Memorandum

MIAMI-DADE COUNTY

Date: February 27, 2014

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

From: Carlos A. Gimenez
Mayor

Subject: Labor Healthcare Committee

Healthcare and the rising costs associated with healthcare are at the forefront of all employers' concerns. With this in mind, I have asked staff to work with our Benefits consultant, Gallagher Benefit Services, Jackson Health Systems, and our third party administrator, AvMed, to identify possible areas where the County can save money while continuing to provide a high level of benefits to our employees.

As part of this effort, I am establishing a *Labor Healthcare Committee* that will evaluate all possibilities available to Miami-Dade County and Jackson Health Systems as it relates to healthcare as we move forward and begin labor negotiations for the successor agreements for 2014-2017. It is my intent to convene a group of representatives from each union, members of my staff, representatives from Jackson Health Systems, our Benefits consultant, and AvMed to thoroughly examine all options available to us including but not limited to; offering select networks, high deductible plans, copay changes, implementing a more aggressive wellness/incentive program and disease management programs. We will be reaching out to our Labor partners and extending an invitation to be active participants in the *Labor Healthcare Committee.* Additionally, I respectfully request that the Chairwoman of the Board appoint a Commissioner to serve on this important committee.

I would like to kickoff this effort in early March with an informational session conducted by Gallagher Benefit Services on the provisions of the Affordable Care Act and how they apply to the Miami-Dade County. I believe that if we are going to work together on this very important endeavor, we all need to be on the same page and understand the challenges which lie ahead. Subsequent to this session, we will conduct additional working sessions in order to identify recommendations for benefit plan changes for calendar year 2015. All recommendations will be subject to collective bargaining negotiations and therefore, it is in everyone's best interest to be a part of this very important process.

Should you have any questions, please do not hesitate to contact Deputy Mayor Edward Marquez at 305-375-1451.

c: Honorable Harvey Ruvin, Clerk, Circuit and County Courts
Lazaro Solis, Property Appraiser
Carlos A. Migoya, President and Chief Executive Officer, Jackson Health Systems
Robert A. Cuevas, Jr., County Attorney
Mary Cagle, Inspector General
Joseph Centorino, Executive Director, Commission on Ethics and Public Trust
Office of the Mayor Senior Staff
Arleene Cuellar, Director, Human Resources
Tyrone Williams, Human Resources
Emilio Azoy, President, AFSCME Local 121

Martha Baker, RN, President, SEIU 1991
Greg Blackman, President, GSAF Local 100
Al Cruz, President, IAFF, Local 1403
Antonio Eiroa, President, AFSCME Local 1542
Joel Hernandez, President, AFSCME 3292
Andy Madtes, Administrator, AFSCME Local 199
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Barbara Crowe-Brewster, Gallagher Benefits Services
Glen Volk, Gallagher Benefit Services, Inc.
Charles Anderson, Commission Auditor