

MEMORANDUM

Agenda Item No. 11(A)(12)

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

DATE: December 15, 2020

FROM: Geri Bonzon-Keenan
Successor County Attorney

SUBJECT: Resolution approving and ratifying memorandum of understanding by and among Miami-Dade County, the Public Health Trust and the Committee of Interns and Residents, which provides for a temporary retroactive one percent hazard pay increase to base pay to current bargaining unit employees assigned patients who tested positive or are under investigation for COVID-19

Resolution No. R-1259-20

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Acting Chairwoman Rebeca Sosa.



Geri Bonzon-Keenan
Successor County Attorney

GBK/smm



MEMORANDUM

(Revised)

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

DATE: December 15, 2020

FROM: 
Gen Bonzon-Keenan
Successor County Attorney

SUBJECT: Agenda Item No. 11(A)(12)

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 ____, 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) ____, or 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. 11(A)(12)
12-15-20

RESOLUTION NO. R-1259-20

RESOLUTION APPROVING AND RATIFYING
MEMORANDUM OF UNDERSTANDING BY AND AMONG
MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST
AND THE COMMITTEE OF INTERNS AND RESIDENTS,
WHICH PROVIDES FOR A TEMPORARY RETROACTIVE
ONE PERCENT HAZARD PAY INCREASE TO BASE PAY
TO CURRENT BARGAINING UNIT EMPLOYEES ASSIGNED
PATIENTS WHO TESTED POSITIVE OR ARE UNDER
INVESTIGATION FOR COVID-19

WHEREAS, on November 13, 2020, the Miami-Dade County Board of County Commissioners (“this Board”) adopted Resolution No. R-1157-20, directing the Public Health Trust of Miami-Dade County (hereinafter the “PHT”) to negotiate a temporary one percent hazard duty pay supplement with the collective bargaining agents representing employees that are assigned to work in close contact with patients that tested positive for or were suspected of having COVID-19; and

WHEREAS, consistent with the directive in Resolution No. R-1157-20, the President and staff of the PHT which operates the Jackson Health System have negotiated in good faith with representatives of the Committee of Interns and Residents (hereinafter referred to as “CIR”) which is the duly certified collective bargaining agent representing bargaining unit members of CIR employed by the PHT; and

WHEREAS, such negotiations have resulted in a memorandum of understanding between the PHT and CIR (hereinafter referred to as “MOU”), a copy of which is attached to the PHT Chairman’s Memorandum to this Board, which is incorporated herein by reference; and

WHEREAS, on November 24, 2020, the Board of Trustees of the PHT adopted PHT Resolution No. 11/2020-062 that approves the MOU and requests that this Board approve and ratify the MOU; and

WHEREAS, according to the accompanying memorandum, the President and the Board of Trustees of the PHT desire to accomplish the purposes of this MOU between the PHT and CIR and recommend that the MOU be approved and ratified; and

WHEREAS, the MOU is pending a ratification vote by the CIR bargaining unit members which is expected to be completed during December 2020; 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 this Board; 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

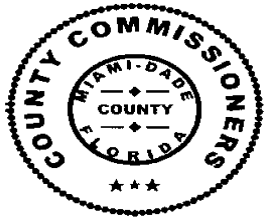
WHEREAS, this Board desires to accomplish the purposes outlined in the accompanying PHT Board Chairman's Memorandum,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board hereby approves and ratifies the memorandum of understanding between Miami-Dade County, the Public Health Trust and the CIR for the period of March 1, 2020 and continuing until December 30, 2020, in substantially the form attached to the accompanying PHT Chairman's Memorandum.

The Prime Sponsor of the foregoing resolution is Acting Chairwoman Rebeca Sosa. It was offered by Commissioner **José "Pepe" Diaz**, who moved its adoption. The motion was seconded by Commissioner **Rebeca Sosa** and upon being put to a vote, the vote was as follows:

	Rebeca Sosa, Acting Chairwoman	aye	
Jose "Pepe" Diaz	aye	Sen. René García	aye
Oliver G. Gilbert, III	aye	Keon Hardemon	aye
Sally A. Heyman	aye	Danielle Cohen Higgins	aye
Eileen Higgins	aye	Joe A. Martinez	aye
Kionne L. McGhee	aye	Jean Monestime	aye
Raquel A. Regalado	aye	Sen. Javier D. Souto	aye

The Chairperson thereupon declared this resolution duly passed and adopted this 15th day of December, 2020. 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

HARVEY RUVIN, CLERK

By: **Melissa Adames**
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

Eric A. Rodriguez



TO: Honorable Acting Chairwoman/ Vice-Chairwoman Rebeca Sosa
and Members, Board of County Commissioners

FROM: William J. Heffernan
Chairman, Board of Trustees of the Public Health Trust 

DATE: December 4, 2020

RE: Memorandum of Understanding providing for hazard pay of an additional 1% increase of base pay between Miami-Dade County, Florida, the Public Health Trust and Committee of Interns and Residents (CIR)

Recommendation

It is recommended that the Board of County Commissioners (Board) approve this resolution to ratify the attached Memorandum of Understanding between Miami-Dade County, Florida, the Public Health Trust and the Committee of Interns and Residents (hereinafter, "CIR"). This Agreement covers approximately 1,100 employees of the PHT.

Scope

The impact of this agenda item affects all full-time employees of the Jackson Health System who are members of CIR. Members of CIR consist of all regular full-time employees employed by the PHT of Miami-Dade County in the titles of PGY-1, PGY-2, PGY-3, PGY-4, PGY-5, PGY-6, PGY-7, PGY-8, non-academic graduate assistants in the areas of dermatology (research), special immunology, neurology, ophthalmology, general dentistry and otolaryngology, non-graduate assistants serving as ophthalmology fellows, non-graduate assistants serving as ENT fellows, and fellows.

Fiscal Impact/Funding Source

The total amount of the funding for this Memorandum of Understanding will not exceed \$3 million dollars (that total is for all employees; union and non-union). The Mayor or his designee will identify the funding source for this Memorandum of Understanding.

Track Record/Monitor

The monitoring and implementation of Memorandum of Understanding is overseen by Michelle Kligman, Vice-President of the Human Resources Administration, and Chief Experience Officer.

Background

This Memorandum of Understanding is a product of good-faith negotiations between the PHT and CIR. Both parties recognize that the COVID-19 pandemic poses an increased risk to the health and safety of residents, interns, and fellows providing direct and indirect care to COVID-19 patients at Jackson Health System. Accordingly, the parties agree to provide additional compensation to the residents, interns and fellows who are on the frontline of this public health crisis and who have placed the needs of the community above their own. This MOU is pending a ratification vote by the CIR bargaining unit members which is expected to be completed during December 2020. On November 24, 2020, the

PHT Board of Trustees adopted resolution number PHT 11/2020-062 approving the MOU and requesting that the Board ratify the MOU.

Terms of Agreement

This Memorandum of Understanding provides for an additional 1% increase of base pay for total hours actually worked of residents, interns and fellows in the care, directly or indirectly, of patients who either tested positive for or are listed under investigation for COVID-19. This pay increase will be effective March 1, 2020 and continue until December 30, 2020. Even if the public health emergency determination extends beyond December 30, 2020, the CARES Act requires that the costs sought to be funded be incurred no later than December 30, 2020.

RESOLUTION NO. PHT 11/2020 - 062

RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING BY AND AMONG MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND THE COMMITTEE OF INTERNS AND RESIDENTS (CIR) WHICH PROVIDES FOR HAZARD PAY OF AN ADDITIONAL 1% TO CURRENT CIR EMPLOYEES ASSIGNED PATIENTS WHO TESTED POSITIVE OR ARE UNDER INVESTIGATION FOR COVID-19; FORWARDING SUCH MEMORANDUM OF UNDERSTANDING TO THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY FOR RATIFICATION; AND DIRECTING THE PRESIDENT OR HIS DESIGNEE TO TAKE SUCH ACTION AS NECESSARY TO SEEK SUCH RATIFICATION – NOVEMBER 2020

Carlos A. Migoya, President and Chief Executive Officer, Jackson Health System

WHEREAS, the President and staff of the Public Health Trust have negotiated in good faith with representatives of the Committee of Interns and Residents (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 the Memorandum of Understanding ("MOU") attached to the accompanying President's memorandum that is incorporated herein by reference; and

WHEREAS, the MOU is pending ratification by the members of CIR; and

WHEREAS, the President recommends that this Board approve the MOU and forward it to the Board of County Commissioners for ratification:

WHEREAS, this Board desires to accomplish the purposes outlined in the accompanying President's memorandum.

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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 Memorandum of Understanding by and among Miami-Dade County, the Public Health Trust, and the CIR which provides for hazard pay of an additional 1% of base pay to employees assigned patients who tested positive or are under investigation for COVID-19; forwards the Memorandum of Understanding to the Board of County Commissioners of Miami-Dade County for ratification; and directs the President or his designee to take such action as necessary to seek such ratification.

**Add-on Agenda Item
Public Health Trust Board of Trustees
November 24, 2020**

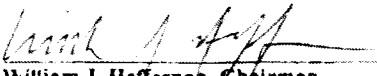
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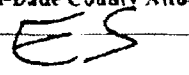
The foregoing resolution was offered by Carmen M. Sabater and the motion was seconded by Walter T. Richardson as follows:

Antonio L. Argiz	Aye
Nicholas X. Duran	Aye
William J. Heffernan	Aye
Amadeo Lopez-Castro, III	Absent
Laurie Weiss Nuell	Absent
Walter T. Richardson	Aye
Carmen M. Sabater	Aye

The Chairperson thereupon declared the resolution as duly passed and adopted this 24th day of November 2020.

PUBLIC HEALTH TRUST OF MIAMI-DADE COUNTY, FLORIDA

BY: 
William J. Heffernan, Chairman

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



TO: William J. Heffernan, Chairman
and Members, Fiscal Committee

FROM: Carlos A. Migoya
President and Chief Executive Officer

DATE: November 24, 2020

RE: Memorandum of Understanding providing for hazard pay of an additional 1% increase of base pay between Miami-Dade County, Florida, the Public Health Trust and Committee of Interns and Residents (CIR)

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) to approve and ratify accept the attached Memorandum of Understanding between Miami-Dade County, Florida, the Public Health Trust and the Committee of Interns and Residents (hereinafter, "CIR"). This Agreement covers approximately one thousand, one hundred (1,100) employees of the PHT.

Scope

The impact of this agenda item affects all full-time employees of the Jackson Health System who are members of the CIR. Members of the CIR consist of all regular full-time employees employed by the PHT of Miami-Dade County in the titles of PGY-1, PGY-2, PGY-3, PGY-4, PGY-5, PGY-6, PGY-7, PGY-8 non-academic graduate assistants in the areas of dermatology (research), special immunology, neurology, ophthalmology, general dentistry and otolaryngology, non-graduate assistants serving as ophthalmology fellows, non-graduate assistants serving as ENT fellows, and fellows.

Fiscal Impact/Funding Source

This Memorandum of Understanding will have no fiscal impact on the Public Health Trust. The funding source for this initiative will be Miami-Dade County.

Track Record/Monitor

The monitoring and implementation of Memorandum of Understanding is overseen by Michelle Kligman, Vice-President of the Human Resources Administration, and Chief Experience Officer.

Background

This Memorandum of Understanding is a product of good-faith negotiations between the PHT and the CIR. Both parties recognize that the COVID-19 pandemic poses an increased risk to the health and safety of residents, interns and fellows providing direct and indirect care to COVID-19 patients at Jackson Health System. Accordingly, the parties agree to provide additional compensation to the residents, interns and fellows who are on the frontline of this public health crisis and who have placed the needs of the community above their own.

Terms of Agreement

This memorandum of Understanding provides for an additional 1% increase of base pay for total hours actually worked of residents, interns and fellows in the care, directly or indirectly, of patients who either tested positive for or are under investigation for COVID-19. This pay increase will be effective March 1, 2020 and continue until December 30, 2020.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into this 23rd day of December 2020, by and between the Jackson Health System/ Public Health Trust ("JHS"), and the Committee of Interns and Residents ("CIR"), collectively referred to as the "Parties".

WHEREAS, the Parties recognize that the COVID-19 world pandemic poses an increased risk to the health and safety of employees giving direct care to JHS COVID-19 Patients;

WHEREAS, the Parties desire to provide additional compensation (an additional 1%) to the abovementioned employees who have placed the needs of their community above their own during these unprecedented circumstances;

NOW THEREFORE, in consideration of the mutual covenants contained herein, the Parties hereby agree to voluntarily enter into this MOU, which contains the following agreements and stipulations:

1. This MOU is applicable to all current employees covered by collective bargaining agreements between JHS and CIR who was assigned a patient who either tested positive for or is listed under investigation for COVID-19 ("COVID-19 Patient") or who was involved in patient care at the Jackson Health System/Public Health Trust during the COVID-19 pandemic between March 1, 2020 and December 30, 2020.
2. Eligible employees will receive an additional 1% increase of base pay for total hours of actual work described in paragraph 1, excluding any hours spent on moonlighting and extra clinical duties.
3. Eligible employees will not receive the additional 1% increase for hours spent working from home, on rotations strictly outside of JHS/PHT, on FMLA, Personal Leave, Medical Leave, Educational Leave, Bereavement Leave, Military Leave, Business Administrative Leave and sick days.
4. The Parties agree that this is a onetime non-precedent setting agreement, that no promise, inducement or agreement not expressly contained herein has been made, that this MOU contains the entire agreement between the parties hereto, and that the terms of this MOU are contractual and not a mere recital; and

IN WITNESS HEREOF, the undersigned Parties have caused this MOU to be executed by their duly authorized representatives as of the day and year written above.

Committee of Interns and Residents (CIR)

Jackson Health System/Public Health Trust

Alyssa Koller 11/23/2020
Signature Date

[Signature] 11/23/2020
Signature Date

Alyssa C. Koller
Printed Name

Robert Campos-Magretti
Printed Name