

# MEMORANDUM

Agenda Item No. 11(A)(13)

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

**DATE:** November 15, 2016

**FROM:** Abigail Price-Williams  
County Attorney

**SUBJECT:** Resolution approving and ratifying an amendment to the 2014-2017 collective bargaining agreement among Miami-Dade County, the Public Health Trust and the Service Employees International Union (SEIU), Local 1991 – Attending Physicians, regarding group health insurance

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The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Audrey M. Edmonson.

  
\_\_\_\_\_  
Abigail Price-Williams  
County Attorney

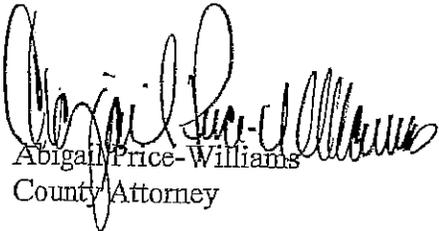
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**MEMORANDUM**  
(Revised)

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

**DATE:** November 15, 2016

**FROM:**   
Abigail Price-Williams  
County Attorney

**SUBJECT:** Agenda Item No. 11(A)(13)

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
- Statement of social equity 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. 11(A)(13)  
11-15-16

RESOLUTION NO. \_\_\_\_\_

RESOLUTION APPROVING AND RATIFYING AN AMENDMENT TO THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT AMONG MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991 – ATTENDING PHYSICIANS, REGARDING GROUP HEALTH INSURANCE

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

**WHEREAS**, the agreement contained a reopener provision that allowed the parties to initiate negotiations to amend the collective bargaining agreement during its term; and

**WHEREAS**, the parties have negotiated in good faith to reach a tentative agreement to close the reopener negotiations on salaries and group health insurance for the 2016-2017 fiscal year; and

**WHEREAS**, the parties agree to amend the 2014-2017 SEIU Local 1991 – Attending Physicians collective bargaining agreement by modifying the group insurance plan as outlined in the accompanying memorandum and its attachments which are incorporated by reference herein; and

**WHEREAS**, the tentative agreement entitled “Negotiations Between Service Employees International Union (SEIU) Local 1991 and Public Health Trust/Jackson Health System, SEIU 1991 Proposal” dated October 19, 2016 that provides for the foregoing is attached to the accompanying memorandum and incorporated by reference herein; and

**WHEREAS**, on October 26, 2016, the Board of Trustees of the PHT adopted Resolution No. PHT 10/16-058, to approve the agreement among the parties to amend the 2014-2017 SEIU Local 1991 – Attending Physicians collective bargaining agreement; and

**WHEREAS**, this amendment to the collective bargaining agreement was ratified by the Union on October 27, 2016; and

**WHEREAS**, chapter 25A of the Code of Miami-Dade County provides that the PHT shall not be authorized to enter into an agreement 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 for collective bargaining purposes 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 or amend labor agreements, and the County, as a matter of state law, is a party to and is bound by the agreements with the PHT’s labor unions; and

**WHEREAS**, this Board desires to approve and ratify the amendment to the collective bargaining agreement,

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA**, that this Board approves and ratifies the amendment to the collective bargaining agreement by and among Miami-Dade County, the Public Health Trust, and the Service Employees International Union (SEIU), Local 1991 – Attending Physicians for the period of October 1, 2014 through September 30, 2017, which is attached to the accompanying memorandum and incorporated by reference herein.

The Prime Sponsor of the foregoing resolution is Commissioner Audrey M. Edmonson.

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 15<sup>th</sup> day of November, 2016. 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.

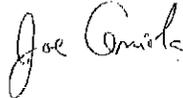


Eric A. Rodriguez

**MEMORANDUM**

Date: October 28, 2016

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

From: Joe Arriola  
Chairman, Board of Trustees of the Public Health Trust 

Subject: Amendment to the 2014-2017 SEIU Local 1991 – Attending Physicians Collective Bargaining Agreement Regarding Group Health Insurance

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**Recommendation**

It is recommended that the Miami-Dade Board of County Commissioners (Board) ratify an amendment to the 2014-2017 SEIU Local 1991 Attending Physicians collective bargaining agreement among Miami-Dade County, the Public Health Trust and the Service Employees International Union Local 1991 – Attending Physicians (SEIU). The amendment and its supporting documents are attached to the PHT Board of Trustees Resolution No. 10/16-058, a copy of which is attached hereto.

**Scope**

The amendment affects all employees of the Jackson Health System that are represented by the SEIU Local 1991 – Attending Physicians bargaining unit. The amendment would apply to the 2014-2017 collective bargaining agreement.

**Fiscal Impact/Funding Source**

The fiscal impact of the amendment would be as per below. It would be funded from operating revenues as part of regular salary expenses. Portions of the proposed amendment will create recurring operating costs beyond the FY 2016-17 budget. These expenses are offset by health insurance changes that reduce benefit costs by \$5,765,764 across all insured employee groups.

**Track Record/Monitor**

Monitoring of labor contracts is overseen by Julie Staub, Senior Vice President and Chief Human Resources Officer.

**Background**

The 2014-2017 Service Employees International Union Local 1991 – Attending Physicians (SEIU) collective bargaining agreement provided for a reopener to negotiate salary increases and group insurance plan design and premium contributions for the 2016-17 plan years. SEIU requested to reopen this provision of the contract. With good-faith negotiations, the parties were

able to reach a tentative agreement that provides for a number of changes, the most substantial of which include:

- The biweekly premium for the Select HMO Single Coverage would increase to \$15 biweekly.
- The biweekly premiums for employee-only coverage for both the Point of Service (POS) and Standard HMO health insurance plans would increase to \$100 and \$75, respectively.
- The dependent biweekly premiums for both the Standard HMO and the POS group health insurance plans would increase by 10 percent.
- Member responsibility for emergency-room visits, pharmacy benefits, and both inpatient and outpatient services at non-Jackson facilities would change as detailed in the attached coverage summary.
- Co-pays for Jackson-affiliated providers would be reduced on all medical plans as detailed in the attached coverage summary.
- Select Plan participants electing to use Jackson services would have access to a concierge service, as already provided for participants of the Jackson First plan.
- A Health Care Committee would be created to monitor the utilization, cost and effectiveness of the group health insurance plans, as well as to create and implement a wellness program.

In light of the direct fiscal impact this would have on the PHT budgets for FY 2016-2017 and beyond, the amendment includes provisions for both parties to use their best efforts to increase enrollment in the Jackson First and the Select HMO Plans, which represent cost savings and potential volume increases for Jackson programs. In addition, the parties agreed to collaborate on the creation of a wellness program.

**Amendment Approved by PHT Board of Trustees**

On October 26, 2016, the PHT Board of Trustees adopted Resolution No. 10/16-058 approving the amendment to the 2014-2017 collective bargaining agreement among Miami-Dade County, the Public Health Trust of Miami-Dade County and SEIU Local 1991 – Attending Physicians and forwarding the amendment to the Board of County Commissioners for ratification.

**Union Ratification**

On October 27, 2016, the SEIU Local 1991 – Attending Physicians bargaining unit ratified the amendment.

**RESOLUTION NO. PHT 10/16 - 058**

**RESOLUTION AMENDING THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT AMONG MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1991 ATTENDING PHYSICIANS REGARDING GROUP HEALTH INSURANCE**

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

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

WHEREAS, the parties agree to amend the 2014-2017 SEIU Attending Physicians collective bargaining agreement (the "2014-2017 SEIU Attending Physicians Collective Bargaining Agreement") to modify the Group Insurance Plan as outlined in the accompanying memorandum and its attachments; and

WHEREAS, the amendment to the 2014-2017 SEIU Attending Physicians Collective Bargaining Agreement is scheduled for union ratification on October 26, 2016; and

WHEREAS, because of the time sensitivity of this matter, the President recommends that the Board of Trustees of the Public Health Trust approve the amendment to the 2014-2017 SEIU Attending Physicians Collective Bargaining Agreement contingent upon the SEIU Attending Physicians' ratification on October 26, 2016.

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 among Miami-Dade County, the Public Health Trust, and the Service Employees International Union, Local 1991 Attending Physicians for the period of October 1, 2014 through September 30, 2017 and forwards the amendment to the Miami-Dade County Board of County Commissioners for ratification.

Agenda Item 4 (c)  
Public Health Trust Board of Trustees  
October 26, 2016

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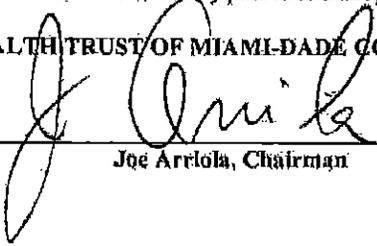
The foregoing resolution was offered by Carlos Trujillo and the motion was seconded by Mojdeh L. Khaghan as follows:

Joe Arriola	Aye
William J. Heffernan	Aye
Mojdeh L. Khaghan	Aye
Irene Lipof	Absent
Carlos Trujillo	Aye
Robert Zarco	Aye

The Chairperson thereupon declared the resolution duly passed and adopted this 26<sup>th</sup> day of October 2016.

PUBLIC HEALTH TRUST OF MIAMI-DADE COUNTY, FLORIDA

BY: \_\_\_\_\_

  
Joe Arriola, Chairman

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




*Miracles made daily.*

**TO:** Joe Arriola, Chairman  
and Members, Public Health Trust Board of Trustees

**FROM:** Carlos A. Migoya  
President and Chief Executive Officer

**DATE:** October 26, 2016

**RE:** Amendment to the 2014-2017 SEIU Local 1991 – Attending Physicians Collective Bargaining Agreement Regarding Group Health Insurance

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**Recommendation**

Staff recommends that the Public Health Trust Board of Trustees (Trust Board) approve this resolution recommending that the Miami-Dade Board of County Commissioners (BCC) amend the 2014-2017 SEIU Local 1991 Attending Physicians collective bargaining agreement among Miami-Dade County, the Public Health Trust and the Service Employees International Union Local 1991 – Attending Physicians (SEIU Attending Physicians).

**Scope**

The proposed amendment affects all employees of the Jackson Health System that are represented by the SEIU Attending Physicians bargaining unit. The amendment would apply to a contract effective from October 1, 2014 through September 30, 2017.

**Fiscal Impact/Funding Source**

The Attending Physicians collective bargaining agreement did not have a reopener on wages/salaries. However, the Attending Physician collective bargaining agreement did provide for a reopener on group insurance plan design and premium contributions for the 2016-17 plan years. The health insurance negotiated changes will reduce benefit costs by \$5,765,764 across all insured employee groups.

**Track Record/Monitor**

Monitoring of labor contracts is overseen by Julie Staub, Senior Vice President and Chief Human Resources Officer.

**Background**

The 2014-2017 SEIU Attending Physicians collective bargaining agreement provided for a reopener to negotiate group insurance plan design and premium contributions for the 2016-17 plan years. The Public Health Trust requested to reopen this provision of the contract. With good-faith negotiations, the parties were able to reach a tentative agreement that provides for a number of changes, the most substantial of which include:

- The biweekly premiums for employee-only coverage for both the Point of Service (POS) and Standard HMO health insurance plans would increase to \$100 and \$75, respectively.
- The dependent biweekly premiums for both the Standard HMO and the POS group health insurance plans would increase by 10 percent.
- Member responsibility for emergency-room visits, pharmacy benefits, and both inpatient and outpatient services at non-Jackson facilities would change as detailed in the attached coverage summary.

- Co-pays for Jackson-affiliated providers would be reduced on all medical plans as detailed in the attached coverage summary.
- Select Plan participants electing to use Jackson services would have access to a concierge service, as already provided for participants of the Jackson First plan.
- A Health Care Committee would be created to monitor the utilization, cost and effectiveness of the group health insurance plans, as well as to create and implement a wellness program.

In light of the reduction of benefit costs this would have on the PHT budgets for FY 2016-2017 and beyond, the proposed agreement also includes provisions for both parties to use their best efforts to increase enrollment in the Jackson First and the Select HMO Plans, which represent additional cost savings and potential volume increases for Jackson programs. In addition, the parties agreed to collaborate on the creation of a wellness program.

Negotiations Between:  
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1991 and  
PUBLIC HEALTH TRUST/JACKSON HEALTH SYSTEM  
SEIU 1991 Proposal – October 19, 2016

**Group Insurance**

- A. The parties agree that bargaining unit employees will be offered the opportunity to become members of a qualified Health Maintenance Organization and a Point of Service Plan pursuant to law and in accordance with all rules, regulations, and procedures pertaining thereto prescribed by the Employer and the qualified Health Maintenance Organization.
- B. The parties agree that bargaining unit employees will be offered the opportunity to participate pursuant to law and in accordance with all rules, regulations, and procedures pertaining thereto prescribed by the Employer and the Internal Revenue Code.
1. Copies of the 2015 plan designs and cost structures for all plans offered to eligible bargaining unit members are attached to this Agreement as an addendum, including employee premium contributions, co-pays, deductibles, RX benefits, etc. In addition to the POS and HMO plan, the PHT will continue to provide a Select Network/Managed Health Care Group Insurance Plan, and will include the Jackson First Group Insurance Plan beginning the plan year January 1, 2015.
  2. ~~For plan years 2016 and 2017, either party may reopen this Article no later than July 1<sup>st</sup> of the preceding plan year to negotiate plan design and premium contributions, including but not limited to co-pays and deductibles. No modifications to plan design or employee premium contributions shall be made absent negotiations pursuant to Chapter 447, Part II, Florida Statutes. Copies of the 2017 plan designs and cost structures for all plans offered to eligible bargaining unit members are attached to this Agreement as an addendum, including employee premium contributions, co-pays, deductibles, RX benefits, etc. In addition to the POS plan, the PHT will continue to provide a Select Network/Managed Health Care Group Insurance Plan, the Standard HMO Plan and the Jackson First Group Insurance Plan. The biweekly premium for the Select HMO Single Coverage will increase to fifteen (\$15) dollars biweekly.~~
  3. Part time employees with benefits who consistently work 30 or more hours per week, and part time employees assigned to a 3/2

schedule that average 57 ½ hours bi-weekly, are eligible for participation in the PHT's health plans.

### C. JACKSON FIRST PLAN

Eligible Jackson Health System employees will continue to be given the option of enrolling in the Jackson First health insurance plan, in addition to the current available options. This Plan is voluntary and available to any benefits-eligible employee and their dependents. There will be no co-pays and/or deductibles for services performed at Jackson facilities (except urgent care emergency care and Pharmacy Services, which would mirror the other HMO plan co-pays), or by any physician with admitting privileges at Jackson Health System. For individual employees electing the employee only option there will be no premium contribution for the term of the Agreement.

Jackson First plan participants and Select Plan participants electing to use Jackson services shall also have access to a concierge service as described in the attached addendum which includes a dedicated telephone line for scheduling appointments for Jackson Health System providers. Employees selecting the Jackson First plan shall have access to a primary care physician within 48 hours of requesting an appointment, and have access to a routine primary care physician within ten (10) days of requesting an appointment. Enrollees who request an outpatient diagnostic imaging (with valid referral) will be scheduled for the service within 5 calendar days of the request or sooner if medically necessary at the Jackson facility of the enrollee's choice. This includes diagnostic imaging including MRI, CT, mammography, colonoscopy, laboratory services, etc.

- D. The parties will create a Health Care Committee comprised of two (2) members appointed by Management and two (2) members appointed by the Union. This Committee will meet monthly (unless otherwise mutually agreed), and shall be provided any and all information necessary to monitor utilization, cost, and effectiveness of the plans. In addition, the committee will collaborate to implement programs and activities which encourage employees to improve their health and overall well-being through health and financial education, communications and activities that support healthy lifestyles with the goal of the creation of an employee wellness program and an on-site employee health clinic. The committee will work to create an emphasis on wellness from a prospective that

promotes overall balance, awareness, and well-being so employees can thrive in work and life.

MB 10-12-16  
hell 10/19/16

Proposed 2017 Coverage Summary

Plan	Plan		FOS Out of Network	
	Select HMO	Standard HMO/POS In Network		
PCP Copy	\$15	\$15	\$200 Deductible Individual / \$500 Family	
Specialist Copy	\$30	\$30		
Preventive Services	\$0	\$0		
Pediatrician	\$15	\$15		
Routine Physical	\$0	\$0		
Obstetrical/Gynecological	\$30	\$30		
Maternity	\$30	\$30		
Preventive Mammogram/Pap Smears	\$0	\$0		
Inpatient Facility Services	\$0	\$0		
Key Network Differences	<p>Network includes 27 hospitals and over 7,000 physicians. All A/Med participating providers in the Standard network with admitting privileges at one of the 27 covered hospitals are also covered in the Select HMO. Covers participants in the Tri-county area. Does not include Nicklaus Children's Hospital, Cleveland Clinic, Mercy, Hinesh, Avevaus and Palanuro.</p>	<p>Covers hospitals excluded on the Select Plan and dependents outside the network area through the PHCS network. (must complete "Away From Home" form for approval).</p>	<p>Provides access to any physician or accredited hospital outside of the network.</p>	
Urgent Care Copy	\$25	\$25		\$50
ER Copy	\$0	\$0		\$50
OP Surgery Copy	\$15/\$25/\$40	\$15/\$25/\$40		70% after deductible for all Services
Rx Copy*	\$50	\$50		70% after deductible
Specialty Rx	\$0	\$0		
Drug and Alcohol Treatment	\$15	\$15		
Inpatient	\$0	\$0		
Outpatient	\$15	\$15		
Mental and Nervous Disorders	\$80	\$80		
Inpatient	\$0	\$0		
Outpatient	\$15	\$15		
Durable Medical Equipment (DME)	\$50	\$50		

Out of Pocket Max:  
 JHS Select/Elect/Standard: \$1,500/\$3,000 for medical and \$1,500/\$3,000 for Rx  
 JHS POS (in network): \$1,500/\$4,500 for medical and \$1,500/\$3,000 for Rx  
 JHS POS (out of network): \$1,500 per individual (no cap on dependent) and \$1,500/\$3,000 for Rx

\* \$0 copays for generic medications under Jackson First Plan for employees using JHS main campus specialty pharmacy

Healthcare Premium Comparison

Plan	Tier	2016 Biweekly Premium	2017 Proposed Biweekly Premium
[REDACTED]	Employee Only	\$ -	\$ -
	Employee + Spouse	\$ 120.00	\$ 120.00
	Employee + Child(ren)	\$ 105.00	\$ 105.00
	Family	\$ 160.00	\$ 160.00
Select HMO	Employee Only	\$ -	\$ 15.00
	Employee + Spouse	\$ 165.99	\$ 165.99
	Employee + Child(ren)	\$ 140.93	\$ 140.93
	Family	\$ 236.11	\$ 236.11
Standard HMO	Employee Only	\$ 50.00	\$ 75.00
	Employee + Spouse	\$ 208.35	\$ 229.19
	Employee + Child(ren)	\$ 180.17	\$ 198.19
	Family	\$ 287.77	\$ 316.55
POS	Employee Only *	\$ 75.00	\$ 100.00
	Employee + Spouse	\$ 344.54	\$ 378.99
	Employee + Child(ren)	\$ 285.86	\$ 314.45
	Family	\$ 595.59	\$ 655.15

*Handwritten notes:*  
 10/18/16  
 10/16/16  
 10/16/16  
 10/16/16

Reduced Copays at JHS Providers

	Jackson First Plan	Select Plan		Standard/ POS Plan	
	Jackson Health System/UMH Network	Jackson Providers	In Network	Jackson Providers	In Network
PCP Copay	\$0	\$5	\$15	\$5	\$5
Specialist Copay	\$0	\$15	\$30	\$15	\$30
Pediatrician	\$0	\$5	\$15	\$5	\$15
Obstetrical/Gynecological	\$0	\$15	\$30	\$15	\$30
Maternity	\$0	\$15	\$30	\$15	\$30
Surgical Procedure	\$0	\$50	\$100	\$50	\$100
Inpatient Facility Services	\$0	\$0	\$0	\$100	\$200
OP Surgery Copay	\$0	\$0	\$0	\$50	\$100
Drug & Alcohol Outpatient	\$0	\$5	\$15	\$5	\$15
Mental & Nervous Inpatient	\$0	\$0	\$0	\$0	\$0
Mental & Nervous Outpatient	\$0	\$5	\$15	\$5	\$15

*AMG 10/19/16  
 MHC 10/19/16*