

**Date:** October 23, 2012

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

**From:** Carlos A. Gimenez  
Mayor 

**Subject:** Approval of Articles 34 Wages and 38 Group Health Insurance of the 2011-14 Collective Bargaining Agreement Between Miami-Dade County and the Government Supervisors Association of Florida (GSAF), OPEIU, Local 100 Professional Unit

Agenda Item No. 8(F)(3)

Resolution No. R-852-12

### Recommendation

It is recommended that Articles 34 Wages (Attachment 1) and 38 Group Health Insurance (Attachment 2) of the 2011-14 Collective Bargaining Agreement between Miami-Dade County and the Government Supervisors Association of Florida (GSAF), OPEIU, Local 100, Professional Unit be approved by the Board of County Commissioners (Board).

The County Mayor is authorized to effectuate this Resolution by approving and filing this Resolution with the Clerk of the Board. This will allow for the implementation of the Board's directive to negotiate the return of the additional four percent (4%) healthcare contribution and if ratified, restore these monies to employees as soon as possible after the commencement of the fiscal year.

### Scope

The impact of this agenda item is countywide.

### Fiscal Impact/Funding Source

The estimated fiscal impact associated with the elimination of the four percent (4%) contribution toward healthcare to the members of GSAF, Local 100, Professional Unit is estimated at \$3.1 million. The FY 2012-13 Adopted Budget includes funding to support the adjustment. In addition, as a result of plan design changes to the group health insurance program, which will reduce total medical expenses, there is no fiscal impact to the health insurance fund associated with maintaining current employee dependent premium rates.

### Track Record/Monitor

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

### Background

On December 19, 2012, the Board ratified the successor 2011-14 Agreement between GSAF, Local 100, Professional Unit and the County. Article 34, Wages, of this Agreement contained an impasse issue of whether employees would be required to contribute an additional amount towards the County's cost of health-care. On January 24, 2012, the Board resolved the impasse by voting to impose an additional four percent (4%) contribution of base wages by employees to the County's cost of healthcare. The FY 2012-13 Proposed Budget provided an Impasse Reserve to provide funding for the elimination of the additional four percent (4%) healthcare contribution. On September 20, 2012, the Board adopted the Proposed Budget and directed the County Mayor to negotiate with the unions the return of the additional four percent (4%) healthcare contribution. Pursuant to the Board's directive, the

County met with the unions and negotiated the return of the additional four percent (4%) healthcare contribution, as detailed in Attachment 1.

Additionally, the terms of Article 38 of this ratified Agreement, gave the County the right to re-open the Agreement to discuss the redesign of the County's health plan for plan year 2013, prior to establishing premium contributions. The County and the GSAF, Local 100, Professional Unit met and negotiated changes to co-pays for provider services and prescription drug benefits, as detailed in Attachment 2. As a result of the negotiated and agreed upon changes, the 2012 calendar year group health insurance premium rates shall remain in effect for the 2013 calendar year.

**Term of Agreement**

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

**Wages**

Effective October 1, 2012, the additional four percent (4%) of base wages contribution towards the County's cost of healthcare shall be eliminated.

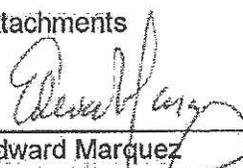
All employees in Bargaining Unit classifications will continue to contribute five percent (5%) of base wages towards the County's cost of healthcare.

**Group Health Insurance**

Effective January 1, 2013, the group health insurance plan benefits shall remain the same as stipulated in calendar year 2012, with the exception of legislatively mandated changes and co-pays for provider services and prescription drug benefits, as detailed in (Attachment 2). The 2012 calendar year group health insurance premium rates shall remain in effect for the 2013 calendar year, as detailed in (Attachment 2).

The bargaining unit members ratified Articles 34 Wages and Article 38 Group Health Insurance on October 4, 2012.

Attachments

  
\_\_\_\_\_  
Edward Marquez  
Deputy Mayor



# MEMORANDUM

(Revised)

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

**DATE:** October 23, 2012

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

**SUBJECT:** Agenda Item No. 8(F)(3)

Please note any items checked.

- "3-Day Rule" for committees applicable if raised
- 6 weeks required between first reading and public hearing
- 4 weeks notification to municipal officials required prior to public hearing
- Decreases revenues or increases expenditures without balancing budget
- Budget required
- Statement of fiscal impact required
- Ordinance creating a new board requires detailed County Manager's report for public hearing
- No committee review
- Applicable legislation requires more than a majority vote (i.e., 2/3's \_\_\_\_, 3/5's \_\_\_\_, unanimous \_\_\_\_) to approve
- Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved  Mayor  
Veto \_\_\_\_\_  
Override \_\_\_\_\_

Agenda Item No. 8(F)(3)  
10-23-12

RESOLUTION NO. R-852-12

RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 34 WAGES AND ARTICLE 38 GROUP HEALTH INSURANCE OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 PROFESSIONAL EMPLOYEES UNIT

WHEREAS, this Board desires to accomplish the purposes outlined in the accompanying memorandum, a copy of which is incorporated herein by reference,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board approves and ratifies the Mayor's action in executing the attached Article 34 Wages (Attachment 1) and Article 38 Group Health Insurance (Attachment 2) of the 2011-14 Collective Bargaining Agreement between Miami-Dade County, and the Government Supervisors Association of Florida, OPEIU, Local 100 Professional Employees Unit in substantially the form attached hereto and made a part hereof.

The foregoing resolution was offered by Commissioner **Sally A. Heyman**, who moved its adoption. The motion was seconded by Commissioner **Rebeca Sosa** and upon being put to a vote, the vote was as follows:

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

The Chairperson thereupon declared the resolution duly passed and adopted this 23rd day of October, 2012. 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: **Christopher Agrippa**  
Deputy Clerk



Approved by County Attorney as  
to form and legal sufficiency.

Lee Kraftchick

**ARTICLE 34 WAGES**

Effective October 1, 2012, the additional four percent (4%) of base wages contribution towards the County's cost of healthcare shall be eliminated. All employees in bargaining unit classifications shall be required to continue to contribute five percent (5%) of base wages toward the County's cost of health care.

GSAF Professional  
Tentative Agreement for the  
purpose of *rate reduction*  
By: *[Signature]*  
Greg Blackman, President  
For GSAF

Miami-Dade County, Florida

By: *[Signature]*  
Carlos A. Gimenez, County Mayor  
For Miami-Dade County, Florida

Witness: *[Signature]*

Date: 09/25/2012

Witness: *[Signature]*

Date: 9/25/12

**ARTICLE 38 GROUP HEALTH INSURANCE**

With the exception of legislatively mandated changes to health benefits, the County and the Union shall re-open this Agreement to discuss the redesign of the County's health plan for plan year 2013. Union participation shall be obtained to discuss health plan provisions and benefits, prior to establishing premium contributions.

Health insurance plan benefits shall remain the same as stipulated in calendar year 2012, with the exception of legislatively mandated changes and co-pays for provider services and prescriptions, as detailed below. The following table reflects the co-pays for provider services and prescriptions in the County's Group Health Insurance plan for plan year 2013:

<u>HIGH HMO</u>	<u>2013 Plan Year Co-pays</u>
Primary Care Physician (PCP) <sup>1</sup>	\$15
Specialist <sup>2</sup>	\$30
<b>Prescriptions-30-day supply</b>	
Generic <sup>3</sup>	\$15
Preferred Brand <sup>4</sup>	\$25
Non-Preferred Brand <sup>5</sup>	\$35
Mail Order (90-day supply)	2 co-pays for a 90-day supply

<u>POS</u>	<u>2013 Plan Year Co-pays</u>
Primary Care Physician (PCP) <sup>1</sup>	\$15
Specialist <sup>2</sup>	\$30
<b>Prescriptions (30-day supply)</b>	
Generic <sup>3</sup>	\$15
Preferred Brand <sup>4</sup>	\$25
Non-Preferred Brand <sup>5</sup>	\$35
Mail Order (90-day supply)	2 co-pays for a 90-day supply

<u>LOW HMO</u>	<u>2013 Plan Year Co-pays</u>
Primary Care Physician (PCP) <sup>1</sup>	\$30
Specialist <sup>2</sup>	\$45
<b>Prescriptions-30-day supply</b>	
Generic <sup>3</sup>	\$20
Preferred Brand <sup>4</sup>	\$35
Non-Preferred Brand <sup>5</sup>	\$55
Mail Order (90-day supply)	2 co-pays for a 90-day supply

<sup>1</sup> PCP co-pay applies to Mental & Nervous, Substance Abuse, and Chiropractic services

<sup>2</sup> Specialist co-pay includes Therapy (physical, speech, etc.) and specialist such as Obstetrics, Cardiology, and Orthopedics, etc.

<sup>3</sup> Generic: Generic medications contain identical active ingredients; have the same indication for use; meet the same manufacturing standards, and are identical in strength and dosage form as brand name medications.

<sup>4</sup> Preferred: These are typically brand name medications and are in the middle range for out-of-pocket expense. These medications typically do not have a generic equivalent.

<sup>5</sup> Non-Preferred: These are non-preferred brand medications and are in the higher range for out-of-pocket expense. These medications typically have a generic equivalent and/or another brand option.

The County agrees that 2014<sup>2</sup> calendar year group health insurance premium rates shall remain in effect for the 2013<sup>2</sup> calendar year as follows:

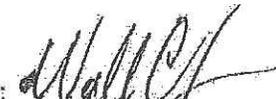
Medical Plan	Tier	Bi-Weekly Employee Premiums Current
High HMO	Employee Only	\$0.00
	Employee + Spouse/Domestic Partner	\$208.35
	Employee + Child(ren)	\$180.17
	Family	\$287.77
POS	Employee Only	\$14.90
	Employee + Spouse/Domestic Partner	\$344.54
	Employee + Child(ren)	\$285.86
	Family	\$595.59
Low HMO	Employee Only	\$0.00
	Employee + Spouse/Domestic Partner	\$196.42
	Employee + Child(ren)	\$169.83
	Family	\$271.36

By June 30, 2013, if the County projects that the average increase for dependents' premiums listed above will increase by more than 10% in plan year 2014, then the Union shall have the right to re-open this Article to negotiate a plan redesign as the means of ameliorating the increase to the employees.

Notwithstanding any provisions to the contrary, in the event that during the term of this Agreement another collective bargaining unit negotiates and/or receives better group health insurance employee premium contributions or benefits within the Medical Plans, then the employees represented by GSAF Local 100 Professional Unit shall be entitled to receive those better premiums or benefits. For purposes of this provision, the decision of any collective bargaining unit pursuant to a ratification election to accept a 20% increase in bi-weekly employee premiums for plan year 2013 in lieu of the above listed co-pays shall not constitute better benefits under the Medical Plans.

GSAF Local 100 Professional Unit

Miami-Dade County, Florida

By:   
 For GSAF WALTER COMPT  
TREASURER

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

Witness:   
DONALD D. SLESNICK  
ATTORNEY FOR GSAF

Witness: 

Date: 10/2/12

Date: 10/3/12

COUNTY PROPOSAL: 10/2/2012  
 GSAF, LOCAL 100 PROFESSIONAL  
 OCTOBER 1, 2011 to SEPTEMBER 30, 2014