

MEMORANDUM

Agenda Item No. 14(A)(5)

TO: Honorable Chairman Anthony Rodriguez
and Members, Board of County Commissioners

DATE: March 17, 2026

FROM: Geri Bonzon-Keenan
County Attorney

SUBJECT: Resolution approving and ratifying April 2026 cost of living adjustment under the 2025-2026 re-opener provision in the 2023-2026 collective bargaining agreement by and among Miami Dade County, the Public Health Trust and the Committee of Interns and Residents (CIR)

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Roberto J. Gonzalez.



Geri Bonzon-Keenan
County Attorney

GBK/wm

MDC001



MEMORANDUM
(Revised)

TO: Honorable Chairman Anthony Rodriguez
and Members, Board of County Commissioners

DATE: March 17, 2026

FROM: 
Gen Bonzon-Keenan
County Attorney

SUBJECT: Agenda Item No. 14(A)(5)

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**
- Statement of social equity required**
- Ordinance creating a new board requires detailed County Mayor’s report for public hearing**
- No committee review**
- Applicable legislation requires more than a majority vote (i.e., 2/3’s present ____, 2/3 membership ____, 3/5’s ____, unanimous ____, majority plus one ____, CDMP 7 vote requirement per 2-116.1(3)(h) or (4)(c) ____, CDMP 2/3 vote requirement per 2-116.1(3) (h) or (4)(c) ____, CDMP 9 vote requirement per 2-116.1(4)(c) (2) ____) 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)(5)
3-17-26

RESOLUTION NO. _____

RESOLUTION APPROVING AND RATIFYING APRIL 2026 COST OF LIVING ADJUSTMENT UNDER THE 2025-2026 RE-OPENER PROVISION IN THE 2023-2026 COLLECTIVE BARGAINING AGREEMENT BY AND AMONG MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND THE COMMITTEE OF INTERNS AND RESIDENTS (CIR)

WHEREAS, the CEO and staff of the Public Health Trust of Miami-Dade County (hereinafter referred to as “PHT”) which operates the Jackson Health System have negotiated in good faith with representatives of the Committee of Interns and Residents Union (hereinafter referred to as “CIR”) which is the duly certified collective bargaining agent representing bargaining unit members of the Committee of Interns and Residents employed by the PHT; and

WHEREAS, such negotiations have resulted in a tentative agreement between the PHT and the CIR providing for a four percent cost of living adjustment, effective April 12, 2026, under the 2025-2026 re-opener provision in the 2023-2026 Collective Bargaining Agreement (the “re-opener agreement”), a copy of which is attached to the accompanying memorandum from the Chairman of the Board of Trustees of the Public Health Trust and incorporated herein by reference (“memorandum”); and

WHEREAS, the CEO and the Board of Trustees of the PHT desire to accomplish the purposes of this tentative re-opener agreement between the PHT and the CIR and recommend that the tentative re-opener agreement be approved and ratified; and

WHEREAS, the tentative re-opener agreement was ratified by the bargaining unit members of CIR on February 2, 2026; and

WHEREAS, on February 25, 2026, the Board of Trustees of the PHT adopted Resolution No. PHT 02/2026-0014 that accepted the tentative re-opener agreement and has requested that this Board approve and ratify it; and

WHEREAS, Chapter 25A of the Code of Miami-Dade County provides that the PHT shall not be authorized to enter into a contract with a labor union or other organization representing employees without first having obtained the approval of the Board of County Commissioners; and

WHEREAS, in addition, Miami-Dade County and the PHT have a joint employer relationship for collective bargaining purposes under state public employee relations laws, Chapter 447, Florida Statutes, as determined by the Florida Public Employees Relations Commission; and

WHEREAS, as such, the PHT does not have the independent authority to enter into labor contracts, and the County, as a matter of state law, is a party to and is bound by the contracts with the PHT's labor unions; and

WHEREAS, this Board desires to approve and ratify the April 2026 cost of living adjustment under the 2025-2026 re-opener provision in the 2023-2026 collective bargaining agreement, and accomplish the purposes outlined in the accompanying memorandum,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board hereby approves and ratifies the re-opener agreement by and among Miami-Dade County, the Public Health Trust, and the CIR providing for a four percent cost of living adjustment, effective April 12, 2026, under the 2025-2026 re-opener provision in the parties' collective bargaining agreement for the period of October 1, 2023 through September 30, 2026, in substantially the form attached to the accompanying memorandum and made a part hereof.

The Prime Sponsor of the foregoing resolution is Commissioner Roberto J. Gonzalez. It was offered by Commissioner _____, who moved its adoption. The motion was seconded by Commissioner _____ and upon being put to a vote, the vote was as follows:

Anthony Rodriguez, Chairman	
Kionne L. McGhee, Vice Chairman	
Marleine Bastien	Juan Carlos Bermudez
Sen. René García	Oliver G. Gilbert, III
Roberto J. Gonzalez	Keon Hardemon
Danielle Cohen Higgins	Vicki L. Lopez
Natalie Milian Orbis	Raquel A. Regalado
Micky Steinberg	

The Chairperson thereupon declared this resolution duly passed and adopted this 17th day of March, 2026. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County 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

JUAN FERNANDEZ-BARQUIN, CLERK

By: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.



Marlon D. Moffett

MEMORANDUM

Date: March 17, 2026

To: Honorable Chairman Anthony Rodriguez
and Members, Board of County Commissioners

From: Amadeo Lopez-Castro III
Chairman, Public Health Trust Board of Trustees

Subject: Approval of April 2026 Cost of Living Adjustment (COLA) Under the 2025-2026 Re-opener Provision of the 2023-2026 Collective Bargaining Agreement between Miami-Dade County, Florida, The Public Health Trust and the Committee of Interns and Residents (CIR) (Approximately 1,200 Employees)

Recommendation

It is recommended that the Board of County Commissioners (Board) approve and ratify a four (4) percent cost of living adjustment effective April 12, 2026, which has been negotiated under the 2025-2026 re-opener provision in the 2023-2026 Collective Bargaining Agreement between Miami-Dade County, Florida, The Public Health Trust and the Committee of Interns and Residents (“CIR”) Bargaining Unit (the “CBA”). This agreement covers approximately one thousand two hundred (1,200) employees of the PHT.

Scope

The impact of this agenda item affects all full-time and part-time employees of the Jackson Health System who are members of the CIR Bargaining Unit.

Fiscal Impact/Funding Source

The annual impact for the cost of living adjustment (COLA) that goes into effect April 12, 2026 would be \$3,832,394. The COLA re-opener would be funded from operating revenues as documented in the PHT financial statements. In no event would capital revenues, including proceeds from any general-obligation bond, be used to fund this program.

Track Record/Monitor

Monitoring and implementation of labor contracts is overseen by Michelle Kligman, Jackson Health System Executive Vice President and Chief Human Resource Officer.

Background

This agreement is a product of good-faith negotiations between management’s negotiating team and CIR. At the conclusion of bargaining for the 2023-2026 CBA, the parties agreed to a cost of living adjustment (COLA) re-opener for the 2024-2025 and 2025-2026 contract terms. Both parties have worked collaboratively and have agreed to increase the base wages of all full-time and part-time bargaining unit members by way of a four (4) percent COLA beginning April 12, 2026.

Terms of Agreement

The current CBA is a three (3) year agreement covering the period of October 1, 2023 through September 30, 2026. The CBA called for a COLA re-opener for the 2025-2026 contract year, under which the parties have tentatively agreed to a four (4) percent increase, as follows:

Article II – Salaries and Compensation

Third Year 2025-2026: Effective April 12, 2026, full-time and part-time employees will receive a four (4) percent cost of living adjustment to their base wages.

All other provisions of the CBA will remain unchanged.

TO: Amadeo Lopez-Castro III, Chairman
and Members, Public Health Trust Board of Trustees

FROM: Carlos A. Migoya
Chief Executive Officer

DATE: February 25, 2026

RE: Approval of April 2026 Cost-of-Living Adjustment (COLA) Under the 2025-2026 Re-Opener Provision of the 2023-2026 Collective Bargaining Agreement Between Miami-Dade County, Florida, The Public Health Trust, and the Committee of Interns and Residents (CIR) (Approximately 1,200 Employees)

Recommendation

It is recommended that the Public Health Trust Board of Trustees (PHT) approve this resolution recommending that the Miami-Dade Board of County Commissioners (BCC) approve a 4 percent cost-of-living adjustment (COLA) effective April 12, 2026, which has been negotiated under a re-opener provision in the 2023-2026 collective bargaining agreement between Miami-Dade County, Florida, The Public Health Trust, and the Committee of Interns and Residents (CIR) bargaining unit (the “CBA”). This agreement covers approximately 1,200 employees of the PHT.

Scope

The impact of this agenda item affects all full-time and part-time Jackson Health System employees who are members of the CIR bargaining unit.

Fiscal Impact/Funding Source

The annual impact for the COLA that goes into effect April 12, 2026 would be \$3,832,394. COLA re-opener would be funded from operating revenues as documented in the PHT financial statements. In no event would capital revenues, including proceeds from any general-obligation bond, be used to fund this program.

Track Record/Monitor

Monitoring and implementation of labor contracts is overseen by Michelle Kligman, Jackson Health System’s executive vice president and chief human resources officer.

Background

This agreement is a product of good-faith negotiations between management’s negotiating team and CIR. At the conclusion of bargaining for the 2023-2026 CBA, the parties agreed to a COLA re-opener for the 2024-2025 and 2025-2026 contract terms. Both parties have worked collaboratively and have agreed to increase the base wages of all full-time and part-time bargaining unit members by way of a 4 percent COLA beginning April 12, 2026.

Terms of Agreement

The current CBA is a three-year agreement covering the period of October 1, 2023 through September 30, 2026. The CBA called for a COLA re-opener for the 2025-2026 contract year, under which the parties have tentatively agreed to a 4 percent increase, as follows:

Article II – Salaries and Compensation

Third Year 2025-2026: Effective April 12, 2026, all full-time and part-time status bargaining unit employees shall receive a 4 percent COLA to their base wages.

All other provisions of the CBA will remain unchanged.

RESOLUTION NO. PHT 02/2026 - 014

RESOLUTION APPROVING APRIL 2026 COST-OF-LIVING ADJUSTMENT UNDER THE 2025-2026 RE-OPENER PROVISION IN THE 2023-2026 COLLECTIVE BARGAINING AGREEMENT BY AND AMONG MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST, AND THE COMMITTEE OF INTERNS AND RESIDENTS (CIR), AND FORWARDING SUCH AGREEMENT TO THE BOARD OF COUNTY COMMISSIONERS FOR RATIFICATION.

(Carlos A. Migoya, Chief Executive Officer, Jackson Health System)

WHEREAS, the Chief Executive Officer (CEO) and staff of the Public Health Trust have negotiated in good faith with representatives of the Committee of Interns and Residents Union (hereinafter referred to as "CIR") which is the duly certified collective bargaining agent representing bargaining unit members of the CIR employed by the Public Health Trust; and

WHEREAS, such negotiations have resulted in a four (4) percent Cost-of-Living Adjustment, effective April 12, 2026, under the 2025-2026 re-opener provision in the 2023-2026 Collective Bargaining Agreement, a copy of which is attached hereto and incorporated herein by reference; and

WHEREAS this 2026 Cost-of-Living Adjustment under the 2023-2026 Collective Bargaining Agreement was ratified by CIR, Local 1363 bargaining unit on February 2, 2026; and

WHEREAS, the CEO and the Board of Trustees desire to accomplish the purposes outlined in the accompanying memorandum and recommend ratification of the proposed re-opener agreement providing for a four (4) percent Cost-of-Living Adjustment, effective April 12, 2026.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE PUBLIC HEALTH TRUST OF MIAMI-DADE COUNTY, FLORIDA, that this Board hereby approves the four (4) percent Cost-of-Living Adjustment, effective April 12, 2026, under the 2023-2026 Collective Bargaining Agreement among Miami-Dade County, the Public Health Trust, and CIR for the period of October 1, 2023 through September 30, 2026, and hereby forwards the agreement to the Board of County Commissioners of Miami-Dade County for ratification and directs the CEO or his designee to take such action as necessary to seek such ratification.

**Agenda Item: 10.h
Public Health Trust Board of Trustees
February 25, 2026**

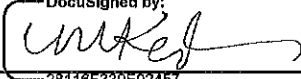
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The foregoing resolution was offered by Mojdeh L. Khaghan and the motion was seconded by Walter T. Richardson as follows:

Amadeo Lopez-Castro, III	Aye
Carmen M. Sabater	Excused
Antonio L. Argiz	Excused
Senator Alexis Calatayud	Excused
Abigail Price-Williams	Aye
Walter T. Richardson	Aye
Mojdeh L. Khaghan	Aye

The Chairperson thereupon declared the resolution as duly passed and adopted this 25th. day of February 2026.

PUBLIC HEALTH TRUST OF MIAMI-DADE COUNTY, FLORIDA

DocuSigned by:
 BY:  2/25/2026
 28116F339E92457 Mojdeh L. Khaghan, Secretary

Approved by the Miami-Dade County Attorney's Office as to form
And legal sufficiency


2/26/26

ATTACHMENT

**Jackson Health System and Committee of Interns and Residents
PHT Counterproposal
January 7, 2026**

**CIR Bargaining Unit
Article 2 – Salaries and Compensation**

SECTION 2: Pay Rates

A. Section 2: Pay Rates

A. Effective October 1, 2023, the PGY rates for all employees in the bargaining unit will be the following:

PGY 1	\$68,728
PGY 2	\$71,454
PGY 3	\$74,366
PGY 4	\$78,209
PGY 5	\$81,302
PGY 6	\$84,712
PGY 7	\$88,256
PGY 8	\$92,900

The PGY 8 rate will be for employees in the programs/fellowships of Plastic Surgery, Plastic Surgery-Hand, Neurosurgery Spine, Neurosurgery Neurocritical Care, Neurosurgery Neurological Oncology, Neurosurgery Stereotactic & Functional, Neurosurgery Peripheral Nerve Surgery, Neurosurgery Cerebrovascular & Skull Base, Neurosurgery Neuroendovascular, and Clinical Electrophysiology which require an eighth year of training based upon ACGME prerequisites. Employees who, due to change in specialty, incur an eighth year of training will not be eligible for the PGY 8 rate.

B. Effective April 13, 2025, the PGY rates for all employees in the bargaining unit will be the following:

PGY 1	\$70,789
PGY 2	\$73,597
PGY 3	\$76,597
PGY 4	\$80,555
PGY 5	\$83,741
PGY 6	\$87,253
PGY 7	\$90,903
PGY 8	\$95,687

C. ~~The parties agree to resume bargaining no later than June 1, 2025 for the sole purpose of negotiating a Cost of Living Adjustment (COLA).~~

Effective April 12, 2026, the PGY rates for all employees in the bargaining unit will be the following:

<u>PGY 1</u>	<u>\$73,620</u>
<u>PGY 2</u>	<u>\$76,541</u>
<u>PGY 3</u>	<u>\$79,661</u>
<u>PGY 4</u>	<u>\$83,777</u>
<u>PGY 5</u>	<u>\$87,091</u>
<u>PGY 6</u>	<u>\$90,743</u>
<u>PGY 7</u>	<u>\$94,539</u>
<u>PGY 8</u>	<u>\$99,515</u>

D. If the percentage increase as scheduled above fails to bring any HSO PGY yearly salary to the sixtieth percentile of the "Resident/Fellow Stipends Nationwide" as published in the most recent AAMC (Association of American Medical Colleges) survey then such salary level shall be immediately adjusted upward to reach that sum. Any salary adjustment based on the AAMC survey for the 2024 or 2025 academic years will be effective upon September 5 of the respective year.

E. All bargaining unit HSOs shall be paid and placed in pay status commencing on the first day of work. All bargaining unit HSOs beginning work in the month of June preceding the academic year shall be paid and placed in pay status commencing on the first day of work. All bargaining unit HSOs beginning work after the beginning of the academic year shall be paid and placed in pay status commencing on the first day of work. Work begins the earlier of the first day of Department orientation, PHT orientation, academic year or assigned work.

F. All bargaining unit members shall be paid pursuant to and placed on the above scales.

Tentatively Agreed to by:

Andreina Granado 1/7/2026
CIR

Michelle Kligman 1/7/26
Jackson Health System