

# Memorandum



**Date:** February 14, 2014  
**To:** Department Directors  
**From:** Carlos A. Gimenez  
Mayor   
**Subject:** Status of the Five Percent Insurance Contribution

---

This memo serves as a clarification on the status of the five (5) percent insurance contribution.

- All non-bargaining unit employees (exempt and classified) under the Mayor's purview will continue to be required to contribute the five (5) percent towards the County's cost of healthcare.
- Departments and/or agencies that do not report to the Mayor and that have submitted a request to make a change to the insurance contribution for their staff will be adjusted accordingly.
- Pursuant to the motion made by Barbara Jordan and approved by the Board of County Commissioners at a Special Meeting held on January 16, 2014 that resolved the impasse issue, effective January 20, 2014, employees in the following bargaining units will have the five (5) percent insurance contribution discontinued:
  - AFSCME 121 Water and Sewer
  - AFSCME 199 General
  - Government Supervisors Association of Florida (GSAF) - (both Supervisory and Professional)
  - Police Benevolent Association (PBA) - (both Rank and File and Supervisory)
  - Transit Workers' Union (TWU)

This change will be reflected on the February 21, 2014 paychecks and will include a retroactive reimbursement for one pay period.

- Pursuant to Board action to resolve the impasse for AFSCME 3292 (Solid Waste) on August 29, 2013, effective January 1, 2014 employees covered under AFSCME 3292 and AFSCME 1542 (Aviation) had the five (5) percent insurance contribution discontinued. Changes were reflected on the January 10, 2014 paychecks.

Any questions should be directed to Arleene Cuellar, Director, Human Resources Department at 305-375-1589.

c: Honorable Chairwoman Rebeca Sosa  
and Members, Board of County Commissioners  
Honorable Carlos J. Martinez, Public Defender  
Honorable Bertila Soto, Chief Judge, Eleventh Judicial Circuit  
Honorable Katherine Fernandez Rundle, State Attorney  
Honorable Harvey Ruvlin, Clerk, Circuit and County Courts  
Carlos A. Migoya, President and Chief Executive Officer, Jackson Health System  
Robert A. Cuevas, Jr., County Attorney  
Office of the Mayor Senior Staff

Status of the Five Percent Insurance Contribution  
Page 2

Mary Cagle, Inspector General  
Joseph M. Centorino, Executive Director, Commission on Ethics and Public Trust  
Charles Anderson, Commission Auditor  
Departmental Personnel Representatives  
Melanie McLean, Division Director, Payroll Information Management  
Human Resources Department