



Miami-Dade County Board of County Commissioners

Office of the Commission Auditor

**Board of County Commissioners**  
**Special Meeting**

September 26, 2014  
9:30 A.M.  
Commission Chamber

**Research Division**

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Commission Auditor  
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305-375-4354

**Board of County Commissioners Special Meeting  
September 26, 2014 Meeting  
Research Notes**

Item No.	Research Notes
<b>Special Item No. 1 142064</b>	RESOLUTION APPROVING AND RATIFYING THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), A.F.L. – C.I.O., GENERAL EMPLOYEES, LOCAL 199; AUTHORIZING THE COUNTY MAYOR TO EXECUTE THE AGREEMENT; WAIVING RESOLUTION NO. R-130-06
<b>Notes</b>	<p>The proposed resolution approves and ratifies the 2014-2017 Collective Bargaining Agreement (Agreement) between Miami-Dade County and the American Federation of State, County and Municipal Employees, General Employees, Local 199 (Union). This is a three year contract for the period of October 1, 2014 through September 30, 2017.</p> <p><i>The Agreement is awaiting a Union membership ratification vote on September 24, 2014. The Board will be advised of the final results of the Union ratification vote at the time of the consideration of this item at its Special Meeting.</i></p> <p><b>Fiscal Impact/Funding Source</b> The restoration of all snap back provisions (holidays and holiday premiums, flex benefits, premium pay), valued at \$6.481 million, is funded in the FY 2014-15 Adopted Budget. The health plan redesign savings specific to this Union totals an estimated \$15.044 million of which the general fund represents \$5.181 million. If necessary, a budget amendment will be presented to the Board at a later date to reflect any adjustments required by the modifications in this Agreement.</p> <p>In addition, the contract includes the creation of a pay supplement specific to positions within the Office of the Property Appraiser. The estimated value of this pay supplement is \$85,000, which will be offset by savings from within the Office of the Property Appraiser’s FY 2014-15 Adopted Budget.</p> <p>This Agreement also makes provisions for a cost of living adjustment in FY 2016-17 should established targets for ad valorem revenue growth be met. Each one percent increase in base salary has an estimated impact of \$3.987 million of which the general fund portion (\$1.355 million) would be offset by the requisite ad valorem revenue growth.</p> <p><b>Background</b> One of the more significant changes from the current agreement is the new “Select Network” health insurance option, which is the result of a recommendation to the County Mayor by the Labor Health Care Committee. Furthermore, this Agreement eliminates contractual concessions that the Union agreed to in the 2011-2014 agreement. Employees covered under this Agreement will continue to be eligible for merit increases and longevity bonuses during the term of this Agreement.</p> <p>The following is a summary of the contractual changes affecting the employees covered by this Agreement:</p> <p><b>Group Health Insurance</b></p> <ul style="list-style-type: none"> <li>• A new “Select Network” Plan will be offered to Union members. The Select Network Plan provides the same level of benefits as the current High Option Health Maintenance Organization (HMO). The Low Option HMO will be discontinued for plan year 2015. Union members that choose single employee coverage under the Select Network premiums will be at a cost of zero dollars. Single employee coverage for members who wish to continue their current health care plans will pay premiums of (\$75.00) for the High Option HMO and (\$100.00) for the Point of Service (POS) bi-weekly. The Select Network Plan provides an average of 20 percent reduction in the overall cost of premiums for dependent care, whereas the High HMO and POS dependent care premiums will remain at their current rate for the first plan year of the Agreement. Throughout the term of this Agreement there will be a (\$0) cost option provided for single employee coverage for members of the bargaining unit.</li> <li>• Miami-Dade County will create a Health Care Cost Committee.</li> <li>• Miami-Dade County will formulate a Request for Proposal for a third party administrator for plan year 2016.</li> </ul> <p><b>Wages</b></p> <ul style="list-style-type: none"> <li>• There will be no cost of living adjustment for fiscal years 2014-2015.</li> <li>• For the fiscal year 2015-2016 only if both the sum of the Percent Change of Preliminary Taxable Value for County wide and UMSA for July 1st, 2015 equals or exceeds 12.5 percent, the previous one percent base wage reduction for members of the bargaining unit will be restored effective the first pay period in October 2015.</li> <li>• For the year 2016 -2017 the pay plan rates for all employees in bargaining unit classifications covered by this Agreement’s previous reduction to base pay will be restored by one percent. This provision will not be applicable if the members of the Union have their one percent base wage reduction restored in 2015 – 2016 of this Agreement.</li> <li>• For fiscal year 2016-2017 a cost of living adjustment may be given, only if both: (a) the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and unincorporated municipal service area (UMSA) for July 1, 2015 equals or exceeds 13 percent; and (b) the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA for July 1, 2016, equals or exceeds 13 percent. If so, the cost of living adjustment will be increased for members of the Union effective the first pay period in October 2016.</li> <li>• In the event the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA is at least 13 percent for both yearly periods, but is not the same, the cost of living adjustment will be increased using the higher of the two annual percent increases. <i>For purposes of this Agreement “Percent Change of Preliminary Taxable Value” will mean the percent change from the prior year preliminary taxable value to the current year’s taxable value after new construction as set forth in the Miami-Dade County Property Appraiser’s July 1st certification of the preliminary taxable values by taxing authority.</i></li> <li>• <b>This Agreement also contains an automatic “Me Too” clause, which provides that if any other bargaining unit receives a</b></li> </ul>

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	<p><b>wage adjustment greater than those discussed above during the term of this Agreement, the Union will receive the same adjustment.</b></p> <p><b>Holidays, Holiday Premium Pay and Leave</b> The four holidays that were previously designated furlough days have been reinstated. The four additional furlough days were eliminated from this Agreement. Holiday premium pay was also reinstated.</p> <p><b>Pay Supplement</b> The \$50.00 biweekly pay supplement was reinstated.</p> <p><b>Flex Dollars</b> The County will resume the annual payment of \$1,000 of flex dollars distributed in bi-weekly increments to employees eligible for group health insurance. The County will also resume the bi-weekly \$5 flex dollars contributions to employees enrolled in the High Option HMO or the Select Network Plan.</p> <p><b>Sick Leave</b> Employees hired before January 1, 2015, will continue to be eligible for 100 percent payout of their accrued unused sick leave after 30 years of service. Employees hired after January 1, 2015, will be eligible for the 100 percent payout after 33 years of service based upon the Florida Retirement System plan changes.</p> <p><b>Leave With Pay</b> The Union President and Vice President or equivalent designee will be released from duty with pay to administer this Agreement and American Federation of State, County and Municipal Employees, General Employees, Local 199, was given a bank of 6,500 hours to be used by Union representatives to process grievances, participate in approved Union activities and to attend Union functions. These hours will be granted each year of this Agreement and does not carry over to other year.</p> <p><b>On-Call</b> Employees of the Information Technology Department in the position classifications of Telecommunications Technician, Senior Telecommunications Technician, Systems Analyst Programmer 1, Systems Analyst Programmer 2, and Operating Systems Programmer, when placed on regularly scheduled rotating on-call status by their Department Director or the Department Director's authorized representative(s), will receive an increase of two pay steps (up from one pay step) during such on-call period.</p> <p><b>Salary Supplements</b> Employees who are Florida State Certified (Residential or General) Real Estate Appraiser will receive one pay step.  Employees in the Office of the Property Appraiser certified after to the ratification of this Agreement will be eligible to receive a maximum adjustment of no more than the equivalent of two pay steps for any combination of certifications.</p> <p><b>Pay Advances</b> Pay advances for any scheduled annual leave has been eliminated from the Agreement.</p> <p><b>Back Pay</b> The recovery of funds for the erroneous payment to employees has increased from a minimum of \$25 to a \$50 minimum per pay period.</p> <p><b>Memorandum of Understanding</b> In FY 2014-15 only, the savings generated as a result of the AFSCME Local 199 bargaining unit members agreeing to the implementation of the Health Care Redesign (Article 56 – Group Health Insurance) will be used to benefit AFSCME Local 199 bargaining unit members as determined by the County after discussion with AFSCME Local 199. This memorandum of understanding and its contents are not subject to arbitration under Article 9 of the Collective Bargaining Agreement.</p>
<b>Special Item No. 2 142067</b>	RESOLUTION APPROVING AND RATIFYING THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY, THE MIAMI-DADE COUNTY AVIATION DEPARTMENT, AND AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), A.F.L.-C.I.O., MIAMI-DADE COUNTY AVIATION DEPARTMENT EMPLOYEES LOCAL 1542; AUTHORIZING THE COUNTY MAYOR TO EXECUTE THE AGREEMENT; WAIVING RESOLUTION NO. R-130-06
<b>Notes</b>	<p>The proposed resolution approves and ratifies the 2014-2017 Collective Bargaining Agreement (Agreement) between Miami-Dade County and the American Federation of State County and Municipal Employees, A.F.L.-C.I.O., Miami-Dade County Aviation Department Employees Local 1542 (Union). This is a three year contract for the period of October 1, 2014 through September 30, 2017.</p> <p><i>This Agreement is awaiting a Union membership ratification vote on September 25, 2014. The Board will be advised of the final results of the Union ratification vote at the time of the consideration of this item at its Special Meeting.</i></p> <p><b>Fiscal Impact/Funding Source</b> The restoration of all snap back provisions (holidays and holiday premiums, flex benefits, premium pay), valued at \$2.516 million, is incorporated in to the FY 2014-15 Adopted Budget. The restoration of night differential, call back, and on-call has an estimated value of</p>

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	<p>\$33,000 that will be offset from health plan redesign savings specific to this Union, which totals an estimated \$1.657 million. If necessary, a budget amendment will be presented to the Board at a later date to reflect any adjustments required by the modifications in this Agreement.</p> <p>This Agreement also makes provisions for a cost of living adjustment in FY 2016-17 should established targets for ad valorem revenue growth be met. Each one percent increase in base salary has an estimated impact of \$549,000 which would be funded by proprietary fees and charges in the Aviation department..</p> <p><b>Background</b> One of the more significant changes from the current agreement is the new "Select Network" health insurance option, which is the result of a recommendation to the County Mayor by the Health Care Committee. Furthermore, this Agreement eliminates contractual concessions that the Union agreed to in the 2011-2014 agreement. Employees covered under this Agreement will continue to be eligible for merit increases and longevity bonuses during the term of this Agreement.</p> <p>The following is a summary of the contractual changes affecting the employees covered by this Agreement:</p> <p><b>Group Health Insurance</b></p> <ul style="list-style-type: none"> <li>• A new "Select Network" Plan will be offered to Union members. The Select Network Plan provides the same level of benefits as the current High Option HMO. The Low Option HMO will be discontinued for plan year 2015. Union members that choose single employee coverage under the Select Network premiums will be at a cost of zero dollars. Single employee coverage for members who wish to continue their current health care plans will pay premiums of (\$75.00) for the High Option HMO and (\$100.00) for the POS bi-weekly. The Select Network Plan provides an average of 20 percent reduction in the overall cost of premiums for dependent care, whereas the High HMO and POS dependent care premiums will remain at their current rate for the first plan year of the Agreement. Throughout the term of this Agreement there will be a (\$0) cost option provided for single employee coverage for members of the bargaining unit.</li> <li>• Miami-Dade County will create a Health Care Cost Committee.</li> <li>• Miami-Dade County will formulate a Request for Proposal for a third party administrator for plan year 2016.</li> </ul> <p><b>Wages</b></p> <ul style="list-style-type: none"> <li>• There will be no cost of living adjustment for fiscal years 2014-2015 and 2015-2016.</li> <li>• For fiscal year 2016-2017 a cost of living adjustment may be given, only if both: (a) the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and unincorporated municipal service area (UMSA) for July 1, 2015 equals or exceeds 13 percent; and (b) the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA for July 1, 2016, equals or exceeds 13 percent. If so, the cost of living adjustment will be increased for members of the Union effective the first pay period in October 2016. In the event the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA is at least 13 percent for both yearly periods, but is not the same, the cost of living adjustment will be increased using the higher of the two annual percent increases. <i>For purposes of this Agreement "Percent Change of Preliminary Taxable Value" will mean the percent change from the prior year preliminary taxable value to the current year's taxable value after new construction as set forth in the Miami-Dade County Property Appraiser's July 1st certification of the preliminary taxable values by taxing authority.</i></li> <li>• <b>This Agreement also contains an automatic "Me Too" clause, which provides that if any other bargaining unit receives a wage adjustment greater than those discussed above during the term of this Agreement, the Union will receive the same adjustment.</b></li> </ul> <p><b>Holidays and Holiday Premium Pay</b> The one holiday that was previously designated furlough day has been reinstated. Holiday premium pay was also reinstated. Additionally, Holiday Leave accrual will be increased from a maximum of 200 to a total of 240 hours for non-job basis employees.</p> <p><b>Night Shift Differential</b> Night shift pay differential has been increased from sixty cents (\$.60) to eighty cents (\$.80). The funding for night shift will be offset from health plan redesign savings specific to the Union.</p> <p><b>Pay Supplement</b> The \$50.00 biweekly pay supplement was reinstated.</p> <p><b>Flex Dollars</b> The County will resume the annual payment of \$1,000 of flex dollars distributed in bi-weekly increments to employees eligible for group health insurance. The County will also resume the bi-weekly \$5 flex dollars contributions to employees enrolled in the High Option HMO or the Select Network Plan.</p> <p><b>Sick Leave</b> Employees hired before January 1, 2015, will continue to be eligible for 100 percent payout of their accrued unused sick leave after 30 years of service. Employees hired after January 1, 2015, will be eligible for the 100 percent payout after 33 years of service based upon the Florida Retirement System plan changes.</p>

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	<p>Additionally, bargaining Unit employees with 20 or more years of continuous service may, upon written request, receive payment for the sick leave hours that qualify to be converted to annual leave each year.</p> <p><b>Attendance at Meetings</b> The Union President and Vice President will be released from duty with pay to administer this Agreement and American Federation of State County and Municipal Employees, A.F.L.-C.I.O., Miami-Dade County Aviation Department Employees Local 1542. The Union was given a bank of 2,500 hours to be used by Union representatives to process grievances, participate in approved Union activities and to attend Union functions. These hours will be granted each year of this Agreement and does not carry over to other years.</p> <p><b>Voting</b> Only when there are no early voting or absentee ballot options available, the County may allow employees reasonable time off with pay, not to exceed one hour, to vote in each local and general election.</p> <p><b>On-Call</b> Memorializing the current practice that the employees of the Information Technology Department (ITD) in the position classifications of Airport Computer Operating Specialist, Airport Systems Analyst Programmer 1, Airport Systems Analyst Programmer 2 and Airport Operating System Programmer, when placed on regular rotating scheduled on-call status by their Department Director or his authorized representative(s) will receive compensation in the amount of two pay step during such on-call period.</p> <p><b>Call Back</b> The call back guarantee which was previously reduced to one hour has been restored to four hours.</p>
<b>Special Item No. 3 142069</b>	RESOLUTION APPROVING AND RATIFYING THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), SOLID WASTE EMPLOYEES, LOCAL 3292; AUTHORIZING THE COUNTY MAYOR TO EXECUTE THE AGREEMENT; WAIVING RESOLUTION NO. R-130-06
<b>Notes</b>	<p>The proposed resolution approves and ratifies the 2014-2017 Collective Bargaining Agreement (Agreement) between Miami-Dade County and the American Federation of State, County and Municipal Employees, Solid Waste Employees, Local 3292 (Union). This is a three year contract for the period of October 1, 2014 through September 30, 2017.</p> <p><i>This Agreement is awaiting a Union membership ratification vote on September 25, 2014. The Board will be advised of the final results of the Union ratification vote at the time of the consideration of this item at its Special Meeting.</i></p> <p><b>Fiscal Impact/Funding Source</b> The restoration of all snap back provisions (leadworker, daily overtime, safety incentive bonus, uniform allowance, night differential, safe driving award, flex benefits, premium pay, and various pay supplements), valued at \$2.055 million, is funded in the FY 2014-15 Adopted Budget. The health plan redesign savings specific to this Union totals an estimated \$1.245 million. If necessary, a budget amendment will be presented to the Board at a later date to reflect any adjustments required by the modifications in this Agreement.</p> <p>This Agreement also makes provisions for a cost of living adjustment in FY 2016-17 should established targets for ad valorem revenue growth be met. Each one percent increase in base salary has an estimated impact of \$358,000, which would be funded by Public Works and Waste Management solid waste proprietary revenues.</p> <p><b>Background</b> One of the more significant changes from the current agreement is the new "Select Network" health insurance option, which is the result of a recommendation to the County Mayor by the Health Care Committee. Furthermore, this Agreement eliminates contractual concessions that the Union agreed to in the 2011-2014 agreement. Employees covered under this Agreement will continue to be eligible for merit increases and longevity bonuses during the term of this Agreement.</p> <p>The following is a summary of the contractual changes affecting the employees covered by this Agreement:</p> <p><b>Group Health Insurance</b></p> <ul style="list-style-type: none"> <li>• A new "Select Network" Plan will be offered to Union members. The Select Network Plan provides the same level of benefits as the current High Option HMO. The Low Option HMO will be discontinued for plan year 2015. Union members that choose single employee coverage under the Select Network premiums will be at a cost of zero dollars. Single employee coverage for members who wish to continue their current health care plans will pay premiums of \$75.00 for the High Option HMO and \$100.00 for the POS bi-weekly. The Select Network Plan provides an average of 20 percent reduction in the overall cost of premiums for dependent care in the Select Network Plan, whereas the High HMO and POS dependent care premiums will remain at their current rate for the first plan year of the Agreement. Throughout the term of this Agreement there will be a \$0 cost option provided for single employee coverage for members of the bargaining unit.</li> <li>• Miami-Dade County will create a Health Care Cost Committee.</li> <li>• Miami-Dade County will formulate a Request for Proposal for a third party administrator for plan year 2016.</li> </ul> <p><b>Wages</b></p> <ul style="list-style-type: none"> <li>• There will be no cost of living adjustment for fiscal years 2014-2015 and 2015-2016.</li> <li>• For fiscal year 2016-2017 a cost of living adjustment may be given, only if both: (a) the sum of the combined Percent Change</li> </ul>

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	<p>of Preliminary Taxable Value for Countywide and unincorporated municipal service area (UMSA) for July 1, 2015 equals or exceeds 13 percent; and (b) the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA for July 1, 2016, equals or exceeds 13 percent. If so the cost of living adjustment will be increased for members of the Union effective the first pay period in October 2016. In the event the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA is at least 13 percent for both yearly periods, but is not the same, the cost of living adjustment will be increased using the higher of the two annual percent increases provided in the table below. <i>For purposes of this Agreement "Percent Change of Preliminary Taxable Value" will mean the percent change from the prior year preliminary taxable value to the current year's taxable value after new construction as set forth in the Miami-Dade County Property Appraiser's July 1st certification of the preliminary taxable values by taxing authority.</i></p> <ul style="list-style-type: none"> <li>• <b>This Agreement also contains an automatic "Me Too" clause, which provides that if any other bargaining unit receives a wage adjustment greater than those discussed above during the term of this Agreement, the Union will receive the same adjustment.</b></li> </ul> <p><b>Leadworker</b> Leadworker differential of one step was reinstated.</p> <p><b>Sick Leave</b> Employees hired before January 1, 2015, will continue to be eligible for 100 percent payout of their accrued unused sick leave after 30 years of service. Employees hired after January 1, 2015, will be eligible for the 100 percent payout after 33 years of service based upon the Florida Retirement System plan changes.</p> <p><b>Leave With Pay</b> The Union President and Vice President will be released from duty with pay to administer this Agreement. The Union was given a bank of 2,500 hours to be used by Union representatives to process grievances, participate in approved Union activities, and to attend Union functions. These hours will be granted each year of this Agreement and does not carry over to other years.</p> <p><b>Voting</b> Only when there are no early voting or absentee ballot options available, the County may allow employees reasonable time off with pay, not to exceed one hour, to vote in each local and general election.</p> <p><b>Overtime</b> Daily overtime was reinstated.</p> <p><b>Safety Incentive Bonus Plan</b> The safety incentive bonus plan for reducing the accident frequency rate was reinstated.</p> <p><b>Uniform Allowance</b> The annual uniform allowance was reinstated from \$125 to \$250.</p> <p><b>Night Shift Differential</b> Night shift differential of two pay steps was reinstated.</p> <p><b>Safe Driving Award</b> The safe driving award was reinstated.</p> <p><b>Flex Dollars</b> The County will resume the annual payment of \$1,000 of flex dollars distributed in bi-weekly increments to employees eligible for group health insurance. The County will also resume the bi-weekly \$5 flex dollars contributions to employees enrolled in the High Option HMO or the Select Network Plan.</p> <p><b>Pay Supplements</b></p> <ul style="list-style-type: none"> <li>• The \$50.00 biweekly pay supplement was reinstated.</li> <li>• The one pay step differential for Trash Truck Driver 1 who are regularly assigned to operate roll-off vehicles was reinstated.</li> <li>• The \$20.00 biweekly pay supplement for Waste Equipment Operators who are certified Solid Waste Landfill Operators in accordance with the Florida Solid Waste Act was reinstated.</li> </ul>
<b>Special Item No. 4 142065</b>	RESOLUTION APPROVING AND RATIFYING THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 - SUPERVISORY UNIT; AUTHORIZING THE COUNTY MAYOR TO EXECUTE THE AGREEMENT; WAIVING RESOLUTION NO. R-130-06
<b>Notes</b>	The proposed resolution approves and ratifies the 2014-2017 Collective Bargaining Agreement (Agreement) between Miami-Dade County and the Government Supervisors Association of Florida, OPEIU, Local 100 Supervisory Employees Unit (Union). This is a three year contract for the period of October 1, 2014 through September 30, 2017.  <i>This Agreement was ratified by the Union membership on September 4, 2014.</i>

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	<p><b>Fiscal Impact/Funding Source</b> The restoration of all snap back provisions (holidays and holiday premiums, flex benefits, premium pay), valued at \$17.386 million, is funded in the FY 2014-15 Adopted Budget. The restoration of night differential valued at \$787,000 will be offset from health plan redesign savings specific to GSAF/OPEIU Local 100 Supervisory Employees Unit, which totals an estimated \$5.915 million. If necessary, a budget amendment will be presented to the Board at a later date to reflect any adjustments required by the modifications in this Agreement.</p> <p>This Agreement also makes provisions for a cost of living adjustment in FY 2016-17 should established targets for ad valorem revenue growth be met. Each one percent increase in base salary has an estimated impact of \$2.777 million, which the general fund portion (\$545,000) would be offset by the requisite ad valorem revenue growth.</p> <p><b>Background</b> One of the more significant changes from the current agreement is the new "Select Network" health insurance option, which is the result of a recommendation to the County Mayor by the Health Care Committee. Furthermore, this Agreement eliminates contractual concessions that the Union agreed to in the 2011-2014 agreement. Employees covered under this Agreement will continue to be eligible for merit increases and longevity bonuses during the term of this Agreement.</p> <p>The following is a summary of the contractual changes affecting the employees covered by this Agreement:</p> <p><b>Group Health Insurance</b></p> <ul style="list-style-type: none"> <li>• A new "Select Network" Plan will be offered to Union members. The Select Network Plan provides the same level of benefits as the current High Option HMO. The Low Option HMO will be discontinued for plan year 2015. Union members that choose single employee coverage under the Select Network premiums will be at a cost of zero dollars. Single employee coverage for members who wish to continue their current health care plans will pay premiums of \$75.00 for the High Option HMO and \$100.00 for the POS bi-weekly. The Select Network Plan provides an average of 20 percent reduction in the overall cost of premiums for dependent care in the Select Network Plan, whereas the High HMO and POS dependent care premiums will remain at their current rate for the first plan year of the agreement. Throughout the term of this Agreement there will be a \$0 cost option provided for single employee coverage for members of the bargaining unit.</li> <li>• Miami-Dade County will create a Health Care Cost Committee.</li> <li>• Miami-Dade County will formulate a Request for Proposal for a third party administrator for plan year 2016.</li> </ul> <p><b>Wages</b></p> <ul style="list-style-type: none"> <li>• There will be no cost of living adjustment for fiscal years 2014-2015 and 2015-2016.</li> <li>• For fiscal year 2016-2017 a cost of living adjustment may be given, only if both: (a) the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and unincorporated municipal service area (UMSA) for July 1, 2015 equals or exceeds 13 percent; and (b) the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA for July 1, 2016, equals or exceeds 13 percent. If so the cost of living adjustment will be increased for members of the Union effective the first pay period in October 2016. In the event the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA is at least 13 percent for both yearly periods, but is not the same, the cost of living adjustment will be increased using the higher of the two annual percent increases. <i>For purposes of this Agreement "Percent Change of Preliminary Taxable Value" will mean the percent change from the prior year preliminary taxable value to the current year's taxable value after new construction as set forth in the Miami-Dade County Property Appraiser's July 1st certification of the preliminary taxable values by taxing authority.</i></li> <li>• <b>This Agreement also contains an automatic "Me Too" clause, which provides that if any other bargaining unit receives a wage adjustment greater than those discussed above during the term of this Agreement, the Union will receive the same adjustment.</b></li> </ul> <p><b>Sick Leave</b> Employees hired before January 1, 2015, will continue to be eligible for 100 percent payout of their accrued unused sick leave after 30 years of service. Employees hired after January 1, 2015, will be eligible for the 100 percent payout after 33 years of service based upon the Florida Retirement System plan changes.</p> <p><b>Leave With Pay</b> The Union President and one additional County bargaining unit employee will be released from duty with pay to administer this Agreement and the Government Supervisors Association of Florida, OPEIU, Local 100 Professional Employees Agreement. The Union was given a bank of 2,500 hours to be used by Union representatives to process grievances, participate in approved Union activities, and to attend Union functions. These hours will be granted each year of this Agreement and does not carry over to other years.</p> <p><b>Holidays and Holiday Premium Pay</b> The six holidays that were previously designated furlough days have been reinstated. The two additional furlough days were deleted from this Agreement. Holiday premium pay was also reinstated.</p> <p><b>Night Shift Differential</b> Night shift differential of two pay steps was reinstated. The funding for night shift will be offset from health plan redesign savings</p>

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	<p>specific to the Union.</p> <p><b>Flex Dollars</b> The County will resume the annual payment of \$1,000 of flex dollars distributed in bi-weekly increments to employees eligible for group health insurance. The County will also resume the bi-weekly \$5 flex dollars contributions to employees enrolled in the High Option HMO or the Select Network Plan.</p> <p><b>Job Basis</b> Administrative leave was reinstated for job basis employees who work a minimum of 32 hours in excess of their normal schedule for each contract year of this Agreement.</p> <p><b>Voting</b> Only when there are no early voting or absentee ballot options available, the County may allow employees reasonable time off with pay, not to exceed one hour, to vote in each local and general election.</p> <p><b>Pay Supplement</b> The \$50.00 biweekly pay supplement was reinstated.</p> <p><b>Memorandum of Understanding</b> In FY 2014-15 only, the savings generated as a result of the Union members agreeing to the implementation of the Health Care Redesign (Article 38 – Group Health Insurance) will be used to benefit Union members as determined by the County after discussion with the Union. This memorandum of understanding and its contents are not subject to arbitration under Article 8 of the Agreement.</p>
<b>Special Item No. 5 142066</b>	RESOLUTION APPROVING AND RATIFYING THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100 - PROFESSIONAL UNIT; AUTHORIZING THE COUNTY MAYOR TO EXECUTE THE AGREEMENT; WAIVING RESOLUTION NO. R-130-06
<b>Notes</b>	<p>The proposed resolution approves and ratifies the 2014-2017 Collective Bargaining Agreement (Agreement) between Miami-Dade County and the Government Supervisors Association of Florida, OPEIU, Local 100 Professional Employees Unit (Union). This is a three year contract for the period of October 1, 2014 through September 30, 2017.</p> <p><i>This Agreement was ratified by the Union membership on September 4, 2014.</i></p> <p><b>Fiscal Impact/Funding Source</b> The restoration of all snap back provisions (holidays and holiday premiums, flex benefits, premium pay), valued at \$6.481 million, is funded in the FY 2014-15 Adopted Budget. The restoration of night differential valued at \$156,000 will be offset from health plan redesign savings specific to this Union, which totals an estimated \$2.265 million. If necessary, a budget amendment will be presented to the Board at a later date to reflect any adjustments required by the modifications in this Agreement.</p> <p>This Agreement also makes provisions for a cost of living adjustment in FY 2016-17 should established targets for ad valorem revenue growth be met. Each one percent increase in base salary has an estimated impact of \$1.025 million of which the general fund portion (\$279,000) would be offset by the requisite ad valorem revenue growth.</p> <p><b>Background</b> One of the more significant changes from the current agreement is the new “Select Network” health insurance option, which is the result of a recommendation to the County Mayor by the Health Care Committee. Furthermore, this Agreement eliminates contractual concessions that the Union agreed to in the 2011-2014 agreement. Employees covered under this Agreement will continue to be eligible for merit increases and longevity bonuses during the term of this Agreement.</p> <p>The following is a summary of the contractual changes affecting the employees covered by this Agreement:</p> <p><b>Group Health Insurance</b></p> <ul style="list-style-type: none"> <li>• A new “Select Network” Plan will be offered to Union members. The Select Network Plan provides the same level of benefits as the current High Option HMO. The Low Option HMO will be discontinued for plan year 2015. Union members that choose single employee coverage under the Select Network premiums will be at a cost of zero dollars. Single employee coverage for members who wish to continue their current health care plans will pay premiums of \$75.00 for the High Option HMO and \$100.00 for the POS bi-weekly. The Select Network Plan provides an average of 20 percent reduction in the overall cost of premiums for dependent care in the Select Network Plan, whereas the High HMO and POS dependent care premiums will remain at their current rate for the first plan year of the Agreement. Throughout the term of this Agreement there will be a \$0 cost option provided for single employee coverage for members of the bargaining unit.</li> <li>• Miami-Dade County will create a Health Care Cost Committee.</li> <li>• Miami-Dade County will formulate a Request for Proposal for a third party administrator for plan year 2016.</li> </ul> <p><b>Wages</b></p> <ul style="list-style-type: none"> <li>• There will be no cost of living adjustment for fiscal years 2014-2015 and 2015-2016.</li> <li>• For fiscal year 2016-2017 a cost of living adjustment may be given, only if both: (a) the sum of the combined Percent Change</li> </ul>

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	<p>of Preliminary Taxable Value for Countywide and unincorporated municipal service area (UMSA) for July 1, 2015 equals or exceeds 13 percent; and (b) the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA for July 1, 2016, equals or exceeds 13 percent. If so the cost of living adjustment will be increased for members of the Union effective the first pay period in October 2016. In the event the sum of the combined Percent Change of Preliminary Taxable Value for Countywide and UMSA is at least 13 percent for both yearly periods, but is not the same, the cost of living adjustment will be increased using the higher of the two annual percent increases provided in the table below. <i>For purposes of this Agreement "Percent Change of Preliminary Taxable Value" will mean the percent change from the prior year preliminary taxable value to the current year's taxable value after new construction as set forth in the Miami-Dade County Property Appraiser's July 1st certification of the preliminary taxable values by taxing authority.</i></p> <ul style="list-style-type: none"> <li>• <b>This Agreement also contains an automatic "Me Too" clause, which provides that if any other bargaining unit receives a wage adjustment greater than those discussed above during the term of this Agreement, the Union will receive the same adjustment.</b></li> </ul> <p><b>Sick Leave</b> Employees hired before January 1, 2015, will continue to be eligible for 100 percent payout of their accrued unused sick leave after 30 years of service. Employees hired after January 1, 2015, will be eligible for the 100 percent payout after 33 years of service based upon the Florida Retirement System plan changes.</p> <p><b>Leave With Pay</b> The Union President and one additional County bargaining unit employee will be released from duty with pay to administer this Agreement and the Government Supervisors Association of Florida, OPEIU, Local 100 Supervisory Employees Agreement. The Union was given a bank of 2,500 hours to be used by Union representatives to process grievances, participate in approved Union activities, and to attend Union functions. These hours will be granted each year of this Agreement and does not carry over to other years.</p> <p><b>Holidays and Holiday Premium Pay</b> The six holidays that were previously designated furlough days have been reinstated. The two additional furlough days were deleted from this Agreement. Holiday premium pay was also reinstated.</p> <p><b>Night Shift Differential</b> Night shift differential of two pay steps was reinstated. The funding for night shift will be offset from health plan redesign savings specific to the Union.</p> <p><b>Flex Dollars</b> The County will resume the annual payment of \$1,000 of flex dollars distributed in bi-weekly increments to employees eligible for group health insurance. The County will also resume the bi-weekly \$5 flex dollars contributions to employees enrolled in the High Option HMO or the Select Network Plan.</p> <p><b>Job Basis</b> Administrative leave was reinstated for job basis employees who work a minimum of 32 hours in excess of their normal schedule for each contract year of this Agreement.</p> <p><b>Voting</b> Only when there are no early voting or absentee ballot options available, the County may allow employees reasonable time off with pay, not to exceed one hour, to vote in each local and general election.</p> <p><b>Pay Supplement</b> The \$50.00 biweekly pay supplement was reinstated.</p> <p><b>Memorandum of Understanding</b> In FY 2014-15 only, the savings generated as a result of the Union members agreeing to the implementation of the Health Care Redesign (Article 38 – Group Health Insurance) will be used to benefit Union members as determined by the County after discussion with the Union. This memorandum of understanding and its contents are not subject to arbitration under Article 8 of the Agreement.</p>
<b>Special Item No. 6 142073</b>	RESOLUTION AUTHORIZING THE COUNTY MAYOR OR COUNTY MAYOR'S DESIGNEE TO AMEND CONTRACT NO. 559 WITH AVMED, INC. D/B/A AVMED HEALTH PLANS FOR THE PROVISION OF SELF-FUNDED MEDICAL PROGRAM, TO ACHIEVE COST SAVINGS BY MODIFICATION OF PLAN DESIGN AND TO EXECUTE SUCH AMENDMENTS ON BEHALF OF MIAMI-DADE COUNTY
<b>Notes</b>	<p>The proposed resolution authorizes the County Mayor or his designee to:</p> <ul style="list-style-type: none"> <li>• Identify and evaluate recommendations of the Labor Health Care Committee and potential changes to the County's Self-Funded Medical Program which may yield cost savings for the County and its employees while maintaining high levels of health care for County employees, retirees and their eligible dependents;</li> <li>• Negotiate amendments to Contract No. 559 to include modifications to the medical plan by implementing benefit design changes through additions or alterations to medical plan offerings which will provide a comprehensive level of plan benefits and realize such savings; and</li> <li>• Authorize and execute amendments of, or supplemental agreements to, Contract No. 559, in accordance with Section 2-</li> </ul>

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	<p>8.1(b)(2) of the Code of Miami-Dade County, to achieve such cost savings on behalf of Miami-Dade County.</p> <p>The Mayor or his designee will prepare and submit a written report to the BCC detailing the terms of amendments or supplemental agreements to Contract No. 559 no later than twenty (20) days from the date of execution of each amendment or supplemental agreement and will place the completed report on an agenda of the BCC pursuant to Ordinance No. 14-65.</p> <p><b><u>Additional Information</u></b>  On February 27, 2014, the Mayor established a Labor Healthcare Committee (LHC) to evaluate all possibilities available to Miami-Dade County and Jackson Health Systems as it relates to healthcare issues and the rising costs associated with healthcare. One of the main goals of the LHC was to provide a venue for the Administration and the Labor Unions to share information about current plan design, the challenges which lie ahead with regard to healthcare and compliance with the Affordable Care Act, and the possibilities and recommendations moving forward. On July 29, 2014, the LHC provided their Final Report and Considerations. The report provides a summary of the topics discussed as well as considerations being offered to the Mayor and the BCC when discussing potential changes to the County's and Jackson Health Systems' current benefit design plans.</p> <p>The LHC held eight meetings from March 11, 2014 to July 23, 2014 to discuss various topics. The following topics were discussed by the LHC at the meetings:</p> <ul style="list-style-type: none"> <li>• Affordable Care Act Overview;</li> <li>• Miami-Dade County/Jackson Health System Enrollment;</li> <li>• Cost of Healthcare;</li> <li>• Av-Med- Miami-Dade County's Third Party Administrator;</li> <li>• AvMed's Select Network;</li> <li>• Promoting Jackson Health Systems;</li> <li>• Utilization of Services;</li> <li>• Benefit Design Changes;</li> <li>• Wellness Programs;</li> <li>• Disease Management Program; and</li> <li>• "Jackson First" Option</li> </ul> <p>As a result of deliberations and assessment of the information discussed, the LHC presented the following items in the Final Report for consideration:</p> <ol style="list-style-type: none"> <li>1. Require AvMed to negotiate additional discounts with existing facilities/providers.</li> <li>2. Reduce the cost of dependent premiums for employees.</li> <li>3. Require a biweekly premium for High HMO and POS plans for employees with single coverage.</li> <li>4. Promote JHS and provide greater opportunities for employees to use "County Hospital."</li> <li>5. Solicit competition via a Request for proposal (RFP) for a Third Party Administrator (TPA) every two years. Prepare RFP in 2014 for 2016 plan year.</li> <li>6. Offer the Select Network to Miami-Dade County employees (provides high level of benefits with lower dependent premium and no premiums for single coverage).</li> <li>7. Enhance current Wellness Program. Hire a full-time person to develop, coordinate and, manage wellness activities.</li> <li>8. Consider implementing a Disease Management Program.</li> <li>9. Establish a joint labor management group (Cost Containment Committee) to review healthcare trends, utilization, etc., on a quarterly basis.</li> <li>10. Avoid shifting healthcare costs to employees if possible, while continuing to reduce the overall cost of healthcare to the County.</li> <li>11. Consider offering "Jackson First" option to all County and JHS employees.</li> <li>12. Conduct "forensic" audits of all claims on an annual basis.</li> <li>13. Explore building state of the art modernized health clinics (similar to the New York model – more information available on the Labor Healthcare Committee website).</li> <li>14. Initiate an education campaign to provide information to employees about the NEW Select Plan as well as the existing plans.</li> </ol>
	<p><b><u>Additional Information- Pertaining to remaining Bargaining Units</u></b></p> <p>The Mayor's Memorandum dated September 25, 2014, the September <i>Status of Labor Negotiations for Collective Bargaining Agreements 2014-2017</i> provides the following information:</p> <ul style="list-style-type: none"> <li>• The County has reached tentative agreements with five out of ten bargaining units. (<i>Special Items No. 1- No. 5 on this Agenda</i>)</li> <li>• <b>AFSCME, Local 121 (Water and Sewer)</b>- As of September 25, 2014, the County has not received any contractual proposals from AFSCME, Local 121. A second negotiation session is scheduled for Monday, September 29, 2014, various outstanding issues include, but are not limited to: Health plan redesign; Gainsharing Memorandum of Understanding; Employee initiated internal department transfers; and Full-time releases and a bank of service hours for union activity.</li> </ul>

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	<ul style="list-style-type: none"> <li>• <b>Internal Association of Fire Fighter, Local 1403 (Fire)</b>- As of September 25, 2014, a third negotiation session has not been scheduled nor has the County received any contractual proposals from IAFF. Various outstanding issues include, but are not limited to: Maximum number of leave days per shift (formerly called battalion days); Apparatus staffing levels; Random drug and alcohol testing; Temporary restricted duty procedures for service connected and non-service connected injury/illness; Overpayment provisions; Retiree Insurance Payment (\$350,000); Full-time releases and a bank of service hours for union activity; and Discussion regarding supplements which apply to all employees in a classification.</li> <li>• <b>Dade County Police Benevolent Association Rank &amp; File and Supervisory Units</b>- As of September 25, 2014, the County has not received any contractual proposals from the PBA. Various outstanding issues include, but are not limited to: Health plan redesign; Annual bid for Correctional Officers; Overpayment provisions; Retiree Insurance Payment (\$350,000); Full-time releases and a bank of service hours for union activity; and Discussion regarding supplements which apply to all employees in a classification.</li> <li>• <b>Transport Workers Union, Local 291</b>- The third negotiation session is scheduled for Wednesday, October 22, 2014. Various outstanding issues include, but are not limited to: Health plan redesign; Eliminate daily overtime and replace with overtime in excess of forty hours per week; Eliminate overtime pay when leave is used- Employee will be entitled to eight hours pay (full-time) or four hour pay (part-time) for sick, annual (or other leave types) and will not be entitled to run pay; Miami-Dade Transit Department will determine the number of part-time employees based on service needs (includes bus, rail facilities maintenance and revenue); Reduce full-time releases to the Union President and Vice President; Open assignments may be offered to regular operators as determined by management in addition to their regular run selection; and Rail Addendum- Maintenance employees will operate trains in the yard as required.</li> </ul>
	<p><b>Additional Information</b></p> <p>The Board of County Commissioners created the Compensation and Benefits Review Ad Hoc Committee (Ad Hoc Committee) to review employment and benefits policies and practices of County employees. The Ad Hoc Committee held numerous meetings and analyzed a voluminous amount of information and on March 20, 2013 submitted to the Board its Final Report containing suggestions and recommendations. The Ad Hoc Committee held nine (9) meetings from May 1, 2012 through December 13, 2012. The issues discussed included, pay plan design, pay supplements, executive benefits, temporary and part-time employees and leave provisions.</p> <p>The final report included the following five (5) recommendations:</p> <ul style="list-style-type: none"> <li>• Reduce the number of job classifications.</li> <li>• Cap yearly salary increases (attributed to merit increases and Cost of Living (COLA) increases to a maximum of five percent (5%) annually.</li> <li>• Evaluate long-term, part-time, employees on an annual basis to determine whether a full-time position would be more cost effective, unless otherwise prohibited by collective bargaining agreements.</li> <li>• Restructure the pay plan with open ranges and reduce the new hire rate by approximately 9-10% (2 steps), thus implementing an additional tier to the County's already existing multi tier pay plan.</li> <li>• For New Hires Only- Limit sick leave payouts to a maximum of 600 hours and calculate the payout rate at an average of the employee's total earnings, rather than at the rate earned at separation.</li> </ul> <p>Additionally, the final report included the following four (4) Suggestions/Menu items:</p> <ul style="list-style-type: none"> <li>• For New Hires Only- Reduce bankable annual leave from 500 to 300 hours.</li> <li>• Provide employees with one-time bonus, in lieu of a COLA and/or merit increase, during times of fiscal hardships and/or once the maximum rate of the pay plan is reached.</li> <li>• Negotiate changes to the current layoff policy, to provide civil service credit for exempt service.</li> <li>• Review the pay plan every three (3) years with comparable governments/entities to remain competitive and/or conduct market research.</li> </ul> <p>On October 1, 2013, the BCC, adopted Resolution No. 815-13, directing the Mayor or his designee to negotiate with the collective bargaining agents representing County employees for the purpose of implementing recommendation number five and suggestion number one from the March 20, 2013 Final Report of the Compensation and Benefits Review Ad Hoc Committee which would limit the payout of sick leave for newly-hired County employees to a maximum of 600 hours with the payout to be calculated at the average rate of an employee's earnings and would reduce the maximum accrual limit for annual leave from 500 hours to 300 hours for newly-hired employees only.</p> <p>Additionally, on October 1, 2013, the BCC adopted R-816-13, directing the Mayor or his designee to negotiate with the collective bargaining agents representing County employees for the purpose of implementing the following recommendations from the March 20, 2013 Final Report of the Compensation and Benefits Review Ad Hoc Committee:</p> <ul style="list-style-type: none"> <li>• Reduce the number of job classifications in the County Pay Plan;</li> <li>• Combine the merit and cost of living adjustment (COLA) to a maximum of 5% annually;</li> <li>• Evaluate long-term part-time employees to determine if eligible for full-time conversion;</li> <li>• Restructure the Pay Plan with open ranges and reduce the new hire rate by approximately 9-10% (2 steps), thus implementing an additional tier to the Pay Plan;</li> <li>• For New Hires Only- Limit sick leave payments to a maximum of 600 unused sick leave hours and calculate the payout rate at a weighted average of the employee's total earnings, rather than at the rate earned at separation.</li> </ul>