

**Date:** November 8, 2012

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

**From:** Carlos A. Gimenez  
Mayor 

**Subject:** Approval of Article 50 Group Health/Life Insurance of the 2011-14 Collective Bargaining Agreement Between Miami-Dade County and the Miami Dade County Police Benevolent Association, Rank and File Unit.

Agenda Item No. 14(A)(2)

Resolution No. R-975-12

### Recommendation

It is recommended that Article 50 Group Health/Life Insurance (Attachment 1) of the 2011-14 Collective Bargaining Agreement between Miami-Dade County and the Miami-Dade County Police Benevolent Association (PBA), Rank and File 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 immediate commencement of Open Enrollment in November.

### Scope

The impact of this agenda item is countywide.

### Fiscal Impact/Funding Source

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 January 5, 2012, the Board ratified the successor 2011-14 Agreement between the PBA Rank and File Unit and the County. The terms of Article 50 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 PBA met and negotiated changes to co-pays for provider services and prescription drug benefits, as detailed in Attachment 1. 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.

### Group Health/Life Insurance

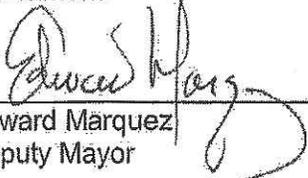
Effective January 1, 2013, the group health insurance plan benefits shall remain the same as stipulated in calendar year 2012, with the exception of legislatively mandated changes and co-pays for provider services and prescription drug benefits, as detailed in (Attachment 1). The 2012 calendar year group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

Honorable Chairman Joe A. Martinez  
and Members, Board of County Commissioners  
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The County has committed to implement a competitive selection process to obtain proposals from qualified insurance carriers to provide other health insurance options to bargaining unit members. If this process produces one or more carriers qualified to offer an equivalent plan to employees, at a cost advantage to employees, the County will offer at least one such plan as an alternative to the County's self-insured plan. This plan option would be available countywide.

The bargaining unit members ratified Article 50 Group Health/Life Insurance on November 5, 2012.

Attachment

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



# MEMORANDUM

(Revised)

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

**DATE:** November 8, 2012

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

**SUBJECT:** Agenda Item No. 14(A)(2)

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. 14(A)(2)  
11-8-12

RESOLUTION NO. R-975-12

RESOLUTION APPROVING AND RATIFYING EXECUTION OF ARTICLE 50 GROUP HEALTH/LIFE INSURANCE OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE MIAMI DADE COUNTY POLICE BENEVOLENT ASSOCIATION (PBA), RANK AND FILE 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 50 Group Health/Life Insurance (Attachment 1) of the 2011-14 Collective Bargaining Agreement between Miami-Dade County, and the Miami Dade County Police Benevolent Association (PBA), Rank and File 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 **Lynda Bell**

and upon being put to a vote, the vote was as follows:

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

The Chairperson thereupon declared the resolution duly passed and adopted this 8<sup>th</sup> day of November, 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.

A handwritten signature in black ink, appearing to read "Lee Kraftchick".

Lee Kraftchick

**ARTICLE 50 GROUP HEALTH/LIFE 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:

HIGH HMO	2013 Plan Year Co-pays
Primary Care Physician (PCP) <sup>1</sup>	\$15
Specialist <sup>2</sup>	\$30
Prescriptions-30-day supply	
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

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

LOW HMO	2013 Plan Year Co-pays
Primary Care Physician (PCP) <sup>1</sup>	\$30
Specialist <sup>2</sup>	\$45
Prescriptions-30-day supply	
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~~2~~ calendar year group health insurance premium rates shall remain in effect for the 2013~~2~~ 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	\$198.42
	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.

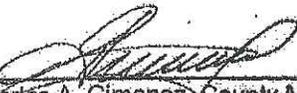
Notwithstanding any provisions to the contrary, in the event that during the term of this Agreement another collective bargaining unit negotiates and/or receives better group health insurance employee premium contributions or benefits within the Medical Plans, then the employees represented by the Police Benevolent Association – Rank and File 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.

For calendar year 2014, the County shall seek proposals from qualified insurance carriers through a competitive process in order to provide bargaining unit members with health insurance options that provide benefits actuarially equivalent to the benefits provided by the County's self-insured plan. If the competitive selection process produces one or more insurance carriers qualified to offer an actuarially equivalent plan to County employees, at a cost advantage to employees, the County shall offer at least one such plan to members of this unit as an alternative to the County's self-insured plan. The County's average per employee contribution to any alternative plan shall be the same as its average per employee contribution toward its self-insured plan.

Dade-County Police Benevolent Association  
Rank & File Unit

Miami-Dade County, Florida

By:   
John Rivera, President  
For Dade-County Police Benevolent Association

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

Witness: \_\_\_\_\_

Witness: 

Date: 10-31-12

Date: 10/29/12

**ARTICLE 50 GROUP HEALTH/LIFE INSURANCE**

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