COLLECTIVE BARGAINING AGREEMENT
BETWEEN
MIAMI-DADE COUNTY, FLORIDA
AND
THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA
OPEIU, LOCAL 100 – PROFESSIONAL EMPLOYEES

OCTOBER 1, 2014 – SEPTEMBER 30, 2017

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ARTICLE 1 AGREEMENT

This Agreement is effective the 1st day of October 2014, by and between Miami-Dade County, hereinafter referred to as the County and the Government Supervisors Association of Florida/OPEIU, Local 100-Professional Employees, hereinafter referred to as the Association. Said Agreement is to be effective on the above date provided that it has been ratified by the Association and the Board of County Commissioners of Miami-Dade County, Florida. The term "employee" where used in this Agreement shall be understood to mean bargaining unit member.

ARTICLE 2 PURPOSE AND INTENT

It is the intention of the Agreement to provide for salaries, fringe benefits and other terms and conditions of employment except as otherwise provided by the Constitution, Statute, Charter, Ordinance, Administrative Order, Implementing Orders, Personnel Rules, County Leave Manual or County Pay Plan. It is further the intention of this Agreement to prevent interruption of work and interference with the efficient operation of the County and to provide an orderly, prompt, peaceful and equitable procedure for the resolution of grievances and the promotion of harmonious relations between the County and the Association.

Upon ratification, the provisions of this Agreement will supersede Personnel Rules, Administrative Orders, Implementing Orders and/or other rules and regulations in conflict herewith. However, if no conflict exists, employees shall be governed in all respects by those Personnel Rules, Administrative Orders, Implementing Orders and all other County rules and regulations. The County retains the right to establish through Administrative Order or Personnel Rules practices or procedures which do not violate the provisions of this contract.

ARTICLE 3 RECOGNITION OF ASSOCIATION

The County recognizes the Association as the sole and exclusive representative of the employees within the Bargaining Unit covered by this Agreement for the purpose of collective bargaining with respect to wages, hours of employment, and other terms and conditions of employment.

ARTICLE 4 BARGAINING UNIT

1. The Bargaining Unit covered by this Agreement, as stated in PERC Certificate Number 1090, is as follows:

   INCLUDED: All full-time and regular part-time professional, non-supervisory, employees who are employed by Miami-Dade County in classifications included under Attachment A. (DEFINITION: Regular part-time means those individuals who work 20 hours or more per week for at least six months per year.)
   EXCLUDED: All other employees of Miami-Dade County,
   Including any non-professional employees and all supervisory, confidential or managerial employees.

2. Probationary, exempt, conditional, and regular part-time employees shall continue to be governed in all respects by the Code of Miami-Dade County, Florida, Personnel Rules, Pay Plan, the County Leave Manual, and other regulations in effect prior to the execution of this Agreement and there shall be no applicability of this contract or change in any of the wages,

benefits, hours, or terms and conditions of employment of such employees as a result of this Agreement unless such applicability or changes are specifically stated in this Agreement with reference to such employees.

3. It is agreed that if and when new position classifications are created by action of the Board of County Commissioners, the questions of inclusion or exclusion within the Bargaining Unit shall be settled in accordance with state law.

ARTICLE 5 NONDISCRIMINATION

It is agreed that there shall be no discrimination against an employee covered under this Agreement by the Association or the County because of race, color, sex, creed, national origin, marital status, age, political affiliation, religion, membership in the Association, or for engaging in any lawful Association activities.

It is understood between the parties that bargaining unit employees will be covered by the provisions of County Administrative Order No. 7-37 "Unlawful Harassment".

This Article is intended solely to comply with the criteria enumerated above.

ARTICLE 6 CHECK OFF

Upon receipt of written authorization from an employee, the County agrees to deduct the regular Association dues of such employee from his bi-weekly pay and remit such deduction to the Association within ten (10) days of the date of deduction. The Association will notify the County, in writing, at least thirty (30) days prior to any change in the amount of regular dues deduction. The County, with at least 60 days prior written notice, will provide a separate payroll deduction for the employee's contribution to the OPEIU Voice of the Electorate (VOTE) Fund and will reflect such deduction on the employee's pay stub. An employee may, upon thirty (30) days written notice to the County and the Association, revoke his/her dues deduction.

The Association agrees to indemnify and hold the County harmless against any and all claims, suits, orders, or judgments brought or issued against the County as a result of any action taken or not taken by the County under the provisions of this article.

ARTICLE 7 GRIEVANCE PROCEDURE

1. In a mutual effort to provide harmonious working relations between the parties of this Agreement, it is agreed to and understood by both parties that the following shall be the sole procedure for the resolution of grievances regarding interpretation, application, and enforcement of this Agreement arising between the parties.

2. A "Grievance" shall be defined as any dispute that an employee or the Association may have arising out of the interpretation or application of the terms of this Agreement. A class grievance shall be defined as any dispute which concerns two or more employees within the bargaining unit.

   Class grievances should attempt to name all employees and classifications covered in a grievance. Class grievances, at the option of the Association, may be submitted at Step 2 or 3 and no more than two (2) employees may meet with the intermediate supervisor or division director or equivalent position as determined by the County. Each grievance when filed shall state the alleged violation of the contract claimed, the date upon which the

violation occurred (if applicable), the facts of such violation, the Article(s) of the contract violated and the remedy sought by the grievant(s).

3. Reductions in pay, reprimands, counseling, position classifications, classification appeals, job description appeals, performance evaluation appeals, disability determinations, safety and health, and similar matters, for which other appellate procedures are provided in the Code of Miami-Dade County, Florida and/or County Personnel Rules or other provisions of this Agreement are not subject to review as grievances and are not arbitrable. However, refusal to (1) process an application or appeal, (2) follow time limits, (3) permit an employee a right of representation or (4) denial of a right to receive a reply, are expressly grievable.

4. Grievances shall be processed in accordance with the following procedure:

   Step 1:The aggrieved employee, with the Association representative, if the employee so desires, shall discuss the grievance with the immediate supervisor within seven (7) calendar days of the occurrence or knowledge giving rise to the grievance.

   Step 2:If after discussion with the immediate supervisor the grievance has not been resolved, the grievance shall be offered, in writing, and shall be forwarded, within seven (7) calendar days, to the intermediate supervisor. The intermediate supervisor's response shall be submitted in writing, to the grievant, with a copy to the Association, within seven (7) calendar days.

   Step 3:If the grievance has not been satisfactorily resolved in Step 2, the aggrieved employee may appeal the grievance to the concerned Director of the Division or equivalent position as determined by the County within seven (7) calendar days after the intermediate supervisor's response is due. The Director of the Division or equivalent position as determined by the County shall respond, in writing, within seven (7) calendar days.

   Step 4:If the grievance has not been satisfactorily resolved in Step 3 hereof, the aggrieved employee may present the written appeal to the Director of the Department or designee within seven (7) calendar days. The Director of the Department or designee shall respond, in writing, within fourteen (14) calendar days.

5. If a grievance is not processed by the Association within the time limits provided for in Steps 3 and 4, the grievance shall be considered abandoned. If the County fails to process a grievance within the time limits provided, the grievance shall automatically proceed to the next step.

   Either party shall be permitted extensions of time at any step as a matter of right, not to exceed the seven (7) calendar days provided above for each step, provided that the other party must be notified of the requested extension prior to the expiration of the original seven (7) day time period. Extensions of time may be mutually agreed to at any step. Such requests shall not be unreasonably denied by the other party.

6. The parties acknowledge that, as a principle of interpretation, employees are obligated to work as directed while grievances are pending.

7. All responses required in Steps 2, 3, and 4, above shall be directed to the aggrieved employee with a copy to the Association. When a grievance is rejected at any step of the grievance process, the reason for the rejection must be stated. In class grievances, responses will be directed only to the Association.

8. This grievance procedure shall suffice as the requirement for establishment of a plan for resolving employee grievances and complaints, as required in Section 2-42 (18) of the Code of Miami-Dade County, Florida and as required by Florida Statutes 447.401.

9. Prior to petitioning for arbitration for an unresolved grievance, either party may request a special labor management committee meeting to include a representative(s) of the Labor Relations Section and/or the Director of Labor Relations to discuss the pending issues which have not been resolved through Step 4. Upon such request the time limit for seeking arbitration as set forth in Article 8 shall be tabled until the conclusion of such meeting which shall occur within thirty (30) calendar days of the request.

ARTICLE 8 ARBITRATION

1. If the grievance has not been satisfactorily resolved within the grievance procedure, the Association may request a review by an impartial arbitrator, provided such request is filed in writing with the Director of Labor Relations no later than fourteen (14) calendar days after the rendering of the decision, by the Director of the Department or designee. Upon receipt of a timely written request, the Director of Labor Relations will set forth in motion the necessary machinery to schedule the arbitration hearing. Matters that are not subject to review as grievances are non-arbitrable and shall not be scheduled for arbitration.

2. The Parties to this Agreement will attempt to mutually agree upon an independent arbitrator. If this cannot be done, a panel or panels will be immediately requested from the American Arbitration Association. Requests for arbitration shall not be unduly delayed.

3. The arbitration shall be conducted under the labor rules of the American Arbitration Association. Subject to the following, the arbitrator shall have jurisdiction and authority to decide a grievance as defined and submitted in this Agreement. The arbitrator shall have no authority to change, amend, add to, subtract from, ignore, modify, nullify, or otherwise alter or supplement this Agreement or any part thereof or any amendment thereto. The arbitrator shall have no authority to consider or rule upon any matter which is not a grievance as defined in this Agreement and his authority shall be limited to the interpretation of the terms of this Agreement.

4. The arbitrator may not issue declaratory or advisory opinions and shall confine himself exclusively to the question which is presented to him, which question must be actual and existing.

5. At the request of either party there shall be a certified court reporter at the hearing.

6. The parties shall bear equally the expenses and fees of the mutually agreed upon court reporter, the expenses and fees of the arbitrator and all other expenses connected with a hearing.

   Each party shall bear the expense of its own witnesses, representatives, attorneys and all other individual expenses. Employees required to testify will be made available, however, whenever possible, they shall be placed on call to minimize time lost from work. Employees who have completed their testimony shall return to work unless they are the grievant or are directly required to assist the principal Association Representative in the conduct of the case. In class grievances, the class shall be represented by the Association President. The intent of the parties is to minimize time lost from work.

7. The award of the arbitrator shall be final and binding when made in accordance with the jurisdiction and authority of this Agreement. The arbitrator shall make his award within 30 days of the close of the hearing and shall promptly furnish copies to both parties.

8. Matters excluded from the Grievance Procedure under Article 7, Section 3, shall be excluded from Arbitration.

ARTICLE 9 CLASSIFICATION REVIEW AND APPEAL

1. If an employee has reason to believe that he/she is misclassified based upon a significant change in his/her job duties and responsibilities, he/she may apply for a review of his/her classification, in writing, to his/her immediate supervisor. Such reclassification request shall be limited to one (1) request per employee during the term of this agreement. Such request, including a job description prepared by the employee and commented upon by the Department, shall be forwarded to the Human Resources Labor Management and Compensation Division by the employee's department within twenty (20) calendar days of receipt of request. Within sixty (60) calendar days of receipt of the request for reclassification by Human Resources, the Labor Management and Compensation Division shall render a decision in writing.

2. If the decision of Compensation and Benefits is deemed a "no change", the employee may, within fourteen (14) calendar days of receipt of the decision, request in writing, a hearing by the Human Resources Department Director. At the hearing, the employee may be accompanied by a representative of his or her choosing and may produce any documents and evidence to support the claim for reclassification. The Association has the right to be in attendance at the appeal hearing. The Human Resources Department Director, will explain the basis for the decision in writing in the event the request is denied. The Human Resources Department Director shall hold such hearing within ninety (90) calendar days of the request and render a decision within ninety (90) calendar days after the conclusion of the hearing.

3. Whenever the Human Resources Director, determines that an employee is misclassified, the employee shall be placed in a current, appropriate classification, unless the Human Resources Director, determines that there is no existing appropriate classification. In such cases, the Human Resources Director, shall establish the classification, job description and pay range, which shall be maintained during the term of this agreement. In the event the request for reclassification is upheld, the employee shall receive compensation beginning with the pay period that the original request was received in Human Resources.

4. In the event a Department Director requires an employee to utilize, for the benefit of the County service, a current and active professional license as a regular component of their assigned tasks, and the license held by the employee is not a requirement of their present position or job classification, the Department may request a review of the licensure duties and responsibilities by the Human Resources Department to determine if additional compensation is warranted and is extraordinary to the level of compensation currently provided to the employee. Justification for the requested compensation shall be submitted by the Department Director to the Human Resources' Compensation and Benefits Section for their review and analysis. The decision of the Human Resources Department shall be final and binding and will not be grievable or subject to further appeal.

5. The County will notify and confer with the Union of the following classification actions that affect the bargaining unit's classifications prior to finalizing the classification action:

   a) Reclassification of a filled position(s) to a new classification outside of the bargaining unit.

   b) Reclassification of a bargaining unit classification to a new classification outside of the bargaining unit.

ARTICLE 10 JOB DESCRIPTION AND APPEAL

1. Whenever there is a proposed change in the job description or title of a class within this Bargaining Unit, the County shall discuss with the Association the proposed change in job descriptions. The Association shall receive a copy of the current job description and the proposed job description.

2. If the Association is not satisfied with the proposed change, it may, in writing, within five (5) days of the conclusion of the discussion, stated in paragraph 1 above, request a hearing before the Director of Compensation and Benefits. This hearing shall be held at a mutually agreeable time, within sixty (60) days.

   Compliance with the requirements of this provision shall be the issue in the hearing. Testimony shall be taken from employees affected, who desire to give such testimony, provided the Association and the County will agree on a representative number of employee witnesses to ensure a full hearing on the merit of the issues. Appropriate County Management shall appear in support of the proposed changes. The Director of Compensation and Benefits shall render a decision within thirty (30) days after conclusion of the hearing. Within fourteen (14) calendar days of receipt of Compensation and Benefits Director's decision, the Association may request the Human Resources Director to review this decision and issue a final decision within sixty (60) calendar days. The decision of the Human Resources Director shall be final and binding and not subject to any further review or appeal and is not subject to review as a grievance.

3. It is understood by the parties, that the duties enumerated in job descriptions are not always specifically described and are to be construed liberally. Within present job descriptions, the County may assign tasks and duties which involve minor and occasional variation from the job descriptions to employees as long as the tasks and duties assigned fall within skills and other factors common to the classification.

4. It is understood by the Parties, the duties to be added in the proposed change in the job description shall bear a reasonable relationship to the duties and responsibilities currently contained therein. Changes proposed by the County, other than the addition of new duties, shall be reasonable under the circumstances.

5. In order to serve Miami-Dade County residents in voting, the Mayor may require that County employees be assigned to the Elections Department, to perform Elections related work before, during and after an Election. The County may select volunteers prior to assigning employees to Election related work. Employees shall be compensated in accordance with Implementing Order 4-76.

ARTICLE 11 LABOR MANAGEMENT COMMITTEE

The Association may request a Labor Management Committee be established in each operating Department in which members of the bargaining unit are employed.

Said Committees shall consist of members designated by the Association and of members designated by the Department Directors.

The Association membership of such Committees shall consist of Association Officers and/or persons from within the job classifications covered by this Agreement within the concerned Department and the Management members shall consist of persons within the Departments, but outside of the Bargaining Unit, as herein defined. Time off with pay, as required, shall be granted to employees designated as Committee members for attendance at Labor-Management Committee meetings.

The Labor-Management Committees will meet on an "as needed basis" whenever the Association requests the Committee to meet by making a written request to the County's Director of Labor Relations and the concerned Department Director. Such written request shall contain a list of the topics to be addressed at the Committee meeting. The purpose of these meetings will be to discuss with the employees, problems, and issues of mutual concern not involving grievances or matters which have been the subject of collective bargaining between the parties.

The composition of the Labor-Management Committees shall consist of not more than five (5) members designated by the Association and not more than five (5) members designated by the Department Director or designee. The parties may be represented by more members upon mutual agreement.

ARTICLE 12 ASSOCIATION REPRESENTATIVES

The Association has the right to select employees from within the Bargaining Unit, as herein defined, to act as Association Representatives. The names of Association Officers and Representatives shall be certified, in writing, to the County's Labor Relations Director, and to the concerned Department Directors. It is agreed to and understood by the parties to this Agreement that Association Representatives may, without loss of pay, with prior approval of their supervisor, process grievances. It is agreed to and understood by the parties to this Agreement that there shall not be more than twenty-five (25) representatives within the Bargaining Unit, as herein defined. The supervisor's approval shall not be unreasonably withheld. It is agreed to and understood that Association Representatives shall process grievances and conduct their other duties in such manner as to not disrupt normal County activities, work production and services. Distribution of Association literature shall not be done in work areas during work time.

Every effort will be made, by both the County and the Association, to allow Association Representatives to investigate grievances as rapidly as possible, preferably on the same date as the grievance becomes known and at least within twenty-four (24) hours. The investigation of a pending grievance or personal contact of employees during work time by Association Representatives, or non-employee Association Business Representatives shall not be done without first receiving prior approval from an employee's supervisor. Approval shall not be unreasonably withheld.

The total amount of time granted to Association Representatives cumulatively to process grievances and to attend union functions shall not exceed 2500 hours in total for each year of this Agreement. Time taken off under this provision shall be charged to Union Activity Leave.

Non-employee Association Business Representatives shall be certified, in writing, by the Association to the County's Director of Labor Relations. The Association agrees that activities by the Association Representatives shall be carried out in such a manner as not to disrupt normal Departmental activities, work production and services.

ARTICLE 13 DISCIPLINARY ACTION

A. The County may discipline or discharge classified employees for just cause in accordance with applicable sections of the Miami-Dade County Code, Personnel Rules and Administrative Orders, specifically including Administrative Order 7-3, Disciplinary Action, appended hereto.

Whenever it is alleged that an employee has violated any rule, regulation, or policy, or has acted in such manner that would warrant the consideration of discipline, the employee shall be notified that discipline is being considered and shall be provided with an explanation of the charges under consideration. The employee shall have the right to have a representative present during any investigatory questioning of the employee that might lead to disciplinary action. Unless unavailable, the employee should be scheduled for a private disciplinary session for the presentation of the charges under consideration. The employee and the Association shall be notified in writing forty-eight (48) hours prior to a discipline presentation and shall include notification to the employee of his or her right to have a representative of his/her choice present. The County agrees to provide the Association, at the time of the discipline presentation session, a copy of the Disciplinary Action Report and all supporting documentation. The parties agree to conduct disciplinary action sessions in a professional manner. Any questions which the employee may have should be answered. The response of the employee, including any explanation of the incident or mitigating circumstances shall be noted. An employee shall have the right if desired, to respond orally or in writing and shall be given a minimum of seven (7) calendar days to prepare said response. This response must be presented before a discipline recommendation is made. After the recommendation is made, the employee's response must be taken into consideration before a final determination is made.

Neither formal nor informal counseling is considered to be disciplinary action. An employee being presented a formal counseling may request a representative. The County agrees to provide the Association, at the time of the formal counseling session, a copy of the Record of Counseling and all supporting documentation. An employee who receives a formal record of counseling will be permitted to attach a written rebuttal to the counseling form by submitting it within seven (7) calendar days from the receipt of the counseling. The formal record of counseling and rebuttal, if any, will be reviewed by the supervisor of the employee who prepared the counseling, prior to it being placed in the affected employee's personnel file. Upon request of the employee, a Record of Counseling form shall be marked "no longer in effect" after two (2) years of good performance during which the employee has not been the subject of disciplinary action or further formal counseling.

The parties agree that Section 2-47 of the Code of Miami-Dade County will be the exclusive method of disciplinary action appeals. Exempt and non-permanent status employees shall not be entitled to appeal disciplinary actions. Nothing herein shall preclude the County from its existing right to suspend employees pursuant to the automatic suspension provisions of

section 2-42(22) of the County Code. Further, nothing within this article alters the County's right to relieve employees from duty with pay for reasons deemed by the County to be in its best interest.

The concerned Department Director or designee, at its sole discretion, may offer to an employee with notice to the Association the option of forfeiting accrued annual or holiday leave in lieu of serving a disciplinary suspension. Employees selecting this option, that is authorized and approved by the Department, shall waive their right to any appeal action of the suspension. The documentation of the suspension will be a part of the employee's work record and remain in their personnel file.

A non-job basis employee who is required by their Department to attend a disciplinary proceeding will be compensated at the applicable rate of pay in accordance with the provisions of this Agreement.

B. The concerned Department Director or designee may elect to relieve an employee from duty with pay pending the completion of an investigation or other administrative action. The employee in such cases may be subject to any of the following conditions:

(1) Emergency suspension in accordance with the provisions of Miami-Dade County Administrative Order #7-3.

(2) Relief from Duty with pay pending appropriate administrative action.

(3) Temporary reassignment of duties or transfer to another position within the department pending appropriate administrative action.

(4) Transferred to another position in lieu of or in conjunction with appropriate disciplinary action.

(5) Should disciplinary action be taken against an employee, the period of time an employee is relieved of duty without pay may be included in the final disciplinary action at the concerned department's or designee's discretion.

The aforementioned actions shall not be applicable to automatic suspensions imposed in accordance with the provisions of Section 2-42(22) of the Code of Miami-Dade County, or otherwise alter the provisions of Miami-Dade County Administrative Order #7-3 or the Miami-Dade County Personnel Rules.

C. The County will attempt to obtain the Hearing Examiner's recommendation within sixty (60) days of the Hearing Examiner's receipt of the transcript from the hearing. The County will not be held responsible for the failure of a Hearing Examiner to submit the appropriate recommendation to the County Mayor or Mayor's designee. The Hearing Examiner's failure to comply with the provisions of Section 2-47 of the Code of Miami-Dade County shall not result in the employee's reinstatement, entitlement to any back pay, or otherwise invalidate the disciplinary action.

D. The County Mayor or Mayor's designee will, upon receipt of the appropriate material from the Hearing Examiner, in cases of dismissal of a permanent employee, render a timely decision in accordance with the provisions of Section 2-47 of the Code of Miami-Dade County. Should the County Mayor or Mayor's designee be unable to render a timely decision, the concerned employee or the Association may request reinstatement to the

payroll, for administrative purposes only, pending the County Mayor or Mayor's designee's final decision.

E. The County Human Resources Director, in consultation with the Director of Labor Relations, shall be responsible for maintaining the Hearing panel of qualified Hearing Examiners and the Hearing Examiner Procedure Manual to be utilized in disciplinary appeal hearings conducted in accordance with Section 2-47 of the Code of Miami-Dade County.

   The County Human Resources Director shall make available to the Association upon request, the panel of Hearing Examiners. The Association may challenge for just cause, the utilization of a specific Hearing Examiner. The Human Resources Director shall review the Association's request and render a final and binding decision. Nothing contained herein shall otherwise modify or restrict the Human Resources Director's, authority to administer the disciplinary appeal hearing system.

F. The parties shall not initiate any exparte communications with either the Hearing Examiner or the County Mayor or Mayor's designee for the purpose of influencing the final appeal decision. The Hearing Examiner's recommendation and the County Mayor or Mayor's designee's final decision is to be based upon the entire record of the appeal hearing.

G. The provisions of this Article are not applicable to exempt, probationary, part-time or other non-permanent employees.

H. The Association will have the option on behalf of a permanent status bargaining unit employee, to appeal the disciplinary action of dismissals, suspensions and demotions by utilizing the arbitration procedure contained in Article 8 of this Agreement. The Association shall notify the Director of Labor Relations in writing no later than fourteen (14) calendar days from the employee's receipt of the disciplinary action of its decision on whether to exercise the option of appealing through the arbitration procedure or request an appeal in accordance with Section 2-47 of the Code of Miami-Dade County. The Association's choice between the arbitration procedure or the Code provision under Section 2-47, once made, shall not be subject to change. In the case where the Association does not timely notify the County or chooses not to select the arbitration procedure, then the disciplinary appeal provisions under 2-47 of the Code of Miami-Dade County shall prevail and be utilized if a timely appeal is requested. In the event the Association selects the option to appeal a dismissal, demotion or suspension under the arbitration procedure then the provisions of 2-47 of the Code will not be applicable.

ARTICLE 14 PERFORMANCE EVALUATION AND APPEALS

1. The County shall retain the right to establish and administer a Performance Evaluation system to conduct annual performance evaluations of employees to appraise their productivity, effectiveness and compliance with the rules and regulations. The purpose of evaluations are to generally improve performance, to identify and recognize superior performance, to facilitate communication between supervisors and employees, and to provide timely and accurate information which may be used in making of personnel decisions related to employee performance.

2. The permanent employee who has received an overall evaluation of "unsatisfactory" or "needs improvement" may appeal by first requesting a review of the Performance Evaluation by the Department Director or his designee, within ten (10) calendar days of receipt of the evaluation. The Department Director may recommend changes, alterations, or return the

evaluation unchanged to the employee. If the decision of the Director is not acceptable to the employee, the employee may continue the appeal within ten (10) calendar days after receipt of the Director's decision by making a request in writing to the Human Resources Director.

3. The Human Resources Director will appoint a three person management level panel, none of whom shall be from the appealing party's department, to act as an informal fact finding committee. Only the employee, the rater, and the reviewer will be heard, separately, by the panel. A representative of the employee's choosing may accompany the employee. The affected department has the right to have a representative present throughout the entire appeal hearing. The hearing shall be informal, a transcript is not to be kept and there will no cross-examination. The employee representative may ask questions of County witnesses through the panel chairman. Questions shall also be addressed to employee witnesses by panel members through the chairman. The purpose of the panel's review is to (1) determine compliance with evaluation procedures, and (2) recommend whether the evaluation should be upheld and the reasons for this recommendation.

4. Within thirty (30) days following the hearing, the panel will submit a written report of their findings and decision to the Human Resources Director. A majority of the panel may sustain or revise the evaluation, either because of failure to follow procedure or on the merits of the evaluation itself. The Human Resources Director will forward the panel's findings and decision to the appropriate department director for implementation.

ARTICLE 15 PROBATIONARY PERIOD

All full-time, classified service employees hired, promoted or transferred into bargaining unit classifications shall serve a 26 pay period (one year) probationary period.

A performance evaluation must be completed and presented to an employee on or before the probationary period end date. Failure to do so will result in the employee attaining permanent status.

A bargaining unit employees whose position is re-titled, with no increase in pay, will not be required to serve a new probationary period.

ARTICLE 16 TRANSFERS WITHIN A DEPARTMENT

Employees may be transferred at the sole discretion of the County within a department. Transfers shall not be utilized in lieu of disciplinary action; however, transfers may be used in conjunction with a disciplinary action. It shall be the right of the Department to transfer employees for reasons that will improve the effectiveness or efficiency of the Department, in accordance with the provisions of this contract.

The departments will attempt to provide the transferred employee with a fourteen (14) calendar day notice except for reasons of operational necessity as determined solely by the Department. The failure to provide such notice shall not preclude the Department from effecting the transfer.

An employee may submit a written request to their Department Director for consideration of a transfer to an open position in their current classification. The decision of the Department Director shall be final and binding.

ARTICLE 17 LAYOFFS, RECALL AND REEMPLOYMENT RIGHTS

Layoff, defined, is the separation of an employee for lack of work or funds as determined by the County, or due to the reduction in or the contracting out of services, without fault or delinquency on the employee's part.

Employees to be laid-off shall be notified as soon as possible after the decision for lay-off has been made. In no event shall the County give the employees less than twenty-one (21) calendar day notice.

In the event of a layoff the Human Resources Director, in conjunction with the Director of Recruitment, Testing, and Career Development shall determine the county-wide classifications that are equivalent to the affected positions for retention purposes and will determine the bumping series county-wide. The bumping series, as determined solely by the Human Resources Director, shall be defined as a series of positions related in terms of the duties, experience and education requirements. The term county-wide is understood between the parties to be defined as all operating departments and organizational entities within Miami-Dade County.

Employees shall be laid-off within the County in accordance with seniority in the job classification as provided in the County's Layoff Procedures Manual for Miami-Dade County.

The County may require that employees bumping into a department as a result of a layoff related action satisfactorily demonstrate their proficiency to perform the essential functions of the new position within a reasonable period of time, not to exceed thirteen (13) pay periods, as determined by the concerned department director and approved by the Human Resources Department or equivalent. It is understood that employees bumping into a Department as a result of a layoff related action will receive appropriate orientation and training as determined necessary by the concerned Department. Proficiency shall be defined as the knowledge, skills and abilities to perform the essential functions of the job and shall not apply to performance issues.

Employees failing to satisfactorily demonstrate their proficiency in performing the essential functions of their new position will be allowed to continue to exercise their classified service rights, in accordance with the provisions of the County's Layoff Procedures Manual.

Employees who have been laid-off shall be reemployed in the reverse order from which they were laid-off. Any sick leave that was forfeited at the time of layoff shall be restored at the time of rehire, in accordance with the provisions of the Layoff Procedures Manual.

ARTICLE 18 ACTING APPOINTMENTS

In the event an employee is placed, by authorization of the concerned Department in a higher classification on an "acting" basis, pending the appropriate appointment from an established eligible list, such employees will receive a one (1) pay step increase for the period of time served in the "acting" class, and further, any time served in this capacity shall not be credited toward the probationary period.

An acting appointment will be for an initial period of not more than six (6) months (13 pay periods). However, this initial time period may be extended for up to an additional six (6) months when the Department requests such extension from the Human Resources Department. The Association will be advised by the concerned Department of a requested extension prior to a final determination by the Human Resources Department.

ARTICLE 19 WORK IN HIGHER CLASSIFICATION

An employee who is specifically authorized and assigned by a Department Director or his or her designee to temporarily assume the duties of a higher pay status classification, that is an established budgeted position currently on the Department's table of organization, for more than five (5) consecutive work days will receive a one (1) pay step increase for all consecutive hours worked in the higher classification. The maximum out of class compensation shall be limited to thirteen (13) pay periods unless specifically approved by the Department Director and the Human Resources Department Director.

ARTICLE 20 SICK LEAVE

1. The sick leave policy as stated in the Personnel Rules and Leave Manual shall remain in force and effect unless modified by this collective bargaining agreement.

2. Full-time employees shall earn ninety-six (96) hours of sick leave per year in accordance with the Leave Manual.

3. The portion of a full-time employee's first six (6) days that are unused at the end of the employee's leave year shall be added to the employee's annual leave; the balance shall be deposited in the employee's sick bank. 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.

4. Employees who were hired before January 1, 2015 and who retire or resign from County service will be eligible to receive payment for up to a maximum of 1,000 hours of accrued unused sick leave at the employee's current rate of pay at time of separation, excluding any shift differential, prorated in accordance with the following schedule:

Less than 10 years	No Payment
10 years but less than 11 years	25% payment
11 years but less than 12 years	30% payment
12 years but less than 13 years	35% payment
13 years but less than 14 years	40% payment
14 years but less than 15 years	45% payment
15 years but less than 16 years	50% payment
16 years but less than 17 years	55% payment
17 years but less than 18 years	60% payment
18 years but less than 19 years	65% payment
19 years but less than 20 years	70% payment
20 years but less than 21 years	75% payment
21 years but less than 22 years	77.5% payment
22 years but less than 23 years	80% payment
23 years but less than 24 years	82.5% payment
24 years but less than 25 years	85% payment
25 years but less than 26 years	87.5% payment
26 years but less than 27 years	90% payment
27 years but less than 28 years	92.5% payment
28 years but less than 29 years	95% payment
29 years but less than 30 years	97.5% payment
30 years or more	100% payment

All such payments described above are based on years of full-time continuous County employment with a maximum payout of 1,000 hours of accumulated sick leave.

. Bargaining unit employees who were hired before January 1, 2015 and who retire after 30 years of full time County employment will be eligible to receive 100% payment of their full balance of accrued unused sick leave. Such payment will be made at the employee's current rate of pay at the time of retirement excluding any shift differential, and will not be subject to any maximum number of hours.

5. Employees who were hired into the County Service on or after January 1, 2015, who retire or resign from County service will be eligible to receive payment for up a maximum of 1000 hours of accrued unused sick leave at the employee's current rate of pay at time of separation, excluding any shift differential.

   Employees hired into the County Service on or after January 1, 2015, and who retire after 33 years of full time County employment will be eligible to receive 100% payment of their full balance of accrued unused sick leave. Such payment will be made at the employee's current rate of pay at the time of retirement excluding any shift differential, and will not be subject to any maximum number of hours.

   The payments described in section # 5 will be prorated in accordance with the following schedule:

Less than 13 years	No Payment
13 years but less than 14 years	25% payment
14 years but less than 15 years	30% payment
15 years but less than 16 years	35% payment
16 years but less than 17 years	40% payment
17 years but less than 18 years	45% payment
18 years but less than 19 years	50% payment
19 years but less than 20 years	55% payment
20 years but less than 21 years	60% payment
21 years but less than 22 years	65% payment
22 years but less than 23 years	70% payment
23 years but less than 24 years	75% payment
24 years but less than 25 years	77.5% payment
25 years but less than 26 years	80% payment
26 years but less than 27 years	82.5% payment
27 years but less than 28 years	85% payment
28 years but less than 29 years	87.5% payment
29 years but less than 30 years	90% payment
30 years but less than 31 years	92.5% payment
31 years but less than 32 years	95% payment
32 years but less than 33 years	97.5% payment
33 years or more	100% payment

ARTICLE 21 ANNUAL LEAVE

1. The current Annual Leave Policy as stated in the Personnel Rules and Leave Manual shall remain in force and effect.

2. In order to recognize longevity of service, persons with six (6) or more years of continuous full-time County service have the following additions to their annual leave:

After six (6) years	Eight (8) hours
After seven (7) years	Sixteen (16) hours
After eight (8) years	Twenty-four (24) hours
After nine (9) years	Thirty-two (32) hours
After ten (10) years	Forty (40) hours
After sixteen (16) years	Forty-eight (48) hours
After seventeen (17) years	Fifty-six (56) hours
After eighteen (18) years	Sixty-four (64) hours
After nineteen (19) years	Seventy-two (72) hours
After twenty (20) years	Eighty (80) hours

3. Employees may accrue annual leave up to a maximum of 500 hours.

4. The County shall notify employees that they are reaching the maximum amount of allowable annual leave accumulation. The employees shall then be allowed to reduce the annual leave to avoid the loss of excess accumulation of such leave.

ARTICLE 22 BEREAVEMENT LEAVE AND EMERGENCY SICK LEAVE

Full-time employees who regularly work five (5), eight hour days will be granted five (5) days of bereavement leave with pay in the event of a death in the immediate family, as provided in the County's Leave Manual. Employees who regularly work four (4), ten (10) hour days per week shall receive four (4) days of bereavement leave with pay in the event of a death in the immediate family.

For life-threatening illnesses in the immediate family as defined in the County's Leave Manual, full-time employees who regularly work five (5), eight hour days will be entitled to five (5) days off per year chargeable from the employee's sick leave accrual. Full-time employees who regularly work four (4), ten (10) hour days per week will be entitled to four (4) days off per year chargeable from the employee's sick leave accrual.

Employees eligible for bereavement leave or emergency sick leave shall obtain advance approval whenever possible from an appropriate level supervisor prior to using such leave.

Part-time employees are not eligible for bereavement leave but are eligible for emergency sick leave.

ARTICLE 23 DISABILITY LEAVE

Eligible bargaining unit employees shall be entitled to short-term disability leave benefits in accordance with coverage provided by the Miami-Dade County Code except that payment for disability leave for all bargaining unit employees hired after May 1, 1979 shall be 80% of employee's salary less all Worker's Compensation weekly indemnity payments. In the event the parties reopen the contract on any economic issues, the County shall have the right to reopen this Agreement to discuss issues and changes related to the County's Service Connected Disability Program under Section 2.56 of the Miami-Dade County Code.

ARTICLE 24 MILITARY LEAVE

The County is governed by Federal and State law concerning military leave and all employees represented by this contract shall receive the benefits of such laws. Time served by employees on Military Active Duty Leave will be credited toward merit increases, longevity annual leave, longevity bonus, layoff retention rights, and seniority credit for promotional examinations.

ARTICLE 25 DEATH BENEFIT

When a full-time employee dies and it has been determined that his/her survivors are not entitled to County-provided job related death benefits, in addition to compensation for accumulated annual leave, holiday leave and other monies due to the employee, the County will pay to the employee's beneficiary (ies) the following death benefit amount determined by the employee's years of continuous County service:

- If the employee's longevity is less than ten (10) years, the beneficiary (ies) shall be eligible for the equivalent of one pay period's regular salary and $2,000 dollars.
- If the employee's longevity is less than twenty (20) years, the beneficiary (ies) shall be eligible for the equivalent of two pay period's regular salary and $4,000 dollars.
- If the employee's longevity is 20 years or more, the beneficiary (ies) shall be eligible for the equivalent of two pay period's regular salary and $6,000 dollars.

Regular part-time employees are not eligible for this death benefit.

ARTICLE 26 LEAVE WITH PAY

Leave with pay shall be authorized in accordance with the County Leave Manual for the following reasons:

1. Seven (7) employees will be permitted, when necessary, to participate in collective bargaining negotiations with the County. These employees shall be designated in writing to the Department Director and the Director of Labor Relations for the County and the Public Health Trust. The employee shall give reasonable notice to their supervisor. Such time spent at Collective Bargaining negotiations will be considered as time worked.

2. Employees designated by the Union to attend Union functions. The total amount of time granted to all employees cumulatively seeking leave under this provision shall not exceed 2500 hours in any contract year.

3. Administrative Leave shall be granted to employees to take County Civil Service exams and to appear for job interviews in connection therewith as well as for job interviews related to positions not filled through competitive examination.

4. The Association President and one (1) additional County bargaining unit employees will be released from duty with pay to administer this Agreement. This leave with pay benefit for the Association President and one (1) additional bargaining unit employee is also provided for in the Government Supervisors Association of Florida/OPEIU, Local 100-Supervisory Employees Collective Bargaining Agreement and is not meant to be duplicated. Additionally, the County will authorize up to 2500 hours for each year of the Agreement, time off with pay for union representatives to participate in union approved activities providing that the Union President requests the leave in writing to the Director of Labor Relations no less than one (1) week in advance of the scheduled time off. The hours allocated per year shall not be cumulative. These authorized hours are inclusive of the hours granted in Article 13 Association Representatives and number 2 of this article.

ARTICLE 27 LEAVE OF ABSENCE WITHOUT PAY

The Department Director may grant a leave of absence to an employee with permanent status for a period not to exceed one (1) year.

Leaves of absence may be granted for sickness and disability, for religious holidays, to engage in a course of study, to accept an exempt position and for other good and sufficient reasons in the best interest of the County service.

ARTICLE 28 HOLIDAYS

1. The following days shall be considered paid holidays for eligible full-time employees.

New Year's Day	Veteran's Day
M. L. King's Birthday	Thanksgiving
Presidents' Day	Friday After
Memorial Day	Thanksgiving
Independence Day	Christmas Day
Labor Day	Employee's Birthday
Columbus Day	One Floating Holiday

2. To be eligible for a paid holiday, an employee must be in a pay status for a full day on his assigned work days that immediately precede and immediately follow the day on which the holiday is observed.

3. Regarding the Birthday Holiday, it is to be observed on the day it occurs. If that day is not an employee's normal work day, then it will be observed on the nearest regular work day following the Birthday Holiday. If an emergency situation, as determined by the Department Director, requires an employee to work on his/her birthday, the Birthday Holiday may be delayed for up to six (6) months and another day of the employee's choice, approved by the Department, shall be designated. This Birthday Holiday must be used within six (6) months from the date of the birthday and is not compensable.

4. Regarding the Floating Holiday, the Department may require as much as two (2) weeks prior notice. The actual day to be used is subject to the mutual convenience of the employee and the Department.

   Only full-time employees with more than nine (9) pay periods of County service are eligible for this holiday. This holiday is not compensable and must be used during the Fiscal Year and cannot be transferred from one fiscal year to the next.

5. Christmas Eve and New Year's Eve shall not be considered as holidays and they shall be treated as normal work days in all respects during the term of this Agreement.

6. Holidays falling on Saturdays are normally observed on the preceding Friday. Holidays falling on Sunday are normally observed on the following Monday. In such cases, the day on which the holiday is observed shall be considered to be the paid holiday and not the regular day.

7. The County, after advising and discussing with the Association, shall retain the authority to determine and schedule the actual day on which a County recognized holiday will be observed.

ARTICLE 29 HOLIDAY PREMIUM PAY AND LEAVE

1. Holiday Leave shall be a term used to credit employees who are required to work on a holiday. Holiday Leave may be used for the same purpose as annual leave and is payable upon separation. To qualify for Holiday Premium and Leave, an employee must be in a pay status for a full day on his assigned work days that immediately precede and immediately follow the day on which the holiday is observed.

2. Holiday Leave can be accrued to a maximum of 240 hours for those employees designated as non-job basis, by the Pay Plan.

3. All employees shall be paid for outstanding Holiday Leave at time of separation. Such payment shall be at the employee's current pay rate at separation (except that night shift differential shall not be included in determining pay rate).

4. Holiday Leave shall be credited to job basis employees on an hour for hour basis, to a maximum of the employee's normal workday per holiday. Holiday Leave shall be credited to non-job basis employees as outlined in Sections 5, 6, and 7 of this Article. Non-job basis employees shall have the option at the time Holiday Leave is earned of either being paid or accruing Holiday Leave.

5. Non job-basis employees who work on a holiday which falls on a regularly scheduled day off shall receive twelve (12) hours Holiday Leave and time and one-half (1 1/2) for all hours worked in excess of forty (40) during that week. An employee required to work under these circumstances will be paid for at least four (4) hours regardless of the actual hours worked.

6. When a holiday falls on a regularly scheduled day off and the employee does not work he/she shall receive eight (8) hours Holiday Leave.

7. When a holiday falls on an employee's regularly scheduled work day, and he/she is required to work on that day, in addition to his/her regular day's pay, shall receive Holiday Leave or straight time pay on an hour for hour basis, with a minimum guarantee of four (4) hours regardless of the number of hours actually worked.

8. Employees who regularly work 4/10 hour days per week shall receive fifteen (15) hours of Holiday Leave under Section 5, above, and then (10) hours of Holiday Leave under Section 6, above.

ARTICLE 30 OVERTIME COMPENSATION

1. All work authorized to be performed by non-job basis employees in excess of 40 hours of work per work week shall be considered overtime work. All hours in pay status shall be considered as hours worked, except for sick leave and annual leave. This includes hours within a regularly scheduled work day taken under Article 26, Leave With Pay. All work authorized to be performed by non-job basis employees in excess of the normal work week, as determined by the Department, shall be considered overtime work provided that overtime hours worked will not be included in determining the normal work week.

2. Non job-basis employees performing overtime work shall be paid time and one-half at their regular hourly rate of pay.

3. A non-job basis employee required to work three (3) hours immediately before or two (2) hours immediately beyond his normal work shift shall receive one-half (1/2) hour off with pay for a rest break.

4. The parties agree that assignments and authorization of overtime work shall rest solely with the Department.

5. This article is intended to be construed only as a basis for calculation of overtime and shall not be construed as guarantee of hours of work per day or per week.

6. Job basis employees shall not be eligible for overtime compensation.

7. An employee shall not have his or her regular work schedule changed solely to avoid the payment of overtime.

ARTICLE 31 WORK SCHEDULING

1. The standard work week commences at 12:01 a.m. each Monday and ends at 12:00 p.m. midnight of the following Sunday.

2. The standard number of working hours for full-time employees during any standard work week will normally be forty (40) hours unless otherwise specified in the Pay Plan for County Service.

3. The County, at its discretion, shall have the sole right and authority to determine, amend, change or modify employees work schedules. Employees shall be assigned or transferred to work schedules at the sole discretion of the County.

4. This article shall not be construed as a guarantee of work per day or per week; nor is it a limitation upon the County's right to reduce the employee's hours of work in accordance with Article 17.

5. Employees required to attend jury duty on their regular days off may request that their work schedule be reviewed for possible adjustment to provide different days. The concerned department may consider such schedule changes when operationally feasible. The Department's decision is final.

ARTICLE 32 EMERGENCY ACTION

The County possesses the authority to take emergency action as determined necessary to carry out services and adjust operational requirements during an emergency as determined by the County Mayor or an authorized representative.

ARTICLE 33 ENTRANCE PAY RATES

For all employees hired into the County Service on or after November 1, 1991, the entrance pay rate for all bargaining unit classifications shall be pay step 1 of the appropriate pay range provided in the Miami-Dade County Pay Plan. Progression from the entrance level pay of step 1 to step 2 shall be six (6) months (13 pay periods) based upon satisfactory or above satisfactory job performance. Progression from step 2 to the maximum step in the pay range shall be at one (1) year (26 pay periods) intervals thereafter based upon satisfactory or above

satisfactory job performance. For employees who are hired after the ratification of (December 8, 2011) the 2011-14 Collective Bargaining Agreement, progression from the entrance level pay of step 1 to step 2 shall be one (1) year (26 pay periods) based upon satisfactory or above satisfactory job performance.

The County shall have the authority to approve intermediate pay requests for original appointments of new hires based upon relevant experience in accordance with County compensation procedures.

ARTICLE 34 WAGES

During the 2014-15 Fiscal Year, bargaining unit employees shall not receive a cost of living adjustment.

During the 2015-16 Fiscal Year, bargaining unit employees shall not receive a cost of living adjustment.

Year Three (Fiscal Year 2016-17)

Only if both (a) the sum of the Percent Change of Preliminary Taxable Value for County-wide and UMSA for July 1st, 2015 equals or exceeds 13% and (b) the sum of the Percent Change of Preliminary Taxable Value for County-wide and UMSA for July 1st, 2016 equals or exceeds 13%, Cost of Living Adjustment will be increased for members of the bargaining unit effective the first pay period in October 2016 in accordance with the scale set forth below. In the event the sum of the Percent Change of Preliminary Taxable Value for County-wide and UMSA is at least 13% for both yearly periods, but is not the same, the Cost of Living Adjustment shall be increased using the higher of the two annual percent increases provided in the table below. For purposes of this Agreement "Percent Change of Preliminary Taxable Value" shall 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. (See Addendums 1 and 2).

Percent Change in Taxable Value for Countywide (CW) and UMSA combined 2014-15 and 2015-16	COLA Adjustment
13 %	1 %
13.5 %	1.5 %
14 %	2 %
14.5 %	2.5 %
15 %	3 %
15.5 %	3.5 %
16 %	4 %

ARTICLE 35 BACK PAY

The County is entitled to recover, in a timely manner, funds determined by the County to have previously been paid in error to an employee. The County shall have the right to effect such recovery of funds through a stipulated biweekly paycheck deduction, at a biweekly rate equal to the biweekly rate of the erroneous payment, or at the minimum rate of fifty ($50) dollars per pay period, whichever is greater unless a lesser rate is agreed to by the County and employee. The specific recovery rate shall be determined through an agreement between the concerned employee and the Human Resources Department upon notification to the concerned employee. The concerned employee shall have fourteen (14) calendar days from receipt of the notification to contact the departmental personnel representative in order to stipulate to a specific recovery rate in accordance with this contact provision. Failure by the concerned employee to make the necessary arrangements within the specified period shall result in the paycheck deduction being automatically effected by the County at a rate the County deems appropriate.

The County has the right to recover the full amount of erroneous payments in the event the employee separates from the County service, including the right to make necessary deduction from the employee's terminal leave pay.

While the County's authority and the procedural provisions of this article are not subject to review as a grievance, the basis for and the amount of the claimed overpayment is subject to review as a Collective Bargaining Agreement Grievance or a Career Service Grievance.

ARTICLE 36 NIGHT SHIFT PAY DIFFERENTIAL

Upon ratification of this Agreement, employees assigned to work shifts which have the major portion of the scheduled hours of work occurring between the shift hours of 6:00 p.m. and 6:00 a.m. shall be entitled to receive a differential of two (2) pay steps for the entire work shift. Non-job basis employees assigned to daytime shifts, who work into the time period stated above, will be paid in accordance with Article 30, but not the night shift premium rate. Employees assigned to work shifts which are equally divided before and after 6:00 p.m. will be entitled to receive a pay differential of one (1) pay step for the entire work shift.

Night shift pay differential is a "plus item" and not to be construed as part of base pay for purpose of terminal paid leave and payment of compensatory time or holiday leave upon separation from County service.

Employees will not be transferred or rotated from one shift to another by the County for the purpose of avoiding payment of night shift differential.

ARTICLE 37 TIME IN GRADE PROVISION

Employees may receive additional pay step increments for continuous service in the same classification based upon eligibility set forth in County Pay Plan and Administrative Orders. Eligibility calculations for service in grade requirements are described below.

1. Advancement to the first "Time in Grade" step may be made after completing of five (5) consecutive years of service at the maximum rate of the salary range. Such advancement, if approved, will be one (1) pay step beyond the normal maximum rate.

2. Advancement to the second "Time in Grade" step may be made after completion of five (5) consecutive years at the first "Time in Grade" step of the salary range. Such advancement, if approved, will be one (1) pay step beyond the first "Time in Grade" step.

ARTICLE 38 GROUP HEALTH INSURANCE

The County's contribution for group health insurance shall not exceed the amount it contributes toward single employee coverage and no contribution shall be made for dependent coverage. Dependent care coverage shall be consistent with state and federal legislative eligibility requirements.

The parties agree that bargaining unit employees will be offered the opportunity to become members of County's self-insured Health Maintenance Organization pursuant to law and in accordance with all rules, regulations and procedures pertaining thereto prescribed by the employer and the qualified Health Maintenance Organization.

The parties agree that bargaining unit employees will be offered the opportunity to participate in the County's Flexible Benefits Program pursuant to law and in accordance with all rules, regulations, and procedures pertaining thereto prescribed by the employer and the Internal Revenue Code. The County shall advise the Association of new developments in flexible benefit programs offered to bargaining unit employees. The Association will be given the opportunity to provide written endorsement of this program to bargaining unit employees.

1. The County's Group Medical Insurance will be a Point of Service/Managed Health Care Group Insurance Plan.

2. The County will include a Select Network/Managed Health Care Group Insurance Plan beginning the plan year January 1, 2015.

3. The County will provide a $5.00 biweekly Flex dollars contribution to employees enrolled in the High Option HMO Plan or the Select Network/Managed Health Care Group Insurance Plan

4. The County will provide an annual $1,000.00 Flex dollars contribution, paid in biweekly increments to employees eligible for group health coverage.

5. All employees enrolled in the County's Point of Service/Managed Health Care Group Insurance Plan shall be required to pay the premiums listed in Addendum 3 for the cost of single coverage of this plan.

6. Group Health Insurance premium rates for the plan year 2015 are listed in Addendum 3 of this Agreement.

7. The copays for provider services and prescriptions in the County's Group Health Insurance Plan for plan year 2015 are listed in Addendum 3 of this Agreement.

8. The County's Group Health Insurance will not include the Low HMO/Managed Health Care Group Plan.

9. For the calendar plan year 2016, the County shall seek proposals from qualified insurance administrators through a competitive bid process.

10. The Mayor of Miami-Dade County will create a Health Care Cost Committee which will include representatives from labor.

11. The County will offer, for the term of this Agreement, a zero cost employee only health care premium.

With the exception of legislatively mandated changes to health benefits, the County and the Union may reopen this Agreement prior to open enrollment to discuss the redesign of the County's health plan for the plan year 2016 and 2017. Union participation shall be obtained to discuss health plan provisions and benefits, prior to establishing premium contributions.

ARTICLE 39 CALL BACK and COURT TIME

Non job-basis employees called back to work shall be guaranteed at least four (4) hours pay, which shall be considered hours worked for the purpose of determining overtime compensation, provided such work does not immediately precede or immediately extend the employee's regularly assigned work shift. Such employees may be required to work at least four hours.

Non job-basis employees who respond to work-related electronic communication during non-working hours but who are not physically called back to work shall receive a minimum fifteen minutes' compensation at the overtime rate for each response. Any additional communication occurring during any one fifteen-minute period shall not result in additional compensation, unless such communication extends beyond fifteen minutes; in such event, compensation at the overtime rate shall be paid for actual time spent responding to such communication.

Non job-basis employees who are not required by the Department to actually work the entire four (4) hour guarantee time period and are subsequently recalled during this initial four (4) hour period shall not receive an additional guarantee of four (4) hours pay.

The provisions of this article shall not apply to employees scheduled for overtime work twenty-four (24) hours in advance of the work assignment. In such instances employees will be paid the appropriate rate of pay for actual hours worked with no minimum guarantee.

Non job-basis employees required to report to a scheduled County job-related Court appearance on their day off shall be guaranteed at least four (4) hours pay at the applicable rate.

ARTICLE 40 JOB BASIS

All "job basis" position classifications shall be determined solely by the Human Resources Department and shall be designated as such with a plus (+) in the Miami-Dade County Pay Plan. Employees serving in these positions are required to work varying schedules as necessary to accomplish the required work as determined by the Department.

The normal number of work hours will be forty (40) per week, however, if more than forty (40) hours of work in a week is required, overtime compensation provisions shall not apply.

Job basis employees who are directed to and work in excess of their normal work schedule, including those employees who are officially placed in an on-call status by their Department to respond to emergencies, will be granted administrative leave by the Department, in accordance with the provisions of the Leave Manual and the provisions of this article below. It is the County's policy to allow Department Directors to grant appropriate Administrative Leave to job basis employees in recognition of extraordinary work efforts or extended work hours in accordance with the provisions of the County Leave Manual. Department Directors are encouraged to ensure the equitable award of Administrative Leave to job basis employees whenever warranted and in conjunction with the County policy on working hours for job basis employees. The County and the Association will continue to discuss this provision in applicable Department Labor Management Committee meetings. Additionally, in recognition of work performed in excess of their normal work schedule, employees in job-basis position classifications will be eligible to receive the following:

For each contract year of this Agreement, bargaining unit employees in job basis classifications who are assigned to work a minimum of 32 hours but less than 48 hours in excess of their normal schedule will be eligible to receive 16 hours of administrative leave. Bargaining unit employees in job basis classifications who are assigned to work a minimum of 48 hours, but less than 64 hours in excess of their normal schedule will be eligible to receive a total of 24 hours of administrative leave. Bargaining unit employees in job basis classifications who are assigned to work a minimum of 64 hours in excess of their normal schedule will be eligible to receive a total of 32 hours of administrative leave. Such leave is non-cumulative and must be utilized during each contract year of this Agreement.

ARTICLE 41 EXEMPT STATUS EMPLOYEES

All bargaining unit employees serving in exempt status positions, as determined by the Human Resources Department and in accordance with the provisions of Section 2-41 of the Code of Miami-Dade County shall not be granted any employment rights or changes in employment status as a result of the provisions of this agreement.

The County agrees that job classifications represented by this bargaining unit cannot be removed from the County's classified service except for those positions and positions within exempt departments which are currently exempted in accordance with the provision of Section 2-41 of the Code of Miami-Dade County, unless otherwise agreed to by the Association.

ARTICLE 42 LONGEVITY BONUS

Employees with fifteen (15) years of continuous full-time service shall receive a longevity bonus on their anniversary date and each year thereafter. Deferment for authorized leave of absence shall be deductible and not considered as a break in service.

The annual longevity bonus payment will be in accordance with the following schedule:

Years of Completed Full-time Continuous County Service	Percentage Payment of Base Salary
15	1.5%
16	1.6%
17	1.7%
18	1.8%
19	1.9%
20	2.0%
21	2.1%
22	2.2%
23	2.3%
24	2.4%
25	2.5%
26	2.6%
27	2.7%
28	2.8%
29	2.9%
30 or more	3.0%

ARTICLE 43 MILEAGE PAYMENT

When it is necessary for an employee to use his private vehicle to enable him to perform assigned duties on County business, he shall be reimbursed in accordance with Administrative Order No. 6-3.

ARTICLE 44 SAFE DRIVER AWARDS

Employees in bargaining unit classifications who spend more than 50% of their work time driving County vehicles will be eligible to receive Safe Driving Awards. For each year that the employee completes without a preventable accident the employee shall receive a pin stating the number of consecutive years of safe driving. After the employee has completed five (5) consecutive years without a preventable accident, that are subsequent to the ratification of this Agreement, and each consecutive year thereafter the employee will receive an award of $5.00 per year. Should an employee have a preventable accident, the employee shall begin to accumulate consecutive years of safe driving the first day after the accident occurred.

ARTICLE 45 VOTING

Only when there are no early voting or absentee ballot options available and the employee does not have time to vote outside normal scheduled working hours the County may allow employees who meet the conditions set forth below reasonable time off with pay, not to exceed one (1) hour, to vote in each local and general election. Voting time must be approved in advance by

the employee's supervisor and be scheduled in such a fashion as to not interfere with normal work production and services.

CONDITIONS

1. The employee must be a registered voter; and

2. Must be scheduled for a shift of at least eight (8) hours duration on Election Day; and

3. More than one-half (1/2) of the hours of the scheduled shift must be between 7:00 a.m. and 7:00 p.m. on Election Day.

ARTICLE 46 BULLETIN BOARDS

The County shall furnish the Association with bulletin board space for the posting of Association meeting notices, Election notices, and newsletters.

ARTICLE 47 SERVICES TO THE ASSOCIATION

The County agrees to furnish the Association twice a year one copy of the following for employees in the Bargaining Unit:

1. Names, addresses, status codes, and classification titles.
2. List of employees by occupation.

The County agrees to provide the Association with the following documents and publications (one (1) copy, unless otherwise indicated):

Board of County Commission Agendas
Examination Announcements
Training and Benefit Bulletins
Proposed Budget
Final Budget
Pay Plan (5)

The County shall notify the Association of scheduled New Employee Orientation sessions and allow the Association to set up a table in the lobby of the building wherein the orientation is scheduled, on the day of the orientations. The Association will limit their activities only to the distribution of informational material.

ARTICLE 48 SAFETY AND HEALTH

1. Bargaining unit employees may make recommendations regarding unsafe and/or unsanitary working conditions to the Departmental Safety Officer. The Department shall investigate each recommendation and shall respond to the employee and/or the Association.

2. Matters covered by this article shall not be subject to Article 7 Grievance Procedure; however, they may be appealed in accordance with the County's Career Service Grievance Procedure.

3. The County shall have the right and authority to require bargaining unit employees by classification and department to take periodic examinations not more frequently than once a

year, administered under the County's physical examination contract. The County shall determine and give notification to the Association and affected employees of the classifications to be given examinations. The County shall attempt to provide at least two weeks advance notice to affected employees. Failure to provide such advance notification shall not preclude the County from requiring the employee to complete the examination.

ARTICLE 49 MANAGEMENT RIGHTS AND SCOPE OF THIS AGREEMENT

1. The Association recognizes that management possesses the sole right, duty and responsibility to operate and manage the County and direct the work force, and the rights, authority, and discretion which the County deems necessary to carry out its responsibilities and missions shall be exercised consistently with these terms. Any term and condition of employment other than wages and benefits not specifically established or modified by the Agreement shall remain solely within the discretion of the County to modify, establish or eliminate.

2. The County reserves the right and authority to establish, implement, revise or modify policies, procedures, and all other rules and regulation, including but not limited to, Administrative Orders, Implementing Orders, Personnel Rules, Pay Plan, and Department Rules or Regulations, not in conflict with the provisions of this Agreement. This right and authority shall include but is not limited to the County's right to revise promotional criteria and the duration of promotional eligibility lists in accordance with the Miami-Dade County Personnel Rules.

3. These rights and powers include, but are not limited to, the authority to:

   a. Determine the missions and objectives of the County.

   b. Determine the methods, means and number of personnel needed to carry out Departmental responsibilities;

   c. Take such actions as may be necessary to carry out services during emergencies;

   d. Direct the work of the employee, determine the amount and type of work needed, and in accordance with such determination relieve employees from duty because of lack of funds or lack of work;

   e. Discipline or discharge classified service employees for just cause in accordance with applicable sections of the Miami-Dade County Code, Personnel Rules and Administrative Order;

   f. The right to make rules and regulations;

   g. Schedule operations and shifts;

   h. Introduce new or improved methods, operations and facilities;

   i. Hire, examine, classify, promote, train, transfer and assign employees;

   j. Schedule and assign overtime work as required;

k. Contract out for goods or services; provided that the County shall give the Association at least sixty (60) days written notice in contracting out for services currently being performed by bargaining unit members. The County will provide to the Union copies of Requests for Proposals that specifically pertain to the contracting out for services that are currently being performed by bargaining unit employees. The County agrees that, when a department submits a written recommendation to contract out for services currently being performed by bargaining unit employees, a copy of such recommendation shall be sent forthwith to the Union. This clause shall not be construed as a waiver of any other right either party may have under this Agreement or applicable law.

l. Determine the utilization of technology;

m. Such other rights, normally consistent with management's duty and responsibility for operation of County services.

ARTICLE 50 TOXICOLOGY AND ALCOHOL TESTING

The County and the Association recognize that employee substance and alcohol abuse can have an adverse impact on Miami-Dade County government, a Department's operations, the image of County employees and the general health, welfare and safety of the employees, and the general public.

The Department(s) shall have authority to require employees to submit to toxicology and alcohol testing designed to detect the presence of any controlled substance, narcotic drug, or alcohol. The Department(s) agree that requiring employees to submit to testing of this nature shall be limited to circumstances that indicate reasonable grounds to suspect that the employee is under the influence of such substances, suffers from substance or alcohol abuse, or is in violation of the Miami-Dade County Personnel Rules or Departmental Rules and Regulations regarding the use of such substances. Employees reasonably believed to suffer from substance abuse may be referred, at the Department's discretion, to the Employee Support Services Section or the County's Substance Abuse Professional. An employee who voluntarily seeks assistance for substance abuse may not be disciplined for seeking assistance. However, voluntary participation in a substance abuse program shall not preclude discipline for the employee should job performance or employee conduct issues arise.

It is further understood by the parties that the aforementioned authority to require that employees submit to such testing be approved by a Division Director or equivalent position as determined by the County, or higher authority within the Department to ensure proper compliance with the terms of this Article. An employee, who is to be tested in accordance with the provision of this article, will be permitted to make a phone call to the Association. This phone call shall not prevent, inhibit, or unreasonably delay the testing of such employee.

The results of such test or the employees' refusal to submit to toxicology or alcohol testing as provided for in this article, can result in appropriate disciplinary action in accordance with the applicable provision of the County Code, the Miami-Dade County Personnel Rules, Departmental Rules and Regulations and this Collective Bargaining Agreement.

The parties agree that toxicology and alcohol testing are an acceptable part of regularly scheduled County required physical examinations.

The Association agrees that the County may institute procedures to comply with rules and regulations promulgated by the Federal Transit Administration and, or, the Federal Highway Administration.

ARTICLE 51 PHYSICAL AND PSYCHOLOGICAL IMPAIRMENTS

A Department Director or their authorized representative(s) shall have the authority to require employees that have been determined, through reasonable suspicion, by the Department to possibly suffer from a physical, psychological or psychiatric impairment which may prevent the employee from satisfactorily performing the complete duties and responsibilities of their positions, to submit to a physical, medical, psychological, or psychiatric examination deemed necessary for purposes of determining the employee's fitness to perform the complete duties and responsibilities of their position.

Such examinations will be performed by a physician approved and appointed by the County. The results of such examination(s) shall be promptly furnished to the concerned Department Director or their authorized representative. The results of the applicable information submitted by the examining physician to the County should be limited to information that is pertinent to the issues of the employee's ability to perform the duties and responsibilities of their position.

Based upon the results of such examinations, and other relevant information, the Department Director may place the employee on either paid or unpaid Compulsory Leave in accordance with the provisions of the Miami-Dade County Leave Manual until such time as the Department is satisfied that the employee can return to work. The Department may require the employee or attending physician to furnish additional pertinent medical reports or information deemed necessary while the employee is on Compulsory Leave. The period of Compulsory Leave shall not exceed one (1) year. Should the condition be corrected and so certified by the attending physician or psychologist, the employee may petition the Department for reinstatement. If the employee's petition for reinstatement is denied by the Department, disciplinary action must be initiated by the Department in accordance with the Miami-Dade County Personnel Rules. Nothing in the provision of this article shall prevent the concerned Department from administering appropriate disciplinary action in accordance with the Miami-Dade County Personnel Rules and this Collective Bargaining Agreement.

ARTICLE 52 COMPLETE AGREEMENT AND WAIVER OF BARGAINING

It is agreed and understood that this Agreement constitutes the complete understanding between the parties, terminating all prior Collective Bargaining Agreements, except for Memoranda of Understanding previously or subsequently entered into between the parties, and concluding all collective bargaining during its term, except as otherwise specifically provided in the article Term of Agreement with respect to any subject or matter referred to or covered in this Agreement, or to any subject or matter not specifically referred to or covered even though it may not have been in the knowledge or contemplation of the parties at the time this Agreement was negotiated.

This Agreement, including its supplements and exhibits attached hereto, concludes all collective bargaining between the parties during the terms hereof, and constitutes the sole, entire and existing Agreement between the parties hereto.

ARTICLE 53 PREVAILING BENEFITS

Unless specifically provided for or abridged herein, all wage and economic benefits, specifically authorized by the County Mayor or a Department Director and currently in effect, shall remain in effect under conditions upon which they have previously been granted, provided that any such wage and economic benefit authorized by a Department Director does not conflict with County Policy.

Nothing in this article shall prevent the County from making changes in work rules or methods, provided that such changes do not reduce the benefits referred to above or contained in this Agreement.

ARTICLE 54 VEHICLES

The County shall have the right and authority to determine the assignment of vehicles and to remove the assignment at its discretion. The County Mayor shall have the authority to determine vehicle assignments external to normal shift assignment. Vehicle assignments are understood by the parties to be based upon operational necessity as determined by the County.

ARTICLE 55 SEVERABILITY CLAUSE

Should any part of this agreement or any portion therein contained be rendered or declared illegal, legally invalid or unenforceable by a Court of competent jurisdiction, or be the decision of any authorized governmental agency, such invalidation of such part of this Agreement shall not invalidate the remaining portions thereof, in the event of such occurrence, the parties agree to meet immediately, and, if possible, to negotiate substitute provisions for such parts or portions rendered or declared illegal or invalid. The remaining parts and provisions of this Agreement shall remain in full force and effect.

ARTICLE 56 STRIKES AND LOCKOUTS

There will be no strikes, work stoppages, sick-outs, picketing while working, slowdowns or other concerted failure or refusal to perform assigned work by the employees or the Association, and there will be no lockouts by the County for the duration of this Agreement. The Association guarantees to support the County fully in maintaining operations in every way.

Any employee who participates in or promotes a strike, work stoppage, picket line while working, slowdown, sick-out or concerted failure or refusal to perform assigned work may be discharged or otherwise disciplined by the County.

It is recognized by the parties that the County is responsible for and engaged in activities which are the basis of the health and welfare of our citizens and that any violation of this Article would give rise to irreparable damage to the County and to the public at large. Accordingly, it is understood and agreed that in the event of any violation of this Article, the County shall be entitled to seek and obtain immediate injunctive relief and all other relief as provided by the law. In the event of a strike, work stoppage or interference with the operation and accomplishment of the mission of the County, the Association shall promptly and publicly order the employees to return to work and attempt to bring about a prompt resumption of normal operations.

ARTICLE 57 SPECIAL WAGE PROVISIONS

1. Full-time bargaining unit employees will be eligible to receive a $50.00 biweekly pay supplement.

2. Upon request of a department and after approval of by the Human Resources Department an employee may be designated a Leadworker, as defined in the approved County Pay Plan. When recommended by the concerned department appointing authority and approved by the Human Resources Department an employee may be designated as a Leadworker if the following conditions exist:

   - A Leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the Leadworker. Leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas.

   - Leadworker designations may also be authorized by the Human Resources Department for certain positions where extraordinary duties and responsibilities are required. An employee designated as a Leadworker shall receive the equivalent of one (1) pay step. A Leadworker pay provision does not affect the employee's pay anniversary date. Leadworker pay provisions may be assigned and removed at the sole discretion of the County.

   A Leadworker shall not serve as a rater of performance evaluations of other employees in the same classification.

   An employee designated as a Leadworker, shall receive a one (1) step wage differential and such differential shall not affect merit increases or anniversary dates.

   If a Leadworker is rated on the basis of supervisory ability, it will only be to the extent actually exercised.

   Leadworkers shall be assigned or removed at the sole discretion of the County.

ARTICLE 58 TERM OF AGREEMENT AND REOPENING

The collective bargaining agreement between Miami-Dade County and the Government Supervisors Association of Florida, OPEIU Local 100 - Professional Employees, shall be effective October 1, 2014 and continue until September 30, 2017.

Either party shall have the right, at any time during the term of this Agreement, to reopen the Agreement with respect to Performance Based Compensation Projects, classification consolidation studies, or the County Pay Plan redesign.

In the event that during the term of this Agreement (October 1, 2014 to September 30, 2017) another Miami-Dade County certified collective bargaining unit, directly under the purview of the County Mayor, successfully negotiates an across the board Cost of Living Adjustment increase which is effective during the term of this Agreement and is greater than the Cost of Living Adjustment increase provided for under Article 34 Wages, the Association shall automatically receive the across the board increase as the other Union.

Either party may require by written notice to the other between April 1, 2017, and not later than April 30, 2017, negotiations concerning modifications, amendments, and renewal of this Agreement to be effective October 1, 2017. If neither party shall submit such written notice during the indicated period, this Agreement shall be automatically renewed for the period of October 1, 2017 through September 30, 2020.

Addendum 1

MIAMI-DADE COUNTY
PROPERTY APPRAISER
2014 Preliminary Taxable Values by Taxing Authority
JULY 1, 2014

TAXING AUTHORITY	2013 PRELIMINARY TAXABLE VALUE	2014 TAXABLE VALUE BEFORE NEW CONSTRUCTION	PERCENT CHANGE	NEW CONSTRUCTION	2014 PRELIMINARY TAXABLE VALUE	PERCENT CHANGE FROM 2013
01 MIAMI	32,735,569,577	35,119,927,481	7.3%	168,913,753	[illegible]	7.8%
011 MIAMI (DDA)	12,477,077,430	13,428,726,854	7.6%	-3,412,419	[illegible]	7.6%
02 MIAMI BEACH	24,656,576,889	26,952,138,331	9.3%	152,208,101	[illegible]	9.9%
0201 MB NORMANDY SHORES	121,339,865	134,271,838	10.7%	91,358	[illegible]	10.7%
03 CORAL GABLES	12,280,770,590	12,717,739,971	3.6%	137,631,459	[illegible]	4.7%
04 HIALEAH	6,971,712,847	7,290,410,474	4.6%	16,862,534	[illegible]	4.8%
05 MIAMI SPRINGS	910,262,509	941,041,265	3.4%	5,463,633	[illegible]	4.0%
06 NORTH MIAMI	2,085,026,011	2,191,444,686	5.1%	10,700,032	[illegible]	5.6%
07 NORTH MIAMI BEACH	1,740,998,099	1,866,082,233	7.2%	3,000,331	[illegible]	7.4%
08 OPA-LOCKA	659,709,852	658,765,213	-0.1%	2,300,277	[illegible]	0.2%
09 SOUTH MIAMI	1,433,343,727	1,476,431,608	3.0%	4,169,483	[illegible]	3.3%
10 HOMESTEAD	1,805,014,738	1,895,180,282	5.0%	51,059,972	[illegible]	8.0%
11 MIAMI SHORES	764,132,319	827,261,746	8.3%	2,531,152	[illegible]	8.6%
12 BAL HARBOUR	3,652,782,693	3,952,496,887	8.2%	1,951,172	[illegible]	8.3%
13 BAY HARBOR ISLANDS	602,162,980	670,605,821	11.4%	28,321,584	[illegible]	16.1%
14 SURFSIDE	1,144,071,250	1,310,039,695	14.5%	26,766,312	[illegible]	16.9%
15 WEST MIAMI	283,943,528	301,926,649	6.3%	139,852	[illegible]	6.4%
16 FLORIDA CITY	414,593,947	408,907,808	-1.4%	1,345,916	[illegible]	-1.0%
17 BISCAYNE PARK	132,789,629	144,581,941	8.9%	-93,524	[illegible]	8.8%
18 EL PORTAL	88,430,341	98,340,021	11.2%	842,566	[illegible]	11.9%
19 GOLDEN BEACH	693,713,276	762,472,960	9.9%	7,729,306	[illegible]	9.6%
20 PINECREST	3,737,105,593	3,878,622,420	3.8%	34,922,892	[illegible]	4.7%
21 INDIAN CREEK	431,078,677	447,852,969	3.8%	638,810	[illegible]	4.0%
22 MEDLEY	1,797,187,544	1,753,659,122	-2.4%	9,224,217	[illegible]	-1.9%
23 N. BAY VILLAGE	669,073,745	746,943,039	11.6%	1,001,146	[illegible]	11.8%
24 KEY BISCAYNE	6,161,903,029	6,674,981,239	8.5%	22,696,990	[illegible]	8.9%
25 SWEETWATER	1,277,173,844	1,311,514,896	2.7%	4,706,593	[illegible]	3.1%
26 VIRGINIA GARDENS	183,247,173	187,491,243	2.3%	48,321,238	[illegible]	28.7%
27 HIALEAH GARDENS	909,500,904	931,813,069	2.5%	16,441,313	[illegible]	4.3%
28 AVENTURA	7,786,432,398	8,290,229,817	6.5%	104,081,513	[illegible]	7.8%
30 UNINCORPORATED	55,401,084,606	57,837,762,162	4.4%	892,886,543	[illegible]	5.6%
31 SUNNY ISLES BEACH	6,904,085,892	7,679,032,753	11.2%	226,030	[illegible]	11.2%
32 MIAMI LAKES	2,510,361,667	2,567,836,277	2.3%	7,124,847	[illegible]	2.6%
33 PALMETTO BAY	2,400,102,401	2,458,649,991	2.4%	3,587,147	[illegible]	2.6%
34 MIAMI GARDENS	3,324,280,793	3,451,480,819	3.8%	-6,583,716	[illegible]	3.6%
35 DORAL	8,882,534,791	9,276,097,448	4.5%	127,856,107	[illegible]	7.0%
36 CUTLER BAY	1,769,747,418	1,856,653,935	4.9%	55,904,952	[illegible]	8.1%
COUNTY-WIDE	197,133,836,994	208,864,151,695	6.0%	1,488,486,863	[illegible]	6.8%
FIRE AND RESCUE	114,370,582,277	119,797,251,402	4.7%	1,403,087,864	[illegible]	6.1%
LIBRARY	180,215,465,044	190,786,231,313	5.9%	1,194,462,737	[illegible]	6.8%
SCHOOL BOARD	215,102,187,528	233,120,460,556	8.4%	1,690,438,200	[illegible]	9.2%
S FL WATER MNGT DIST	199,108,798,213	210,933,001,427	5.9%	1,690,438,200	[illegible]	6.6%
FL INLAND NAV DIST	199,108,798,213	210,933,001,427	5.9%	1,690,438,200	[illegible]	6.6%
THE CHILDREN'S TRUST	199,108,798,213	210,933,001,427	5.9%	1,690,438,200	[illegible]	6.6%

Countywide and UMSA = 12.3%

For demonstrative purposes only, the categories circled above in **Addendum 1** reflect percent changes in each category and are those which will be used for the COLA eligibility calculation.

Addendum 2

Yearly Growth in Taxable Value of Countywide (CW) and UMSA	Base Wage Increase of:
13.0%	1.0%
13.5%	1.5%
14.0%	2.0%
14.5%	2.5%
15.0%	3.0%
15.5%	3.5%
16% or higher	4.0%

	Examples	CW	UMSA	Combined CW and UMSA	COLA
1	2014-15	n/a	n/a	n/a	0%
	2015-16	5.5	5.5	11	0%
	2016-17	5.5	5.5	11	0%
2	2014-15	n/a	n/a	n/a	0%
	2015-16	6	5	11	0%
	2016-17	7.5	7.5	15	0%
3	2014-15	n/a	n/a	n/a	0%
	2015-16	6.5	6.5	13	0%
	2016-17	6.5	6.5	13	1%
4	2014-15	n/a	n/a	n/a	0%
	2015-16	5.5	7.5	13	0%
	2016-17	8	5	13	1%
5	2014-15	n/a	n/a	n/a	0%
	2015-16	7.5	7.5	15	0%
	2016-17	6.5	6.5	13	3%
6	2014-15	n/a	n/a	n/a	0%
	2015-16	7.5	7.5	15	0%
	2016-17	7.5	8.5	16	4%
7	2014-15	n/a	n/a	n/a	0%
	2015-16	8.5	8.5	17	0%
	2016-17	8.5	8.5	17	4%
8	2014-15	n/a	n/a	n/a	0%
	2015-16	9	9	18	0%
	2016-17	9.5	9.5	19	4%

Addendum 3

Plan Year 2015 Premium Rates

Plan	Tier	Biweekly Premium
High HMO	Employee Only	$75.00
	Employee + Spouse	$208.35
	Employee + Child(ren)	$180.17
	Family	$287.77
POS	Employee Only	$100.00
	Employee + Spouse	$344.54
	Employee + Child(ren)	$285.86
	Family	$595.59
NEW OPTION:		
Select Network	Employee Only	$0.00
	Employee + Spouse	$166.00
	Employee + Child(ren)	$141.00
	Family	$236.00

Plan Design	Design Changes for High HMO / POS	NEW Select Option
Inpatient Hospital Copay per Admit*	$200	$0
Emergency Room Copay	$100	$50
Urgent Care Copay	$25/$50	$25
Outpatient Hospital Copay*	$100	$0
Freestanding Diagnostic Center Copay	$0	$0
Ambulatory Surgical Center Copay	$0	$0
Physician Copays	$15/$30	$15/$30
	Primary Care/Specialist	
Retail Pharmacy Copays	$15/$40/$55	$15/$25/$35
	Generic/Pref Brand/Non-Pref Brand	
Mail Order Pharmacy Copays	$30/$80/$110	$30/$50/$70
	Generic/Pref Brand/Non-Pref Brand	
Specialty Pharmacy Copay	$100	$15/$25/$35
Out of Pocket Maximum**	$3,000	$2,500
	2x Family	
* Waived at Jackson Health System		
**In 2015, pharmacy copays will count towards the Out of Pocket Maximum		

ADDENDUM 4
MEMORANDUM OF UNDERSTANDING
BETWEEN
MIAMI-DADE COUNTY
AND
GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA ("GSAF")

1. All savings generated from Government Supervisors Association of Florida ("GSAF") bargaining unit members as a result of the implementation of the Health Care Redesign (Article 38 – Group Health Insurance) for fiscal year 2014-2015 only, shall be used to benefit GSAF bargaining unit members as determined by the County after discussion with the Association.

2. This memorandum of understanding and its contents is not subject to arbitration under Article 8 of the Collective Bargaining Agreement.

This MOU becomes effective upon the signature by both parties.

IN WITNESS THEREOF, the subscribing officials are authorized to acknowledge and execute this Memorandum of Understanding on behalf of their agency.

MIAMI-DADE COUNTY

_____

Carlos Gimenez, Mayor Date
Miami-Dade County

GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA ("GSAF")

_____

Greg Blackman, President Date

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
MIAMI-DADE COUNTY,
AND
THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA
OPEIU, LOCAL 100 – PROFESSIONAL EMPLOYEES
OCTOBER 1, 2014 – SEPTEMBER 30, 2017

This Agreement signed this 6th day of October, 2014.

For The Government Supervisors Association of Florida, OPEIU, Local 100 – Professional Unit

Greg Blackman, President

Otto Castillo, Vice President

Walter Clarit Jr., Treasurer

Donald D. Slesnick II, Esq.
Attorney for the Association

Witness

Witness

For Miami-Dade County

Carlos A. Gimenez, Mayor

Edward Marquez, Deputy Mayor

Arleene Cuellar, Director,
Human Resources Department

Tyrone W. Williams, Esq.
Director, Labor Relations

Karen Toledo
Labor Relations Manager

Chamona Brown
Labor Relations Specialist

APPENDIX
GSAF PROFESSIONAL - OCCUPATIONAL TITLE AND CODE

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
M	ADMINISTRATIVE OFFICER 1	810
M	ADMINISTRATIVE OFFICER 2	811
M	ADULT CENTER MANAGER	3218
M	ADVERTISING SERVICES SUPV	1378
M	AIRPORT ENG	5282
M	AIRPORT PROTOCOL OFFICER	5360
M	AIRPORT PROTOCOL REPRES	5363
M	AIRPORT REV CONTROL ANALY 1	5237
M	AIRPORT REV CONTROL ANALY 2	5238
M	ARCHITECT 1	1032
M	ARCHITECT 2	1033
M	ART ED&COMM OUTRCH COORD	8908
M	ASD ADOPT & VOLUNTEER COORD	1145
M	ASD CITATION SPEC	1161
M	ASD HUMANE EDC COORD	1160
M	ASST CENTERS DIR	3734
M	ASST LIBRARY CURATOR	7131
M	ASST SEAPORT OPERATIONS CH	1460
M	AVIA BUSINESS SYSTEMS SPEC	5240
M	AVIA CUSTOMER SERVICE REP	5206
M	AVIA FACILITIES FIN COORD	5232
M	AVIA JUNIOR PLANNER	5283
M	AVIA MARKETING SPEC	5234
M	AVIA PLANNER	5284
M	AVIA PROP MGR 1	5210
M	AVIA PROP MGR 2	5211
M	AVIA SR INFR SYS ENG	5349
M	AVIA SUPP COMPLIANCE COORD	5315
M	AVIA VOL INFOR PROG COORD	5251
M	AVIATION PROPERTY MANAGER	9156
M	BIOLOGIST 1	1530
M	BIOLOGIST 2	1531
M	BLDG PLANS PROCESSOR	2167
M	BUSINESS DEV SPEC 1	3676
M	BUSINESS DEV SPEC 2	3677
M	BUSINESS RESOURCES COORDINATOR	9991

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
M	C&R HLTH& WELFARE COUNSELOR	4563
M	C&R PRE-TRIAL SERV OFFICER 1	4541
M	C&R PRE-TRIAL SERV OFFICER 2	4542
M	CA&HSD HEADST INF&TOD COORD	3744
M	CA&HSD INSTRUCTOR	3240
M	CA&HSD MONITORING SPEC	3749
M	CADD SPECIALIST	1025
M	CAUSEWAY MANAGER	1289
M	CHEMIST 1	1525
M	CHEMIST 2	1526
M	CHILD DEV QUAL ASSUR ANALYST	3233
M	CHILD DEV QUAL ASSUR SUPV	3234
M	CLINICAL REHAB SERV COUNSELOR	3054
M	CLINICAL SOCIAL WORKER	3112
M	COMPUTER SERVICES MGR	1847
M	CONSTRUCTION SPECIFIC WRITER	1026
M	CONTRACTS MONIT & MGT SUPV	3630
M	CONTRACTS OFFICER	3820
M	CONVENTION/TOURIST TAX EX 1	337
M	CONVENTION/TOURIST TAX EX 2	338
M	CORRECTIONAL COUNSELOR 1	4523
M	CORRECTIONAL COUNSELOR 2	4524
M	COURT IT PROJECT MANAGER	9259
M	COURTS SR PROCUREMENT OFF	4012
M	CURATOR ORCHIDS & GDNS	7643
M	CURRICULUM SPECIALIST	3710
M	DATA SECURITY ANALYST	1855
M	DEERING EST BUSINESS MGR	7350
M	DEERING EST EXH&COLL COORD	7276
M	DEERING EST NAT RES PROG MGR	7351
M	DEERING ESTATE VIST SERV COORD	7291
M	DEPT RECORDS SUPERVISOR	809
M	DIETITIAN 2	2839
M	DISABILITY PROG ADMINISTRATOR	1926
M	DISABLED SERVICES SPEC	3214
M	ELECTIONS PROCEDURES SPEC	2403
M	ELECTIONS RECORDS COORDINATOR	2408
M	ELECTRICAL PLANS PROCESSOR	2168
M	EMD QUALITY ASSURANCE SPEC 1	4143
M	EMERGENCY MGT PLANNER	4175

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
M	EMERGENCY MGT SPEC	9341
M	EMPLOYEE DEVELOPMENT SPEC 1	440
M	EMPLOYEE DEVELOPMENT SPEC 2	442
M	ENERGY MANAGEMENT SPECIALIST	782
M	ENGINEER 1	1020
M	ENGINEER 2	1021
M	ENVIRONMENTAL CODE ENF OFF 1	1547
M	ENVIRONMENTAL CODE ENF OFF 2	1548
M	ENVIRONMENTAL RES PROJ SUPV	1554
M	ERP DEVELOPER 1	9869
M	ERP DEVELOPER 2	9870
M	ERP SECURITY ADMINISTRATOR 1	9010
M	ERP SECURITY ADMINISTRATOR 2	9873
M	ERP SYSTEMS ADMINISTRATOR	9874
M	EXERCISE PHYSIOLOGIST	4153
M	FINANCE AND BUDGET ANALYST	837
M	FIRE CODE COMPLIANCE ADMIN.	4164
M	FLEET ADMINISTRATIVE COORDNTR	9159
M	GEN AVIA BIZ DEV COORD	5231
M	GEN AVIATION BUSINESS DEV COOR	9157
M	GOLF SALES & MARKETING COORD	7508
M	GRANTS SPECIALIST	804
M	HOMELESS TRUST HOUSING COORDIN	9183
M	HYDROGEOLOGIST 1	1520
M	HYDROGEOLOGIST 2	1521
M	INCLUSION ASSESSMENT WORKER	3067
M	INCLUSION/ASSESSMENT SPEC	3070
M	INFORMATION REPRESENTATIVE	2305
M	ISD PROJ COST&SCHEDG SPEC	6423
M	ITD INFRASTRUCTURE SYS ENG	1744
M	ITD RADIO SYSTEMS MANAGER	1739
M	ITD SR INFRASTRUCTURE ENG	1746
M	JOB DEVELOPER	3806
M	JOB TRAINING SPECIALIST	3814
M	JUNIOR PLANNER	2007
M	JUVENILE ASMNT SUPV	4399
M	JUVENILE ASSMNT COUNSELOR	4396
M	JUVENILE ASSMT COUN SUPV 1	4397
M	JUVENILE SERVICES SPEC	3178
M	LANDSCAPE ARCHITECT 1	7357

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
M	LANDSCAPE ARCHITECT 2	7358
M	LIBRARIAN 1	7151
M	LIBRARIAN 2	7152
M	MATERIALS MANAGEMENT SUPV	233
M	MDEAT TEEN/STUDENT COURT SPEC.	9009
M	MDFR INFECTION CONTROL SPEC	4150
M	MDFR TRAIN. & DEV. SPECIALIST	4162
M	MDPD INTELLIGENCE ANALYST	4252
M	MDT FIELD TEST ENGINEER (ELEC)	8358
M	MDT LOSS PREVENTION COORD	8259
M	MDT PROPERTY MGT SUPV	8266
M	MECHANICAL PLANS PROCESSOR	2169
M	MEDIA&PUBLIC RELATIONS OFFICER	9026
M	MENTAL HEALTH ASSESS SPEC	3183
M	MGR AVIA RENTAL CAR FACILITY	5137
M	MGR MDT TREASURY SERV	8347
M	MUSEUM CURATOR	7645
M	NEIGHBORHOOD SERV CENTER DIR	3065
M	OCCUPATION HEALTH SPECIALIST	4151
M	OCCUPATION HLTH & SFTY SUPV	4154
M	PARATRANSIT OPERATIONS OFFICER	9011
M	PEST CONTROL MANAGER	6462
M	PHCD ALF FACILITY COORDINATOR	9877
M	PHCD ASSIT ALF ADMINISTRATOR	9137
M	PHCD COMPLIANCE OFFICER	3473
M	PHCD FAC& DEV. CONTR COORDINA	3442
M	PHCD PROCUREMENT CONTRACTS OFF	3547
M	PHCD WAITING LIST SPECIALIST	3430
M	PLANNING SECTION SUPERVISOR	2012
M	PLUMBING PLANS PROCESSOR	2170
M	POLICE FINANCIAL INVESTIGATOR	4361
M	POLICE PLANNER 1	4274
M	PROCUREMENT SYSTEMS SPECIALIST	9142
M	PROCUREMENT TECHNICAL SPEC	178
M	PROJ COST & SCHEDULING SPEC	1041
M	PROPERTY CONTROL OFFICER	226
M	PROS ART&CULTURE PROG SPEC	7315
M	PROS BUSINESS DEVELOPMENT SPEC	7337
M	PROS DESIGN& ADVERT SPEC	7308
M	PROS MARKETING SPECIALIST	7345

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
M	PROS PARK PLANNER 1	7285
M	PROS PARK PLANNER 2	7286
M	PROS PARK PLANNER 3	7287
M	PROS PARK PLANNING SECT SUPV	7288
M	PROS SERVICE OFFICER 1	7347
M	PROS SERVICE OFFICER 2	7348
M	PW&WM CREDIT&COLLECT MGR	6344
M	PW&WM ENVIRON AFFAIRS MGR	6363
M	PW&WM RECYCLING MANAGER	6342
M	PW&WM SECTION COORDINATOR	1044
M	PW&WM SVC COMPLAINT COORD	6345
M	PW&WM TRAF CONCURR COORD	1099
M	QUALITY ASSURANCE ENGINEER 1	886
M	RECREATION SPECIALIST 1	7303
M	RECREATION STRAT PLANNER	7309
M	RECREATION THERAPIST 1	2816
M	RECREATION THERAPIST 2	2817
M	REHAB SERVICES COUNSELOR 2	3050
M	REHAB SERVICES SUPERVISOR	3060
M	RER SUPPORT COMPLIANCE SPEC	2244
M	REVENUE & PRODUCTIVITY ANLST 1	343
M	REVENUE & PRODUCTIVITY ANLST 2	344
M	RISK MANAGEMENT APPRAISER	1913
M	RISK MANAGEMENT SPECIALIST	1973
M	ROAD CONSTRUCTION ENGINEER	1043
M	ROOF PLANS PROCESSOR	2172
M	RSVP COORDINATOR	3019
M	SAFETY SPECIALIST 1	1964
M	SBD SR PROF SERV SPEC	3667
M	SCHOOL READ POL&COMP MGR	3089
M	SCHOOL READINESS MANAGER	3087
M	SCHOOL READINESS SUPV	3088
M	SEAPORT BUSINESS PERMITS SPEC	1403
M	SEAPORT PROPERTY MANAGER	1327
M	SEAPORT PUBLIC OUTRCH & EVE CR	9168
M	SENIOR PLANNER	2008
M	SENIOR SOCIAL MEDIA SPECIALIST	9562
M	SFWIB ADA COORDINATOR	3833
M	SFWIB CONT COMPLIANCE OFFICER	3821
M	SFWIB ELIGIBILITY VER. SPEC. 2	9990

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
M	SFWIB EMPLOYER REPRESENTATIVE	3828
M	SFWIB MARKETING SPECIALIST	3888
M	SFWIB OPERATIONS SPECIALIST	3838
M	SFWIB POLICY COORDINATOR	3832
M	SMART PROGRAM COORD	7119
M	SOCIAL MEDIA SPECIALIST	9970
M	SOCIAL SERVICES REPORT SPEC	3175
M	SOCIAL SERVICES SUPERVISOR 1	3009
M	SOCIAL WORKER 1	3006
M	SOCIAL WORKER 2	3007
M	SOCIAL WORKER 2	3008
M	SR EMPLOYEE BENEFITS SPEC	1937
M	SUBSTANCE ABUSE PREV SPEC 1	3236
M	SUMMER FOOD SRV PRG SUPV	9068
M	TEACHER	3709
M	TECH SERVICES PLANNER/SCHED	6466
M	TECHNICAL TRAINING SPEC 1	1862
M	TECHNICAL TRAINING SPEC 2	1863
M	TENNIS FACILITY MANAGER	7353
M	TRAF CONTR STD&SPEC COORD	1097
M	TRAFFIC ENGINEER 1	1094
M	TRAFFIC ENGINEER 2	1095
M	TRAFFIC SIGNAL DESIGN ADMIN	1234
M	TRAINING SPECIALIST 1	420
M	TRAINING SPECIALIST 2	422
M	TRAINING SPECIALIST 3	424
M	TRANSFER STATION SUPT	6339
M	TRANSIT PASS.AMENITIES OFFICER	8295
M	TRANSIT QUALITY ASSUR ANYST	8277
M	TRANSIT SAFETY OFFICER	8207
M	TRANST CONTRACTS COMPL OFFR	8232
M	UTILITY DAMAGES INVESTIGATOR	5936
M	VICTIM CRIME ACT SPECIALIST 1	3013
M	VICTIM OF CRIME ACT SPEC 2	3015
M	VICTIM SERVICES SUPERVISOR	3173
M	VIZCAYA LEARNING PROGRAMS SPEC	9034
M	VIZCAYA SPECIAL EVENT COORD	7615
M	VIZCAYA VOLUN GUIDE COORD	9263
M	W&S BUSINESS PROCESS SPEC	5740
M	W&S BUSINESS PROCESS SR SPEC	5741

BARGAINING UNIT	OCCUPATIONAL TITLE	OCC CODE
M	W&S CONSTR CONTRACTS SPEC	5908
M	W&S EMP SFTY&DEVELOP INSTR	5902
M	W&S ENERGY MGT COORD	5898
M	W&S ENG COST&SCHEDULING SPEC	5536
M	W&S ENVIRONMENTAL CHEMIST 1	5926
M	W&S ENVIRONMENTAL CHEMIST 2	5927
M	W&S GEOGRAPHICAL INFO. SPEC.	9022
M	W&S GIS QUALITY ASSURANCE SPEC	5662
M	W&S LIABILITY CLAIMS ADMIN	5934
M	W&S MAINT PLANNER/SCHEDULER	5965
M	W&S MICROBIOLOGIST	5925
M	W&S RATE ANALYST	5932
M	W&S SENIOR MICROBIOLOGIST	5923
M	ZONING SERV PLN PROC JR ANLYST	2050
M	ZOO CONSERV&RES SPEC	7479
M	ZOO GRAPHICS&EXHIBITRY MGR	7432
M	ZOO GROUP SALES&EVENTS MGR	7453

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
MIAMI-DADE COUNTY,
AND
THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA
OPEIU, LOCAL 100 – PROFESSIONAL EMPLOYEES
OCTOBER 1, 2014 – SEPTEMBER 30, 2017

This Agreement signed this 6th day of October, 2014.

For The Government Supervisors Association of Florida, OPEIU, Local 100 – Professional Unit

Greg Blackman, President

Otto Castillo, Vice President

Walter Clarit Jr., Treasurer

Donald D. Slesnick II, Esq.
Attorney for the Association

Witness

Witness

For Miami-Dade County

Carlos A. Gimenez, Mayor

Edward Marquez, Deputy Mayor

Arleene Cuellar, Director,
Human Resources Department

Tyrone W. Williams, Esq.
Director, Labor Relations

Karen Toledo
Labor Relations Manager

Chamona Brown
Labor Relations Specialist