPORT PASS B&BCONV SUPV	9608
K	SEAPORT PASS TERM OPER MGR	1318
K	SEAPORT SECURITY COORD	1303
K	SEAPORT SECURITY OPER SUPV	1305
K	SEAPORT SECURITY SUPV 1	1301
K	SEAPORT SECURITY SUPV 2	1302

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	SEAPORT SUPERINTENDENT 1	1315
K	SEAPORT SUPERINTENDENT 2	1316
K	SECURITY ALARM SPECIALIST SUPV	6552
K	SECURITY ALARM SPECIALIST SUPV	6553
K	SENIOR AVIATION PROPERTY MGR	9155
K	SENIOR COMPANION COORD	3754
K	SENIOR COMPANION FLD SUPV	3753
K	SENIOR CONST SPEC WRITER	1027
K	SENIOR DATA SECURITY ANALYST	1856
K	SENIOR FORENSIC TECHNICIAN	2952
K	SENIOR PROP APPRAISER CLERK	101
K	SENIOR REALTY CHANGE CLERK	118
K	SENIOR RECORDS MGT SPEC	4026
K	SENIOR ZOOKEEPER	7402
K	SFWIB CONTRACTS SPECIALIST	3830
K	SFWIB ELIGIBILITY VER. SPEC. 1	9989
K	SFWIB FACILITY COORDINATOR	3834
K	SFWIB PROGRAM SERVICES SUPV	3842
K	SFWIB QUALITY ASSUR COORD	3837
K	SFWIB WORKFORCE MOBILE OPER	3845
K	SFWIB YOUTH PROGRAM MGR	3840
K	SLUDGE DEWATERING PLT SUPV	5553
K	SOCIAL SERVICES SUPERVISOR 2	3010
K	SPECIAL TAX DIST ZONE MGR	7379
K	SR DATABASE ADMINISTRATOR	1870
K	SR OPERATING SYSTEMS PROG	1851
K	SR PROC CONTRACTING AGENT	173
K	SR SYSTEMS ADMINISTRATOR	1882
K	SR SYSTEMS ANALYST/PROG	1845
K	SR TRANSIT OPER SCHEDULER	8114
K	STENGRAPHIC REPORTER SUPV	37
K	STOREKEEPER 1	220
K	STOREKEEPER 2	221
K	SUBROGATION CLAIMS EXAMINER	1905
K	SW LANDFILL SUPERINTENDENT	6347
K	SYSTEMS ADMINISTRATOR 1	1880
K	SYSTEMS ADMINISTRATOR 2	1881
K	SYSTEMS SUPPORT MGR	1853

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	TAX COLLECTOR SUPV 1	360
K	TAX COLLECTOR SUPV 2	361
K	TECHNICAL SUPPORT ANALYST	1860
K	TECHNICAL TRAINING SPEC 3	1864
K	TELECOMM BILL & PROCESS COOR.	9179
K	TELECOMM MANAGER	1735
K	TELECOMM SUPV	1734
K	TRACK SHOP SUPERVISOR	8183
K	TRACTION POWER SUPV	8171
K	TRAFFIC ANALYST SUPERVISOR	9181
K	TRAFFIC MAINT SUPERVISOR 2	1246
K	TRAFFIC SIGNAL TECH SUPV	1239
K	TRAIN CONTROL SUPERVISOR	8173
K	TRAIN CONTROL SUPERVISOR	9647
K	TRAN OPERATION SUPV	8108
K	TRANS PUR & STR SUPV	8120
K	TRANSIT BODY PAINT SHOP SUPV	8129
K	TRANSIT CONTRACTS SPEC SUPV	8341
K	TRANSIT DISPATCHER	8104
K	TRANSIT ELEV CONTRACT SUPV	8122
K	TRANSIT FACILITIES SUPT	8136
K	TRANSIT FACILITIES SUPV	8135
K	TRANSIT MAINT PROD COORD	8132
K	TRANSIT MECHANIC SHOP SUPV	8127
K	TRANSIT NEW BUSINESS ADMIN	8339
K	TRANSIT OPER SCHEDULER	8113
K	TRANSIT PAINTER SUPERVISOR	8131
K	TRANSIT PLANNER 1	8270
K	TRANSIT PLANNER 2	8271
K	TRANSIT PLANNING SECTION SUPV	8273
K	TRANSIT REV COLLS SUPV 1	8220
K	TRANSIT REV COLLS SUPV 2	8222
K	TRANSIT REV PROCESSING SUPV 1	8216
K	TRANSIT REV PROCESSING SUPV 2	8218
K	TRANSIT SAFETY SPECIALIST	8205
K	TRANSIT SERVICE CENTER SUPV 1	8280
K	TRANSIT SERVICE CENTER SUPV 2	8281
K	TRANSIT SUPERVISOR	8102

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	TRANSIT YARD SUPV	8133
K	TRANSPORTATION OFFICER	6122
K	TREATMENT PLANT SUPERVOR	5555
K	UTILITIES DAMAGES INVSTIG SUP	5922
K	UTILITY EQUIPMENT TECH SUPV	6116
K	UTILITY SUPPLY SUPV 1	5918
K	UTILITY SUPPLY SUPV 2	5919
K	VARIABLE DATA PRINTING SPEC	240
K	VENDOR ASSISTANCE COORD	187
K	VICTIM OF CRIME ACT SUPV 1	3016
K	VICTIM OF CRIME ACT SUPV 2	3017
K	VIZCAYA HISTORIC LAND. SPEC.	9036
K	W&S BUSINESS PROCESS SUPV	5909
K	W&S COMM CENTER SHIFT SUPV	5912
K	W&S COMMUN CENTER SUPV	5911
K	W&S CONST FIELD SUPPORT COORDI	5581
K	W&S CONST SUPPORT MGR	5643
K	W&S CONSTRUCTION PROJ SUPV 1	5579
K	W&S CONTRACT COMPLSPEC	5914
K	W&S CONVEY&PRT DRAFT SUPV	5916
K	W&S DATA MGT SECTION SUPV	5650
K	W&S GIS QUALITY ASSURANCE SUPV	5596
K	W&S GIS RECORDS MANAGER	5795
K	W&S GIS VERIFICAT SECT SUPV	5796
K	W&S INSTRUMENT TECH SUPV	5546
K	W&S MAIL CENTER SUPV	5903
K	W&S METER REPAIR SUPV	5945
K	W&S OPERATIONS & MAINT SUPV	5969
K	W&S PLANT DIESEL MAINT SUPV	5970
K	W&S PLANT ELECTRICAL SUPV	5966
K	W&S PLANT MAINTENANCE SUPV	5972
K	W&S PROJECTS INSPECTOR 2	5897
K	W&S SAFETY SUPERVISOR	5913
K	W&S SECURITY INSPECTOR SUPV	5591
K	W&S SECURITY SUPV	5590
K	W&S SERVICE TECHNICIAN SUPV	5574
K	W&S SEWER COLLEC SYST SUPV	5539
K	W&S STRUCTURAL MAINT SUPV	5526

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
K	WAREHOUSE & STORES SUPT	890
K	WASTE ENFORCEMENT OFFICER 2	6329
K	WASTE SCALE OPERATIONS SUPV	6314
K	WASTE SERVICE CLERK SUPV	6304
K	WASTE SUPERVISOR 1	6318
K	WASTE SUPERVISOR 2	6319
K	WATER DISTRIBUTION SUPV	5603
K	WEB DESIGNER 2	1806
K	WOMEN'S PARK FACILITY MANAGER	7319
K	WORD PROC OPER 3	53
K	WORKERS COMP CLAIMS EXAMINER	1931
K	ZONING SVC PLNS PROCES COORDNR	2025
K	ZONING SVCS PLNS PROC ANLYST	2051
K	ZOO ADMISSIONS SUPERVISOR	7473
K	ZOO CURATOR	7412
K	ZOO EXHIBITS MANAGER	7461
K	ZOO GRP SALES&EVENTS SUPV	7474
K	ZOO INTERPRETIVE PROG SUPV	7434
K	ZOO MONORAIL MAINT SUPV	7445
K	ZOO RENTALS OPER MGR	7438
K	ZOO RENTALS OPERATIONS SUPV	7455
K	ZOO REVENUE OPERATIONS MANAGER	7454
K	ZOO TRANSPORTATION MGR	7437
K	ZOO TRANSPORTATION SUPERVISOR	9753
K	ZOO TRANSPORTATION SUPV	7436
K	ZOOLOGICAL SUPERVISOR	7405