

Agenda Item #: 7A-4

**PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS
AGENDA ITEM SUMMARY**

Meeting Date: February 5, 2008

☐ Consent
☐ Ordinance

☒ Regular
☐ Public Hearing

Department: Administration

I. EXECUTIVE BRIEF

Motion and Title: Staff recommends a motion to: Ratify the Board's December 11, 2007, decision to resolve an impasse between the County and the Communication Workers of America, Local 3181, as set forth in the Memorandum Stating Palm Beach County Board of County Commissioners' December 11, 2007, Decision To Resolve Impasse.

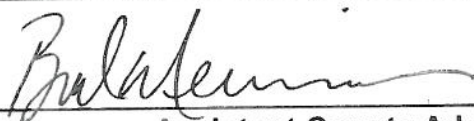
Summary: County management and the Communication Workers of America, Local 3181 (the "Union"), were unable to negotiate an agreed increase to bargaining unit employee premium contribution levels for group health insurance coverage for the 2008 benefit year. On December 11, 2007, the Board conducted an impasse resolution meeting and decided to resolve the impasse by setting the employee premium contribution levels for the County's bargaining unit employees to the same levels as those set for non-bargaining unit employees. Florida Statute §447.403 requires that before the Board's decision can be implemented, it must be reduced to writing, signed by both the County Administrator and the Union's bargaining agent, and submitted to both the Union and the Board for ratification. On January 30, 2008, the Union voted to not ratify the Board's decision. However, the Board's decision can still be implemented effective December 11, 2007, for the 2008 benefit year if the Board ratifies its decision. Countywide (EC)

Background and Policy Issues: The County provides a selection of group health insurance plans to eligible employees and their eligible dependents. Employee premium contributions are deducted from employee payroll checks and applied toward the County's cost of providing group health coverage. The amount of an employee's premium contribution depends on the plan selected by the employee and the number of eligible dependents covered. Staff annually evaluates employee premium contribution levels for each of the group health insurance plans offered to its employees. As a result of staff's evaluation for the 2008 benefit year, management determined that an increase to employee premium contribution levels was warranted. The Communication Workers of America, Local 3181 (the "Union"), requested to negotiate the proposed increase with management. Despite their best efforts, the parties were unable to agree and referred the impasse directly to the Board for resolution under the procedures in Florida Statute §447.403. The Board conducted an impasse resolution meeting on December 11, 2007.

(Continued on page 2.)

Attachments: 1. Memorandum Stating Palm Beach County Board of County Commissioners' December 11, 2007, Decision To Resolve Impasse.

Approved by: _____



Assistant County Administrator

1/30/08

Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

NOTE: Net fiscal impact is accounted for in 2008 budget for Risk Management.

| Fiscal Years | 2008 | 2009 | 2010 | 2011 | 2012 |
|---|------|------|------|------|------|
| Capital Expenditures | | | | | |
| Operating Costs | | | | | |
| External Revenue | | | | | |
| Program Income (County) | | | | | |
| In-Kind Match (County) | | | | | |
| NET FISCAL IMPACT | | | | | |
| # ADDITIONAL FTE POSITIONS (Cumulative) | | | | | |

Is item included in current budget? Yes _____ No _____



Budget Account No.: Fund _____ Dept. _____ Unit _____ Object _____
Program _____

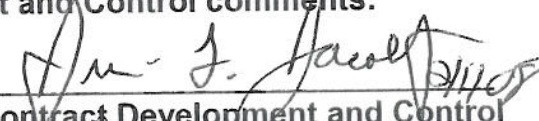
B. Recommended sources of funds / summary of fiscal impact:

C. Departmental fiscal review: _____

III. REVIEW COMMENTS

A. OFMB Fiscal and Contract Development and Control comments:


OFMB 1-31-08



Contract Development and Control
E. Jones 2/1/08

B. Legal sufficiency:


Assistant County Attorney

C. Other departmental review: Fixed Assets

Department Director

Background and Policy Issues: (Continued from page 1.)

After hearing both sides present their positions, the Board decided to resolve the impasse by setting the employee premium contribution levels for the County's bargaining unit employees to the same levels as those set for non-bargaining unit employees, as indicated in Table 1, below. The Board's decision resolving the disputed impasse issue was reduced to writing (see Attachment 1), signed by both the County Administrator and the Union's bargaining agent. Florida Statute §447.403 requires that before the Board's decision can be implemented, it must be submitted to both the Union and the Board, as the public employer, for ratification. On January 30, 2008, the Union voted to not ratify the Board's decision. Nevertheless, the Board's decision can still be implement effective December 11, 2007, for the 2008 benefit year if the Board votes to ratify its decision.

Table 1.

| Plan | Tier | 2008 Monthly Rate |
|------|---------|-------------------|
| HMO | EE Only | \$ 10.00 |
| | EE + 1 | \$ 115.08 |
| | Family | \$ 203.87 |
| POS | EE Only | \$ 30.00 |
| | EE + 1 | \$ 219.37 |
| | Family | \$ 335.93 |
| PPO | EE Only | \$ 221.02 |
| | EE + 1 | \$ 713.89 |
| | Family | \$ 1,175.13 |

MEMORANDUM STATING
PALM BEACH COUNTY BOARD OF COUNTY COMMISSIONERS'
DECEMBER 11, 2007, DECISION TO RESOLVE IMPASSE

THIS MEMORANDUM, dated this _____ day of December, 2007, is jointly entered and submitted by Palm Beach County, ("County"), and the Communications Workers of America, Local 3181 ("Union").

On December 11, 2007, the Palm Beach County Board of County Commissioners conducted an Impasse Resolution Meeting and by a vote of 6-0 made the following decision to resolve the impasse:

Bargaining unit employee premium contribution levels
for 2008 group health insurance coverage shall be as
follows:

| Plan | Tier | 2008 Monthly Rate |
|------|---------|-------------------|
| HMO | EE Only | \$ 10.00 |
| | EE + 1 | \$ 115.08 |
| | Family | \$ 203.87 |
| POS | EE Only | \$ 30.00 |
| | EE + 1 | \$ 219.37 |
| | Family | \$ 335.93 |
| PPO | EE Only | \$ 221.02 |
| | EE + 1 | \$ 713.89 |
| | Family | \$ 1,175.13 |

IN WITNESS WHEREOF, the County and the Union have executed this Memorandum, and by so doing, acknowledge and agree that the above fully and accurately reflects the Board's decision on December 11, 2007.

PALM BEACH COUNTY, a Political
Subdivision of the State of Florida

By: _____

ROBERT WEISMAN
County Administrator
Palm Beach County

COMMUNICATIONS WORKERS OF
AMERICA, LOCAL 3181

By: _____

GARY M. McCALLISTER
CWA Staff Representative for South
Florida, Communications Workers of
America, District 3