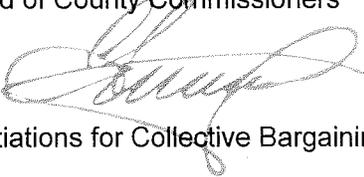


Memorandum



Date: July 7, 2014

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

From: Carlos A. Gimenez
Mayor 

Subject: Status of Labor Negotiations for Collective Bargaining Agreements 2014-2017 –
Week of July 7, 2014

This memorandum serves as an update to the Board of County Commissioners (Board) on the status of labor negotiations. As of today, County staff has met with all unions. Below is information on the most recent negotiation sessions since the last update to the Board on June 6, 2014:

- Dade County Police Benevolent Association (PBA) Rank & File and Supervisory Units held their first negotiation session on June 23, 2014, at the PBA Hall. The PBA did not negotiate with the County's representative alleging a conflict of interest. The County's proposals were provided to the PBA and no counter proposals have been presented to the County.
- American Federation of State, County and Municipal Employees (AFSCME), Local 121 (Water and Sewer) held their first negotiation session on Tuesday June 24, 2014, at the Stephen P. Clark Center. The County's proposals were provided to AFSCME, Local 121 and no counter proposals have been presented to the County.
- Transport Workers Union, Local 291 (TWU) held their first negotiation session on Friday June 27, 2014, at the Stephen P. Clark Center. TWU alleged that the County had violated the Evergreen Provision of the collective bargaining agreement by sending letters to negotiate a successor agreement outside the contractual time frame, which meant that the County has waived its right to bargain over changes to the terms and conditions of employment for FY 2014-2015. This argument was also raised by TWU in a letter to the Board dated June 6, 2014. The County's proposals were provided to TWU and no counter proposals have been presented to the County.
- AFSCME, Local 1542 (Aviation) held a second negotiation session on Monday June 30, 2014, at the Stephen P. Clark Center. AFSCME, Local 1542 presented proposals, counter proposals, and tentatively agreed to contractual Articles presented by the County at the first negotiations session.

On July 1, 2014, I sent a letter to eight unions withdrawing the proposal regarding the ten percent reduction to base pay. Instead, I am now seeking a commitment to achieve a 15 percent overall savings in healthcare costs through benefits redesign and the continuation of all current concessions, including those scheduled to snap back on September 30, 2014 (see attached).

If you have any questions or concerns, please feel free to contact Deputy Mayor Edward Marquez at 305-375-1451, or me directly.

Attachments

c: Robert A. Cuevas, Jr., County Attorney
Office of the Mayor Senior Staff
Department Directors
Tyrone W. Williams, Esq., Director, Labor Relations Division, Human Resources
Charles Anderson, Commission Auditor
Christopher Agrippa, Clerk of the Board



CARLOS A. GIMENEZ

MAYOR
MIAMI-DADE COUNTY

July 1, 2014

Mr. Emilio Azoy, President
AFSCME Local 121 - Water and Sewer
4349 NW 36 Street, Suite # 101
Miami Springs, FL 33166

RE: Withdrawal of 10 Percent Base Pay Reduction Proposal

Dear Mr. Azoy:

As you aware, my Administration is developing a structurally balanced budget to be proposed to the Board of County Commission for FY 2014-15 operations. The proposed budget will not call for an overall tax rate increase nor does it assume any employee concessions or healthcare insurance plan design changes. As a result, we will be recommending certain fee increases, service cutbacks, and elimination in budgeted positions.

When we started the budget process, we had a \$208 million gap. Through diligently working with each department and revamping how we provide our services and restructuring certain contractual arrangements, we were able to bring this gap down to approximately \$64 million as of today's date. Therefore, I will be proposing direct service reductions and position eliminations to help close this gap.

Because of what we have been able to achieve through the budget development process, **I am pleased to inform you that I am no longer proposing a 10 percent base pay reduction.** Instead, I am now seeking a commitment from you to collectively work together to achieve a 15 percent overall savings in healthcare costs through benefits redesign and the continuation of all current concessions including those that were scheduled to snap back September 30, 2014, e.g., premium pay, flex dollars, furloughs, holiday premium pay.

I remain committed to achieving transparency in our contracts, making fundamental changes which provide for a sustainable budget in future years as well as pursuing the Board's direction regarding the recommendations made by the two Compensation and Benefits Committees. Thus, we will move forward with the following proposals:

- Review of all supplements for relevancy;
- Alterations to Permissive Rights (Management Rights);
- Reduction of Full-Time Releases;
- Reduction of new hire rates;
- Reduction in separation payout calculations for new hires;
- Pay Plan restructuring;
- Open Pay Ranges;
- Specific provisions for each Collective Bargaining Agreement.

I am committed to presenting the Board with the first budget in a decade that does not rely on one-time revenues to support operations and is the basis for a balanced five-year forecast. This will provide stability for our hardworking employees and certainty for our 2.6 million residents.

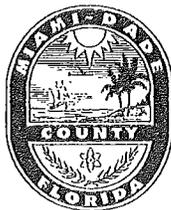
I look forward to continuing our negotiations.

Sincerely,

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Carlos A. Gimenez
Mayor

c: Lisa Martinez, Chief of Staff
Alina T. Hudak, Deputy Mayor
Edward Marquez, Deputy Mayor
Bill Johnson, Director, Water and Sewer
Arleene Cuellar, Director, Human Resources
Tyrone W. Williams, Esq., Labor Relations Director, Human Resources



CARLOS A. GIMENEZ

MAYOR

MIAMI-DADE COUNTY

July 1, 2014

Mr. Andy Madtes, Administrator
AFSCME Local 199 - General
6405 NW 36 Street, Suite # 113
Miami, FL 33166

RE: Withdrawal of 10 Percent Base Pay Reduction Proposal

Dear Mr. Madtes:

As you aware, my Administration is developing a structurally balanced budget to be proposed to the Board of County Commission for FY 2014-15 operations. The proposed budget will not call for an overall tax rate increase nor does it assume any employee concessions or healthcare insurance plan design changes. As a result, we will be recommending certain fee increases, service cutbacks, and elimination in budgeted positions.

When we started the budget process, we had a \$208 million gap. Through diligently working with each department and revamping how we provide our services and restructuring certain contractual arrangements, we were able to bring this gap down to approximately \$64 million as of today's date. Therefore, I will be proposing direct service reductions and position eliminations to help close this gap.

Because of what we have been able to achieve through the budget development process, **I am pleased to inform you that I am no longer proposing a 10 percent base pay reduction.** Instead, I am now seeking a commitment from you to collectively work together to achieve a 15 percent overall savings in healthcare costs through benefits redesign and the continuation of all current concessions including those that were scheduled to snap back September 30, 2014, e.g., premium pay, flex dollars, furloughs, holiday premium pay.

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I look forward to continuing our negotiations.

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Carlos A. Gimenez
Mayor

c: Honorable Harvey Ruvin, Clerk of Courts
Lisa Martinez, Chief of Staff
Edward Marquez, Deputy Mayor
Lazaro Solis, Property Appraiser
Arleene Cuellar, Director, Human Resources
Tyrone W. Williams, Esq., Labor Relations Director, Human Resources



CARLOS A. GIMENEZ

MAYOR
MIAMI-DADE COUNTY

July 1, 2014

Mr. Antonio Eiroa, President
AFSCME Local 1542 - Aviation
4349 NW 36 Street, Suite # 102
Miami Springs, FL 33166

RE: Withdrawal of 10 Percent Base Pay Reduction Proposal

Dear Mr. Eiroa:

As you aware, my Administration is developing a structurally balanced budget to be proposed to the Board of County Commission for FY 2014-15 operations. The proposed budget will not call for an overall tax rate increase nor does it assume any employee concessions or healthcare insurance plan design changes. As a result, we will be recommending certain fee increases, service cutbacks, and elimination in budgeted positions.

When we started the budget process, we had a \$208 million gap. Through diligently working with each department and revamping how we provide our services and restructuring certain contractual arrangements, we were able to bring this gap down to approximately \$64 million as of today's date. Therefore, I will be proposing direct service reductions and position eliminations to help close this gap.

Because of what we have been able to achieve through the budget development process, **I am pleased to inform you that I am no longer proposing a 10 percent base pay reduction.** Instead, I am now seeking a commitment from you to collectively work together to achieve a 15 percent overall savings in healthcare costs through benefits redesign and the continuation of all current concessions including those that were scheduled to snap back September 30, 2014, e.g., premium pay, flex dollars, furloughs, holiday premium pay.

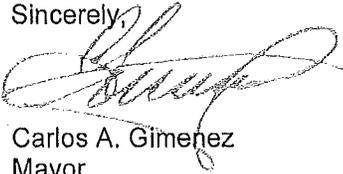
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Carlos A. Gimenez
Mayor

c: Lisa Martinez, Chief of Staff
Edward Marquez, Deputy Mayor
Emilio T. Gonzalez, Director, Aviation Department
Arleene Cuellar, Director, Human Resources
Tyrone W. Williams, Esq., Labor Relations Director, Human Resources



CARLOS A. GIMENEZ

MAYOR

MIAMI-DADE COUNTY

July 1, 2014

Mr. Joel Hernandez, President
AFSCME Local 3292 - Solid Waste
700 S. Royal Poinciana Blvd., Suite # 700
Miami Springs, FL 33166

RE: Withdrawal of 10 Percent Base Pay Reduction Proposal

Dear Mr. Hernandez:

As you aware, my Administration is developing a structurally balanced budget to be proposed to the Board of County Commission for FY 2014-15 operations. The proposed budget will not call for an overall tax rate increase nor does it assume any employee concessions or healthcare insurance plan design changes. As a result, we will be recommending certain fee increases, service cutbacks, and elimination in budgeted positions.

When we started the budget process, we had a \$208 million gap. Through diligently working with each department and revamping how we provide our services and restructuring certain contractual arrangements, we were able to bring this gap down to approximately \$64 million as of today's date. Therefore, I will be proposing direct service reductions and position eliminations to help close this gap.

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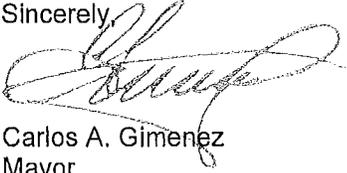
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Carlos A. Gimenez
Mayor

c: Lisa Martinez, Chief of Staff
Alina T. Hudak, Deputy Mayor
Edward Marquez, Deputy Mayor
Arleene Cuellar, Director, Human Resources
Tyrone W. Williams, Esq., Labor Relations Director, Human Resources



CARLOS A. GIMENEZ

MAYOR

MIAMI-DADE COUNTY

July 1, 2014

Mr. John Rivera, President
DCPBA - Rank and File
10680 NW 25 Street
Miami, FL 33172

RE: Withdrawal of 10 Percent Base Pay Reduction Proposal

Dear Mr. Rivera:

As you aware, my Administration is developing a structurally balanced budget to be proposed to the Board of County Commission for FY 2014-15 operations. The proposed budget will not call for an overall tax rate increase nor does it assume any employee concessions or healthcare insurance plan design changes. As a result, we will be recommending certain fee increases, service cutbacks, and elimination in budgeted positions.

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Carlos A. Gimenez
Mayor

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- Edward Marquez, Deputy Mayor
- J.D. Patterson, Jr., Director, Miami-Dade Police Department
- Marydell Guevara, Director, Corrections & Rehabilitation Department
- Alex Munoz, Director, Animal Services Department
- Joseph M. Centorino, Executive Director, Commission on Ethics & Public Trust
- Arleene Cuellar, Director, Human Resources
- Tyrone W. Williams, Esq., Labor Relations Director, Human Resources



CARLOS A. GIMENEZ

MAYOR
MIAMI-DADE COUNTY

July 1, 2014

Mr. John Rivera, President
DCPBA - Law Enforcement Supervisor
10680 NW 25 Street
Miami, FL 33172

RE: Withdrawal of 10 Percent Base Pay Reduction Proposal

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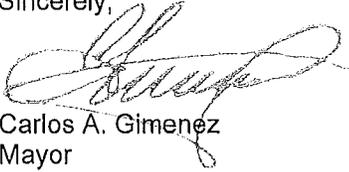
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Arleene Cuellar, Director, Human Resources
Tyrone W. Williams, Esq., Labor Relations Director, Human Resources



CARLOS A. GIMENEZ

MAYOR

MIAMI-DADE COUNTY

July 1, 2014

Mr. Greg Blackman, President
GSAF/OPEIU Local 100 - Supervisory
3600 Red Road, Suite # 405
Miramar, FL 33025

RE: Withdrawal of 10 Percent Base Pay Reduction Proposal

Dear Mr. Blackman:

As you aware, my Administration is developing a structurally balanced budget to be proposed to the Board of County Commission for FY 2014-15 operations. The proposed budget will not call for an overall tax rate increase nor does it assume any employee concessions or healthcare insurance plan design changes. As a result, we will be recommending certain fee increases, service cutbacks, and elimination in budgeted positions.

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Carlos A. Gimenez
Mayor

- c: Honorable Harvey Ruvín, Clerk of Courts
- Lisa Martínez, Chief of Staff
- Edward Márquez, Deputy Mayor
- Lazaro Solís, Property Appraiser
- Arleene Cuellar, Director, Human Resources
- Tyrone W. Williams, Esq., Labor Relations Director, Human Resources



CARLOS A. GIMENEZ

MAYOR

MIAMI-DADE COUNTY

July 1, 2014

Mr. Greg Blackman, President
GSAF/OPEIU Local 100 - Professional
3600 Red Road, Suite # 405
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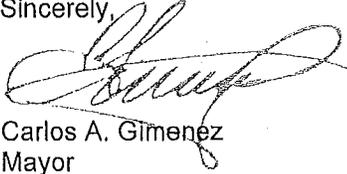
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Mayor

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Arleene Cuellar, Director, Human Resources
Tyrone W. Williams, Esq., Labor Relations Director, Human Resources



CARLOS A. GIMENEZ

MAYOR

MIAMI-DADE COUNTY

July 1, 2014

Mr. Clarence Washington, President
TWU Local 291 - Transit
6355 NW 36 Street, Suite # 502
Virginia Gardens, FL 33166

RE: Withdrawal of 10 Percent Base Pay Reduction Proposal

Dear Mr. Washington:

As you aware, my Administration is developing a structurally balanced budget to be proposed to the Board of County Commission for FY 2014-15 operations. The proposed budget will not call for an overall tax rate increase nor does it assume any employee concessions or healthcare insurance plan design changes. As a result, we will be recommending certain fee increases, service cutbacks, and elimination in budgeted positions.

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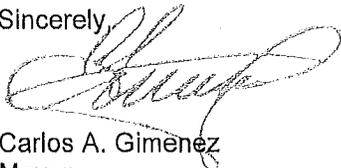
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Mayor

c: Lisa Martinez, Chief of Staff
Alina T. Hudak, Deputy Mayor
Edward Marquez, Deputy Mayor
Ysela Llort, Director, Miami-Dade Transit
Arleene Cuellar, Director, Human Resources
Tyrone W. Williams, Esq., Labor Relations Director, Human Resources



CARLOS A. GIMENEZ

MAYOR
MIAMI-DADE COUNTY

July 1, 2014

Mr. Al Cruz, President
IAFF Local 1403 - Fire Rescue
8000 NW 21 Street, Suite # 222
Doral, FL 33122

RE: Withdrawal of 10 Percent Base Pay Reduction Proposal

Dear Mr. Cruz:

As you aware, my Administration is developing a structurally balanced budget to be proposed to the Board of County Commission for FY 2014-15 operations. The proposed budget will not call for an overall tax rate increase nor does it assume any employee concessions or healthcare insurance plan design changes. As a result, we will be recommending certain fee increases, service cutbacks, and elimination in budgeted positions.

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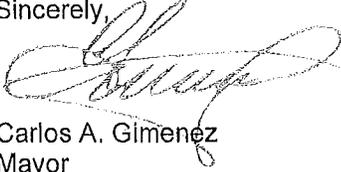
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Mayor

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Edward Marquez, Deputy Mayor
David C. Downey, Fire Chief, Miami-Dade Fire Rescue
Arleene Cuellar, Director, Human Resources
Tyrone W. Williams, Esq., Labor Relations Director, Human Resources