MEMORANDUM

Agenda Item No. 14(A)(6)

TO:	Honorable Chairman Jean Monestime and Members, Board of County Commissioners	**DATE:**	September 1, 2015
FROM:	R. A. Cuevas, Jr. County Attorney	**SUBJECT:**	Resolution amending the 2014-2017 Collective Bargaining Agreement by and between the Public Health Trust and Miami-Dade County and Service Employees International Union (SEIU), Local 1991 allowing for the implementation of a new pay scale and an on-call supplement for newly added classifications

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Xavier L. Suarez.

R. A. Cuevas, Jr.
County Attorney

RAC/cp

MEMORANDUM

(Revised)

TO: Honorable Chairman Jean Monestime
and Members, Board of County Commissioners

DATE: September 1, 2015

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

SUBJECT: Agenda Item No. 14(A)(6)

Please note any items checked.

_____ **"3-Day Rule" for committees applicable if raised**

_____ **6 weeks required between first reading and public hearing**

_____ **4 weeks notification to municipal officials required prior to public hearing**

_____ **Decreases revenues or increases expenditures without balancing budget**

_____ **Budget required**

_____ **Statement of fiscal impact required**

_____ **Ordinance creating a new board requires detailed County Mayor's report for public hearing**

_____ **No committee review**

_____ **Applicable legislation requires more than a majority vote (i.e., 2/3's ____, 3/5's ____, unanimous _____) to approve**

_____ **Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required**

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 14(A)(6)
9-1-15

RESOLUTION NO. _____

RESOLUTION AMENDING THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT BY AND BETWEEN THE PUBLIC HEALTH TRUST AND MIAMI-DADE COUNTY AND SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 ALLOWING FOR THE IMPLEMENTATION OF A NEW PAY SCALE AND AN ON-CALL SUPPLEMENT FOR NEWLY ADDED CLASSIFICATIONS

WHEREAS, The President and staff of the Public Health Trust (hereinafter "PHT") have negotiated in good faith with representatives of Service Employees International Union (SEIU), Local 1991 – Professionals, which is the duly certified collective bargaining agent representing employees employed by the PHT; and

WHEREAS, the parties agree to amend the 2014-2017 SEIU, Local 1991 Professionals Collective Bargaining Agreement by implementing a new pay scale as described in the tentatively agreed upon amendment (Attachment A), for the classifications recently added to SEIU, Local 1991 Professionals bargaining unit pursuant to a Public Employees Relation Commission (PERC) order dated December 2, 2014; and

WHEREAS, the parties further agree to amend the Collective Bargaining Agreement by providing an on-call supplement to classifications in SEIU, Local 1991, Professionals who work in the Information Technology Division of the PHT and who are listed in Appendix G of the tentatively agreed upon amendment (Attachment A); and

WHEREAS, the tentative agreement, referred to as Attachment A, entitled "Inclusion of Non-Health Related Professionals (Company 300) into the Professionals Bargaining Unit" dated June 10, 2015, that provides for the foregoing is attached hereto and made a part hereof; and

WHERAS, on July 27, 2015, the Board of Trustees of the PHT adopted Resolution No. 07/15-053, to approve the tentative agreement of the parties to amend the 2014-2017 SEIU, Local 1991 Professionals Collective Bargaining Agreement and to recommend that the Board of County Commissioners approve the amendment; and

WHEREAS, Chapter 25A of the Code of Miami-Dade County provides that the PHT shall not be authorized to enter into a contract with a labor union or other organization representing employees without first having obtained the approval of the Board of County Commissioners ("Board"); and

WHEREAS, in addition, Miami-Dade County and the PHT have a joint employer relationship under state public employee relations laws, Chapter 447, Florida Statutes, as determined by the Florida Public Employees Relations Commission; and

WHEREAS, as such, the PHT does not have the independent authority to enter into labor contracts, and the County, as a matter of state law, is a party to and is bound by the contracts with the PHT's labor unions,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board approves and ratifies the Public Health Trust's recommendation to amend the SEIU Local 1991, Professionals Collective Bargaining Agreement for the period of October 1, 2014 through September 30, 2017

as reflected in the attached tentative agreement (Attachment A) for the reasons set forth hereinabove.

The Prime Sponsor of the foregoing resolution is Commissioner Xavier L. Suarez. It 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:

Jean Monestime, Chairman
Esteban L. Bovo, Jr., Vice Chairman

Bruno A. Barreiro	Daniella Levine Cava
Jose "Pepe" Diaz	Audrey M. Edmonson
Sally A. Heyman	Barbara J. Jordan
Dennis C. Moss	Rebeca Sosa
Sen. Javier D. Souto	Xavier L. Suarez
Juan C. Zapata	

The Chairperson thereupon declared the resolution duly passed and adopted this 1st day of September, 2015. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County 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.

Eric A. Rodriguez

Agenda Item 5 (l)
Public Health Trust Board of Trustees
July 27, 2015

RESOLUTION NO. PHT 07/15 - 053

RESOLUTION AMENDING THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT BY AND BETWEEN THE PUBLIC HEALTH TRUST AND MIAMI-DADE COUNTY AND SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 ALLOWING FOR THE IMPLEMENTATION OF A NEW PAY SCALE AND AN ON-CALL SUPPLEMENT FOR NEWLY ADDED CLASSIFICATIONS

(Carlos A. Migoya, President and Chief Executive Officer, Jackson Health System)

WHEREAS, the President and staff of the Public Health Trust (hereinafter referred to as the "PHT") have negotiated in good faith with representatives of Service Employees International Union, Local 1991, (hereinafter referred to as "SEIU") which is the duly certified collective bargaining agent representing SEIU's Professionals Bargaining Unit who are employed by the Public Health Trust; and

WHEREAS, the parties agree to amend the 2014-2017 SEIU, Local 1991 Professionals Collective Bargaining Agreement by implementing a new pay scale as described in the tentatively agreed upon amendment (Attachment A), for the classifications recently added to SEIU, Local 1991 Professionals bargaining unit pursuant to a Public Employees Relation Commission (PERC) order dated December 2, 2014; and

WHEREAS, the parties further agree to amend the Collective Bargaining Agreement by providing an on-call supplement to classifications in SEIU, Local 1991, Professionals who work in the Information Technology Division of the PHT and who are listed in Appendix G of the tentatively agreed upon amendment (Attachment A) and;

WHEREAS, Chapter 25A of the Code of Miami-Dade County provides that the PHT shall not be authorized to enter into a contract with a labor union or other organization representing employees without first having obtained the approval of the Board of County Commissioners ("Board"); and

WHEREAS, the President recommends that the Board of Trustees of the Public Health Trust approve the amendment to the 2014-2017 Collective Bargaining Agreement set forth in Attachment A hereto and forward the amendment to the Board of County Commissioners of Miami-Dade County for ratification.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE PUBLIC HEALTH TRUST OF MIAMI-DADE COUNTY, FLORIDA, that this Board hereby accepts the Amendment to the Collective Bargaining Agreement by and between the Public Health Trust, Miami-Dade County, Florida and Service Employee International Union, Local 1991 Professionals Bargaining Unit for the period October 1, 2014 through September 30, 2017 as reflected in the attached tentatively agreed upon amendment (Attachment A) and hereby forwards the amendment to the Collective Bargaining Agreement to the Miami-Dade County Board of County Commissioners for ratification and directs the President of the PHT or the President's designee to take such action as necessary to seek such ratification.

The foregoing resolution was offered by Mojdeh L. Khaghan and the motion was seconded by Ralph G. Patino as follows:

Joe Arriola	Aye
Mojdeh L. Khaghan	Aye
Irene Lipof	Aye
Ralph G. Patino	Aye
Darryl K. Sharpton	Aye
Carlos Trujillo	Absent

The Chairperson thereupon declared the resolution duly passed and adopted this 27th day of July 2015.

PUBLIC HEALTH TRUST OF MIAMI-DADE COUNTY, FLORIDA

BY: Irene Lipof
Irene Lipof, Secretary

Approved by the Miami-Dade County Attorney's Office as to form and legal sufficiency ES

ATTACHMENT A

Negotiations Between:
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1991 and
PUBLIC HEALTH TRUST/JACKSON HEALTH SYSTEM
Professionals Bargaining Unit

Inclusion of Non-Health Related Professionals (Company 300) into the Professionals Bargaining Unit

A. A new pay scale will be implemented beginning with the pay period inclusive of October 1, 2014 for the non-health related professionals who are listed in Appendix E. The variation between steps in this new pay scale will be 4.2%. The progression through steps and Longevity steps is listed in Appendix C on the "Step Progression Chart" of the Professionals CBA.

   Beginning with the pay period inclusive of October 1, 2014, all step eligible full-time and part-time non-health related professionals who are listed in Appendix E will step on the newly implemented pay scale on their anniversary date at the hourly rate immediately above their own. This step will not be less than 2.5%. Any employee whose transition step is less than 2.5% will advance an additional step on the new scale.

   An employee will only advance onto the newly implemented pay scale on their anniversary date provided they are step eligible. An employee is step eligible if they have satisfactory performance evaluations (i.e. met standards) and have worked the requisite number of months/hours towards the next step as outlined in Appendix C.

B. Effective December 2, 2014, non-health related professionals who work in the IT division listed in Appendix G, upon the approval of the Chief Information Officer (CIO) or his designee, will receive an additional step called the on call pay supplement. The employees that receive this on call pay supplement are both hourly and salaried employees who are designated to be on call and are:
   - Employees who are called back to work after having left the Employer's facility at the conclusion of their work day,
   - Employees who are called back to work on a day or evening on which they are not scheduled to work, and
   - Employees who are not required to come into work but are required to resolve issues by telephone or computer after their regularly scheduled shift.

   On call will be done in a fair, equitable, and rotational manner. On call schedules will be posted whenever practicable. An employee may occasionally be required to respond to an emergency circumstance outside of his/her on call rotation; however, no employee in this group is considered on call 24/7. Employees should contact their VP with disputes about what constitutes an "emergency" and/or excessive hours worked outside of the normal work schedule.

   Employees who receive the on call pay supplement are not eligible to receive on call pay or call in pay as described in Article XI (Salaries), section 6 and 7, respectively.

6-10-15
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SEIU TA

Appendix E

Non-health related professional classifications moving from Company 300 to Company 410

1309	Hospital Pharmacist 2
2283	Marketing Liaison, Perdue Medical Center
1251	Recreation Therapist Supervisor
2355	Fire and Life Safety Compliance Officer
1769	Security Systems Support Analyst
1390	Associate Case Manager
2274	Bariatric Coordinator
1735	Clinical Rehab Services Coordinator
2531	Fetal Therapy Database Administrator
2645	Fetal Therapy Research Support Coordinator
2685	Maternal Family Health Liaison
2726	Pediatric Exercise Physiologist
2359	Transplant International Medical Graduate
1067	Business Analyst
2175	Pathology Assistant 2
2385	Patient Access Coordinator
2264	Pharmacy Procurement Coordinator
1460	Pharmacy Resident - PGY 2
1459	Pharmacy Resident - PGY1
1208	Radiology Technologist Educator
2465	Transplant Accountant
2298	Transplant Database Administrator
1339	Capital Inventory Coordinator
1790	Item Master & Inventory Control Lead
1693	Procurement Contracting Officer
1312	Senior Procurement Specialist
2650	Supply Chain Senior Systems Analyst 2
2627	Clinical Informatics Analyst 1
1128	Clinical Informatics Analyst 2
1349	Clinical Informatics Specialist
2568	Database Administrator
1112	EDP Operations Supervisor
2225	ERP Technical Analyst
2322	Integration Architect
2644	IT Team Lead - Field Operations
1721	IT Team Leader
1343	IT Training Coordinator
2260	Network Engineer

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Appendix E

Non-health related professional classifications moving from Company 300 to Company 410

1723	PACS Senior Technical Specialist
1695	Project Manager, Information Technology
1700	RIS Clinical Specialist
1113	Senior Network Analyst
2253	Senior Network Engineer
1117	Senior Systems Analyst 1
1118	Senior Systems Analyst 2
1342	Web Developer 2
2602	Guest Services Coordinator
2311	Resolutions Analyst
1974	Chaplain
2352	Clinical Data Manager
1049	Hospital Accountant 2
2247	Reimbursement Analyst
2303	Senior Reimbursement Analyst
1192	Histopathology Technician 4
1289	JS Activity Therapist
1048	Hospital Accountant 1
2280	South Florida AIDS Network (SFAN) Eligibility Specialist
1694	Project Manager, Capital Projects
2688	Senior Project Manager Capital Projects
2510	Project Manager of Medical Transportation
2480	Quality Clinical Analyst 1
2481	Quality Clinical Analyst 2
1376	Child Safety Educator
1733	Clinical Trials Coord/Auditor
1734	Clinical Trials Coverage Analyst
1456	Managed Care - Project Manager
1486	Managed Health Care Analyst
1019	Physician Staff Technician II
1288	Clinical Psychologist 3
1361	CMH Information Analyst
2456	Jail Diversion Coordinator
2418	Account Reconciliation Coordinator
2412	CBO Revenue Cycle Management Auditor
2393	CBO Senior Systems Analyst 1
2183	Quality Control Coordinator
2423	Uncompensated Care Programs Account Auditor

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Appendix E

Non-health related professional classifications moving from Company 300 to Company 410

2518	Business Analyst Managed Healthcare
1092	Clinical Data Specialist
2605	Fetal Therapy Nurse Specialist Program Manager
2655	HMO - Care Determination Coordinator
2659	HMO - Healthcare Provider Network Contractor
2660	HMO - Member Support Navigator
2672	HMO Healthcare Provider Network Operations Specialist
2562	HMO Manager Health Services
2658	HMO Member Care Management Reviewer
1499	HMO Member Services Manager
2288	HMO Provider Network Contract Manager
1099	HMO Quality Manager
1454	MC - Authorization Specialist
2395	Revenue Cycle Business Analyst
2528	Senior Revenue Control Specialist

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Appendix G

Company 410 employees who work in the IT Division and are eligible for the On Call Pay Supplement

2627	Clinical Informatics Analyst 1
1128	Clinical Informatics Analyst 2
1349	Clinical Informatics Specialist
2568	Database Administrator
1112	EDP Operations Supervisor
2225	ERP Technical Analyst
2322	Integration Architect
2644	IT Team Lead - Field Operations
1721	IT Team Leader
1343	IT Training Coordinator
2260	Network Engineer
1723	PACS Senior Technical Specialist
1695	Project Manager, Information Technology
1700	RIS Clinical Specialist
1113	Senior Network Analyst
2253	Senior Network Engineer
2298	Transplant Database Administrator
1117	Senior Systems Analyst 1
1118	Senior Systems Analyst 2
1342	Web Developer 2

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SEIU PROFESSIONALS PAY SCHEDULES

Job Title	Account Reconciliation Coordinator	Associate Case Manager	Bariatric Coordinator	Business Analyst	Business Analyst Managed Healthcare	Capital Inventory Coordinator	CBO Revenue Cycle Management Auditor	CBO Senior Systems Analyst 1	Chaplain	Child Safety Educator	Clinical Data Manager	Clinical Data Specialist	Clinical Informatics Analyst 1	Clinical Informatics Analyst 2	Clinical Informatics Specialist	Clinical Psychologist 3
Job Code	2418	1390	2274	1067	2518	1339	2412	2393	1974	1376	2352	1092	2627	1128	1349	1288
1	$ 20.472	$ 23.594	$ 34.654	$ 21.437	$ 24.090	$ 22.560	$ 24.822	$ 25.558	$ 20.472	$ 16.280	$ 30.897	$ 24.815	$ 25.637	$ 29.439	$ 34.013	$ 41.365
2	$ 21.332	$ 24.585	$ 36.109	$ 22.337	$ 25.102	$ 23.508	$ 25.865	$ 26.631	$ 21.332	$ 16.964	$ 32.194	$ 25.855	$ 26.714	$ 30.675	$ 35.442	$ 43.102
3	$ 22.228	$ 25.618	$ 37.626	$ 23.276	$ 26.156	$ 24.495	$ 26.951	$ 27.750	$ 22.228	$ 17.676	$ 33.546	$ 26.941	$ 27.836	$ 31.964	$ 36.930	$ 44.913
4	$ 23.162	$ 26.694	$ 39.206	$ 24.253	$ 27.255	$ 25.524	$ 28.083	$ 28.915	$ 23.162	$ 18.419	$ 34.955	$ 28.072	$ 29.005	$ 33.306	$ 38.481	$ 46.799
5	$ 24.135	$ 27.815	$ 40.852	$ 25.272	$ 28.399	$ 26.596	$ 29.263	$ 30.130	$ 24.135	$ 19.192	$ 36.423	$ 29.251	$ 30.223	$ 34.705	$ 40.097	$ 48.764
6	$ 25.148	$ 28.983	$ 42.568	$ 26.333	$ 29.592	$ 27.713	$ 30.492	$ 31.395	$ 25.148	$ 19.998	$ 37.953	$ 30.480	$ 31.492	$ 36.163	$ 41.782	$ 50.813
7	$ 26.204	$ 30.200	$ 44.356	$ 27.439	$ 30.835	$ 28.877	$ 31.772	$ 32.714	$ 26.204	$ 20.838	$ 39.547	$ 31.760	$ 32.815	$ 37.681	$ 43.536	$ 52.947
8	$ 27.305	$ 31.469	$ 46.219	$ 28.592	$ 32.130	$ 30.090	$ 33.107	$ 34.088	$ 27.305	$ 21.714	$ 41.208	$ 33.094	$ 34.193	$ 39.264	$ 45.365	$ 55.170
9	$ 28.452	$ 32.791	$ 48.160	$ 29.792	$ 33.480	$ 31.353	$ 34.497	$ 35.520	$ 28.452	$ 22.626	$ 42.939	$ 34.484	$ 35.629	$ 40.913	$ 47.270	$ 57.488
10	$ 29.647	$ 34.168	$ 50.183	$ 31.044	$ 34.886	$ 32.670	$ 35.946	$ 37.011	$ 29.647	$ 23.576	$ 44.742	$ 35.932	$ 37.126	$ 42.631	$ 49.256	$ 60.065
11	$ 30.892	$ 35.603	$ 52.291	$ 32.348	$ 36.351	$ 34.042	$ 38.764	$ 38.566	$ 30.892	$ 24.566	$ 46.622	$ 37.441	$ 38.685	$ 44.422	$ 51.324	
12	$ 32.189	$ 37.098	$ 54.487	$ 33.706	$ 37.878	$ 35.472		$ 40.186	$ 32.189	$ 25.598	$ 48.580	$ 39.014	$ 40.310	$ 46.288	$ 53.480	
13	$ 34.704	$ 38.809	$ 57.132	$ 36.390	$ 39.657	$ 38.161		$ 43.088	$ 34.704	$ 27.315	$ 50.979	$ 40.846	$ 42.301	$ 49.398	$ 56.616	
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SEIU PROFESSIONALS PAY SCHEDULES

Job Title	Clinical Rehab Services Coordinator	Clinical Trials Coord/Auditor	Clinical Trials Coverage Analyst	CMH Information Analyst	Database Administrator	EDP Operations Supervisor	ERP Technical Analyst	Fetal Therapy Database Administrator	Fetal Therapy Nurse Specialist Program Manager	Fetal Therapy Research Support Coordinator	Fire and Life Safety Compliance Officer	Guest Services Coordinator	Histopathology Technician 4	HMO - Member Support Navigator	HMO - Care Determination Coordinator	HMO - Healthcare Provider Network Contractor
Job Code	1735	1733	1734	1361	2568	1112	2225	2531	2605	2545	2355	2602	1192	2660	2655	2659
1	$ 21.774	$ 18.285	$ 32.404	$ 23.130	$ 30.350	$ 29.439	$ 29.439	$ 30.350	$ 34.337	$ 17.300	$ 33.508	$ 14.768	$ 22.560	$ 11.832	$ 15.248	$ 21.332
2	$ 22.689	$ 19.050	$ 33.765	$ 24.101	$ 31.625	$ 30.675	$ 30.675	$ 31.625	$ 35.779	$ 18.027	$ 34.915	$ 15.389	$ 23.507	$ 12.329	$ 15.889	$ 22.227
3	$ 23.642	$ 19.850	$ 35.183	$ 25.113	$ 32.953	$ 31.964	$ 31.964	$ 32.953	$ 37.281	$ 18.784	$ 36.382	$ 16.035	$ 24.494	$ 12.847	$ 16.556	$ 23.161
4	$ 24.635	$ 20.684	$ 36.661	$ 26.168	$ 34.337	$ 33.306	$ 33.306	$ 34.337	$ 38.847	$ 19.573	$ 37.910	$ 16.708	$ 25.523	$ 13.386	$ 17.251	$ 24.134
5	$ 25.669	$ 21.553	$ 38.200	$ 27.267	$ 35.780	$ 34.705	$ 34.705	$ 35.780	$ 40.479	$ 20.395	$ 39.502	$ 17.410	$ 26.595	$ 13.949	$ 17.976	$ 25.147
6	$ 26.747	$ 22.458	$ 39.805	$ 28.412	$ 37.282	$ 36.163	$ 36.163	$ 37.282	$ 42.179	$ 21.251	$ 41.161	$ 18.141	$ 27.712	$ 14.534	$ 18.731	$ 26.204
7	$ 27.871	$ 23.401	$ 41.477	$ 29.606	$ 38.848	$ 37.681	$ 37.681	$ 38.848	$ 43.950	$ 22.144	$ 42.890	$ 18.903	$ 28.876	$ 15.145	$ 19.517	$ 27.304
8	$ 29.041	$ 24.384	$ 43.219	$ 30.849	$ 40.480	$ 39.264	$ 39.264	$ 40.480	$ 45.796	$ 23.074	$ 44.691	$ 19.697	$ 30.089	$ 15.781	$ 20.337	$ 28.451
9	$ 30.261	$ 25.408	$ 45.034	$ 32.956	$ 42.180	$ 40.913	$ 40.913	$ 42.180	$ 47.720	$ 24.043	$ 46.568	$ 20.524	$ 31.353	$ 16.444	$ 21.191	$ 29.646
10	$ 31.532	$ 26.476	$ 46.925		$ 43.952	$ 42.631	$ 42.631	$ 43.952	$ 49.724	$ 25.053	$ 48.524	$ 21.387	$ 32.669	$ 17.134	$ 22.081	$ 30.891
11	$ 32.856	$ 27.583	$ 48.896		$ 45.797	$ 44.422	$ 44.422	$ 45.797	$ 51.812	$ 26.105	$ 50.562	$ 22.285	$ 34.041	$ 17.854	$ 23.009	$ 32.188
12	$ 34.236	$ 28.746	$ 50.950		$ 47.721	$ 46.288	$ 46.288	$ 47.721	$ 53.988	$ 27.201	$ 52.686	$ 23.221	$ 35.471	$ 18.604	$ 23.975	$ 33.540
13	$ 35.926	$ 30.169	$ 53.457		$ 50.078	$ 49.398	$ 48.232	$ 50.078	$ 56.654	$ 28.344	$ 55.288	$ 24.531	$ 38.162	$ 19.385	$ 24.982	$ 35.197
14							$ 50.257			$ 29.534				$ 20.223		
15							$ 54.066			$ 30.775						
16										$ 32.067						
17										$ 33.694						

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SEIU PROFESSIONALS PAY SCHEDULES

Job Title	HMO Healthcare Provider Network Operations	HMO Manager Health Services	HMO Member Care Management	HMO Member Services Manager	HMO Provider Network Contract Manager	HMO Quality Manager	Hospital Accountant 1	Hospital Accountant 2	Hospital Pharmacist 2	Integration Architect	IT Team Lead - Field Operations	IT Team Leader	IT Training Coordinator	Item Master & Inventory Control Lead	Jail Diversion Coordinator	JS Activity Therapist
Job Code	2672	2562	2658	1499	2288	1099	1048	1049	1309	2322	2644	1721	1343	1790	2456	1289
1	$ 13.037	$ 36.736	$ 27.068	$ 25.925	$ 31.076	$ 29.009	$ 17.064	$ 21.437	$ 43.732	$ 39.960	$ 32.332	$ 32.332	$ 30.891	$ 25.173	$ 23.195	$ 17.844
2	$ 13.585	$ 38.279	$ 28.205	$ 27.014	$ 32.382	$ 30.227	$ 17.780	$ 22.337	$ 45.569	$ 41.638	$ 33.690	$ 33.690	$ 32.188	$ 26.230	$ 24.170	$ 18.594
3	$ 14.155	$ 39.887	$ 29.389	$ 28.149	$ 33.742	$ 31.497	$ 18.527	$ 23.276	$ 47.482	$ 43.387	$ 35.105	$ 35.105	$ 33.540	$ 27.332	$ 25.185	$ 19.374
4	$ 14.750	$ 41.562	$ 30.624	$ 29.331	$ 35.159	$ 32.820	$ 19.305	$ 24.253	$ 49.477	$ 45.209	$ 36.579	$ 36.579	$ 34.949	$ 28.480	$ 26.242	$ 20.188
5	$ 15.369	$ 43.307	$ 31.910	$ 30.563	$ 36.635	$ 34.198	$ 20.116	$ 25.272	$ 51.555	$ 47.108	$ 38.115	$ 38.115	$ 36.416	$ 29.676	$ 27.345	$ 21.036
6	$ 16.015	$ 45.126	$ 33.250	$ 31.847	$ 38.174	$ 35.634	$ 20.961	$ 26.333	$ 53.720	$ 49.087	$ 39.716	$ 39.716	$ 37.946	$ 30.923	$ 28.493	$ 21.920
7	$ 16.687	$ 47.022	$ 34.647	$ 33.184	$ 39.777	$ 37.131	$ 21.841	$ 27.439	$ 55.976	$ 51.148	$ 41.384	$ 41.384	$ 39.540	$ 32.221	$ 29.690	$ 22.840
8	$ 17.388	$ 48.997	$ 36.102	$ 34.578	$ 41.448	$ 38.690	$ 22.759	$ 28.592	$ 58.327	$ 53.297	$ 43.122	$ 43.122	$ 41.200	$ 33.575	$ 30.937	$ 23.800
9	$ 18.118	$ 51.054	$ 37.618	$ 36.030	$ 43.189	$ 40.315	$ 23.715	$ 29.792	$ 60.777	$ 55.535	$ 44.934	$ 44.934	$ 42.931	$ 34.985	$ 32.236	$ 24.799
10	$ 18.879	$ 53.199	$ 39.198	$ 37.543	$ 45.003	$ 42.009	$ 24.711	$ 31.044	$ 63.330	$ 57.868	$ 46.821	$ 46.821	$ 44.734	$ 36.454	$ 33.590	$ 25.841
11	$ 19.672	$ 55.433	$ 40.844	$ 39.120	$ 46.893	$ 43.773	$ 25.748	$ 32.348	$ 65.989	$ 60.298	$ 48.787	$ 48.787	$ 46.613	$ 37.985	$ 35.001	$ 26.926
12	$ 20.499	$ 57.761	$ 42.560	$ 40.763	$ 48.862	$ 45.612	$ 26.830	$ 33.706	$ 71.340	$ 62.830	$ 50.836	$ 50.836	$ 48.570	$ 39.581	$ 36.471	$ 28.057
13	$ 21.511	$ 60.613	$ 44.662	$ 43.823	$ 51.276	$ 48.431	$ 28.654	$ 36.390		$ 65.934	$ 53.344	$ 53.344	$ 51.647	$ 41.530	$ 39.320	$ 30.124
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SEIU PROFESSIONALS PAY SCHEDULES

Job Title	Managed Care - Project Manager	Managed Health Care Analyst	Marketing Liaison, Perdue Medical Center	Maternal Family Health Liaison	MC - Authorization Specialist	Network Engineer	PACS Senior Technical Specialist	Pathology Assistant 2	Patient Access Coordinator	Pediatric Exercise Physiologist	Pharmacy Procurement Coordinator	Pharmacy Resident - PGY 2	Pharmacy Resident - PGY1	Physician Staff Technician II	Procurement Contracting Officer	Project Manager of Medical Transportation
Job Code	1456	1486	2283	2685	1454	2260	1723	2175	2385	2725	2264	1460	1459	1019	1693	2510
1	$ 25.925	$ 20.472	$ 24.539	$ 29.868	$ 19.665	$ 27.645	$ 30.921	$ 29.909	$ 20.472	$ 19.292	$ 21.732	$ 22.115	$ 20.673	$ 16.294	$ 26.255	$ 42.555
2	$ 27.014	$ 21.332	$ 25.570	$ 31.123	$ 20.491	$ 28.806	$ 32.219	$ 31.165	$ 21.332	$ 20.102	$ 22.645			$ 16.978	$ 27.357	$ 44.342
3	$ 28.149	$ 22.228	$ 26.644	$ 32.430	$ 21.351	$ 30.016	$ 33.572	$ 32.474	$ 22.228	$ 20.947	$ 23.596			$ 17.691	$ 28.506	$ 46.205
4	$ 29.331	$ 23.162	$ 27.763	$ 33.792	$ 22.248	$ 31.276	$ 34.983	$ 33.838	$ 23.162	$ 21.827	$ 24.587			$ 18.434	$ 29.704	$ 48.145
5	$ 30.563	$ 24.135	$ 28.929	$ 35.211	$ 23.182	$ 32.590	$ 36.452	$ 35.259	$ 24.135	$ 22.743	$ 25.620			$ 19.208	$ 30.951	$ 50.167
6	$ 31.847	$ 25.148	$ 30.144	$ 36.690	$ 24.156	$ 33.959	$ 37.983	$ 36.740	$ 25.148	$ 23.698	$ 26.696			$ 20.015	$ 32.251	$ 52.274
7	$ 33.184	$ 26.204	$ 31.410	$ 38.231	$ 25.171	$ 35.385	$ 39.578	$ 38.283	$ 26.204	$ 24.694	$ 27.817			$ 20.856	$ 33.606	$ 54.470
8	$ 34.578	$ 27.305	$ 32.729	$ 39.837	$ 26.228	$ 36.871	$ 41.240	$ 39.891	$ 27.305	$ 25.731	$ 28.985			$ 21.732	$ 35.017	$ 56.758
9	$ 36.030	$ 28.452	$ 34.104	$ 41.510	$ 27.329	$ 38.420	$ 42.972	$ 41.566	$ 28.452	$ 26.812	$ 30.203			$ 22.645	$ 36.488	$ 59.141
10	$ 37.543	$ 29.647	$ 35.536	$ 43.253	$ 28.477	$ 40.033	$ 44.777	$ 43.312	$ 29.647	$ 27.938	$ 31.471			$ 23.596	$ 38.020	$ 61.625
11	$ 39.120	$ 30.892	$ 37.028	$ 45.981	$ 29.673	$ 41.715	$ 46.658	$ 45.131	$ 30.892	$ 29.700	$ 32.793			$ 24.587	$ 39.617	$ 64.214
12	$ 40.763	$ 32.189	$ 38.584		$ 30.919	$ 43.467	$ 48.618	$ 47.027	$ 32.189		$ 34.170			$ 25.619	$ 41.281	$ 66.911
13	$ 43.823	$ 34.704	$ 40.490		$ 33.062	$ 45.614	$ 51.016	$ 49.350	$ 34.704		$ 35.858			$ 27.315	$ 43.322	$ 70.215
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SEIU PROFESSIONALS PAY SCHEDULES

Job Title	Project Manager, Capital Projects	Project Manager, Information Technology	Quality Clinical Analyst 1	Quality Clinical Analyst 2	Quality Control Coordinator	Radiology Technologist Educator	Recreation Therapist Supervisor	Reimbursement Analyst	Resolutions Analyst	Revenue Cycle Business Analyst	RIS Clinical Specialist
Job Code	1694	1695	2480	2481	2183	1208	1251	2247	2311	2395	1700
1	$ 34.340	$ 31.600	$ 20.673	$ 24.813	$ 15.368	$ 27.443	$ 23.338	$ 21.090	$ 23.504	$ 24.813	$ 27.645
2	$ 35.782	$ 32.928	$ 21.541	$ 25.855	$ 16.013	$ 28.596	$ 24.318	$ 21.975	$ 24.491	$ 25.855	$ 28.806
3	$ 37.285	$ 34.311	$ 22.446	$ 26.941	$ 16.686	$ 29.797	$ 25.339	$ 22.898	$ 25.520	$ 26.941	$ 30.016
4	$ 38.851	$ 35.752	$ 23.389	$ 28.072	$ 17.386	$ 31.049	$ 26.403	$ 23.860	$ 26.592	$ 28.072	$ 31.277
5	$ 40.483	$ 37.253	$ 24.371	$ 29.251	$ 18.117	$ 32.353	$ 27.512	$ 24.862	$ 27.709	$ 29.251	$ 32.590
6	$ 42.183	$ 38.818	$ 25.395	$ 30.480	$ 18.878	$ 33.711	$ 28.668	$ 25.906	$ 28.873	$ 30.480	$ 33.959
7	$ 43.955	$ 40.448	$ 26.461	$ 31.760	$ 19.670	$ 35.127	$ 29.872	$ 26.994	$ 30.085	$ 31.760	$ 35.386
8	$ 45.801	$ 42.147	$ 27.573	$ 33.094	$ 20.497	$ 36.603	$ 31.127	$ 28.128	$ 31.349	$ 33.094	$ 36.872
9	$ 47.725	$ 43.917	$ 28.731	$ 34.484	$ 21.357	$ 38.140	$ 32.434	$ 29.310	$ 32.665	$ 34.484	$ 38.420
10	$ 49.729	$ 45.762	$ 29.937	$ 35.932	$ 22.254	$ 39.742	$ 33.796	$ 30.541	$ 34.037	$ 35.932	$ 40.034
11	$ 51.818	$ 47.684	$ 31.195	$ 37.441	$ 23.189	$ 41.411	$ 35.216	$ 31.823	$ 35.467	$ 37.441	$ 41.715
12	$ 53.994	$ 49.686	$ 32.505	$ 39.014	$ 24.163	$ 43.150	$ 36.695	$ 33.160	$ 36.957	$ 39.014	$ 43.467
13	$ 56.671	$ 52.139	$ 33.870	$ 40.653	$ 25.348	$ 45.025	$ 39.278	$ 34.798	$ 38.782	$ 40.846	$ 45.619
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SEIU PROFESSIONALS PAY SCHEDULES

Job Title	Security Systems Support Analyst	Senior Network Analyst	Senior Network Engineer	Senior Procurement Specialist	Senior Project Manager Capital Projects	Senior Reimbursement Analyst	Senior Revenue Control Specialist	Senior Systems Analyst 1	Senior Systems Analyst 2	South Florida AIDS Network (SFAN) Eligibility Specialist	Supply Chain Senior Systems Analyst 2	Transplant Accountant	Transplant Database Administrator	Transplant International Medical Graduate	Uncompensated Care Programs Account Auditor	Web Developer 2
Job Code	1769	1113	2253	1312	2688	2303	2528	1117	1118	2280	2650	2465	2298	2359	2423	1342
1	$ 22.341	$ 29.439	$ 33.550	$ 24.823	$ 38.885	$ 27.052	$ 17.252	$ 25.558	$ 29.439	$ 14.241	$ 29.751	$ 17.064	$ 30.350	$ 24.273	$ 15.368	$ 29.439
2	$ 23.279	$ 30.675	$ 34.959	$ 25.865	$ 40.518	$ 28.188	$ 17.976	$ 26.631	$ 30.675	$ 14.840	$ 31.000	$ 17.780	$ 31.625	$ 25.292	$ 16.013	$ 30.675
3	$ 24.257	$ 31.964	$ 36.427	$ 26.952	$ 42.220	$ 29.372	$ 18.731	$ 27.750	$ 31.964	$ 15.463	$ 32.302	$ 18.527	$ 32.953	$ 26.355	$ 16.686	$ 31.964
4	$ 25.276	$ 33.306	$ 37.957	$ 28.084	$ 43.993	$ 30.606	$ 19.518	$ 28.915	$ 33.306	$ 16.112	$ 33.659	$ 19.305	$ 34.337	$ 27.461	$ 17.386	$ 33.306
5	$ 26.337	$ 34.705	$ 39.551	$ 29.263	$ 45.841	$ 31.891	$ 20.338	$ 30.130	$ 34.705	$ 16.789	$ 35.073	$ 20.116	$ 35.780	$ 28.615	$ 18.117	$ 34.705
6	$ 27.443	$ 36.163	$ 41.212	$ 30.492	$ 47.766	$ 33.230	$ 21.192	$ 31.395	$ 36.163	$ 17.494	$ 36.546	$ 20.961	$ 37.282	$ 29.817	$ 18.878	$ 36.163
7	$ 28.596	$ 37.681	$ 42.943	$ 31.775	$ 49.773	$ 34.626	$ 22.082	$ 32.714	$ 37.681	$ 18.229	$ 38.081	$ 21.841	$ 38.848	$ 31.069	$ 19.670	$ 37.681
8	$ 29.797	$ 39.264	$ 44.747	$ 33.107	$ 51.863	$ 36.080	$ 23.010	$ 34.088	$ 39.264	$ 18.994	$ 39.680	$ 22.759	$ 40.480	$ 33.219	$ 20.497	$ 39.264
9	$ 31.048	$ 40.913	$ 46.626	$ 34.498	$ 54.041	$ 37.596	$ 23.976	$ 35.520	$ 40.913	$ 19.792	$ 41.347	$ 23.715	$ 42.180		$ 21.357	$ 40.913
10	$ 32.352	$ 42.631	$ 48.585	$ 35.947	$ 56.311	$ 39.175	$ 24.983	$ 37.011	$ 42.631	$ 20.623	$ 43.083	$ 24.711	$ 43.952		$ 22.254	$ 42.631
11	$ 33.711	$ 44.422	$ 50.625	$ 37.456	$ 58.676	$ 40.820	$ 26.032	$ 38.566	$ 44.422	$ 21.490	$ 44.893	$ 25.748	$ 45.797		$ 23.189	$ 44.422
12	$ 35.127	$ 46.288	$ 52.751	$ 39.030	$ 61.140	$ 42.535	$ 27.126	$ 40.186	$ 46.288	$ 22.392	$ 46.778	$ 26.830	$ 47.721		$ 24.163	$ 46.288
13	$ 36.853	$ 49.398	$ 55.357	$ 41.879	$ 64.160	$ 44.636	$ 28.466	$ 43.088	$ 49.398	$ 23.498	$ 49.089	$ 28.654	$ 50.078		$ 25.348	$ 49.398
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Pool Rates for New Company 410 Classifications

JOB CODE	SCHED.LONG-DESC	PAY-GRADE	RATE
1113	Senior Network Analyst	10P	$50.0000
1118	Senior Systems Analyst 2	20P	$50.0000
1128	Clinical Informatics Analyst 2	20P	$55.0000
1192	Histopathology Technician 4	40P	$29.5000
1349	Clinical Informatics Specialist	10P	$55.0000
1390	Associate Case Manager	10P	$26.0000
1695	Project Manager, Information Technology	10P	$50.0000
2253	Senior Network Engineer	10P	$65.0000
2359	Transplant International Medical Graduate	10P	$28.0000
2568	Database Administrator	10P	$55.0000

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This Agreement between Service Employees International Union (SEIU) – Local 1991, Healthcare Professionals and the Public Health Trust is made in the State of Florida and shall be governed according to the laws of the State of Florida. Proper venue for this agreement shall be Miami-Dade County, Florida.

In witness whereof, the parties have caused this Agreement to be executed on this ___ day of _____2014.

LOCAL 1991, SERVICE EMPLOYEES INTERNATIONAL UNION

Martha Baker, RN
President/Chief Negotiator

Marie Eloi, Medical Technologist
Professional Services/Core Lab

Alejandro Gonzalez, Medicaid Specialist
Finance Administration

James Gray, Nuclear Medicine Technologist
Jackson South

Vanessa Miller, Pharmacist
Pharmacy

Patricia Neff, Physician Assistant
Surgical

Catherine Olivo, Medical Technologist
Jackson North Medical Center

Magalie Pena, Social Worker
South Florida AIDS Network

Elisa Priscal, Occupational Therapist
Professional Services

Rolando Tabares, Licensed Clinical Social Worker
Clinical Affairs

Jennifer LaMont
Chief of Staff

Mark E. Richard, Esq.
General Counsel

JACKSON HEALTH SYSTEM MANAGEMENT LEADERSHIP

Carlos A. Migoya
President/CEO

Don S. Steigman
Executive Vice President/COO

Mark Knight
Executive Vice President/CFO

Maria Huot-Barrientos, SPHR
Senior Vice President/CHRO

Michelle M. Kligman, Psy.D
Associate Vice President of HRCM

Roberto Campos-Marquetti, Esq.
Associate Labor Relations Director

Eugene Shy, Esq.
Assistant County Attorney

Robert L. Norton, Esq.
Chief Negotiator
Allen, Norton & Blue, P.A.