

**City of Coral Gables City Commission Meeting**  
**Agenda Items F-1 and F-5 are related**  
**March 20, 2018**  
**City Commission Chambers**  
**405 Biltmore Way, Coral Gables, FL**

**City Commission**

**Mayor Raul Valdes-Fauli**  
**Vice Mayor Pat Keon**  
**Commissioner Vince Lago**  
**Commissioner Frank Quesada**  
**Commissioner Michael Mena**

**City Staff**

**City Manager, Cathy Swanson-Rivenbark**  
**City Attorney, Miriam Ramos**  
**City Clerk, Walter J. Foeman**  
**Deputy City Clerk, Billy Urquia**  
**Assistant City Manager, Frank Fernandez**  
**Labor Relations and Risk Manager, Raquel Elejabarrieta**

**Public Speaker(s)**

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Agenda Items F-1 and F-5 are related [9:47:10 a.m.]

**F-1:** An Emergency Ordinance amending Chapter 50 of the Code of the City of Coral Gables, entitled “Pensions,” implementing provisions of the 2017-2020 Collective Bargaining Agreement between the City and the Teamsters and implementing similar changes for excluded employees, amending Section 50-29, City Contributions; amending Section 50-230, Normal Retirement Income; providing for repealer provision, severability clause, codification and providing for an effective date.

**F-5:** A Resolution of the City Commission of Coral Gables, Florida with attachments ratifying the collective bargaining agreement between the City of Coral Gables and the Teamsters Local 769. Affiliated with the International Brotherhood of Teamsters for the period of October 1, 2017 through September 30, 2020.

Mayor Valdes-Fauli: F-5 – Resolution of the City of Coral Gables with attachments ratifying the collective bargaining agreement.

City Attorney Ramos: Yes sir. F-5 is a Resolution of the City Commission of the City of Coral Gables, Florida with attachments ratifying the Collective Bargaining Agreement between the City of Coral Gables and the Teamsters Local 769. Affiliated with the International Brotherhood of Teamsters for the period of October 1, 2017 through September 30, 2020. This item is related to Item F-5, which is an Ordinance on First Reading, I'm sorry, F-1, which is an Ordinance on First Reading, an Emergency Ordinance amending Chapter 50 of the Code of the City of Coral Gables, Florida entitled "Pensions," implementing provisions of the 2017-2020 Collective Bargaining Agreement between the City and the Teamsters and implementing similar changes for excluded employees, amending Section 50-29, City Contributions; amending Section 50-230, Normal Retirement Income; providing for repealer provision, severability clause, codification and providing for an effective date. F-1 is a public hearing item.

Mayor Valdes-Fauli: It's a public hearing and we need a four-fifths vote.

City Attorney Ramos: That is correct sir.

Mayor Valdes-Fauli: Alright – Presentation.

Assistant City Manager Fernandez: Mr. Mayor and Members of the Commission, good morning and thank you very much. We have been negotiating with the Teamsters for the last several months and we have reached an agreement. All elected officials have been briefed on the summary of the contract. I'd like to provide an overview briefly for the record, so I'll pass the baton over to Director Elejabarrieta.

Director Elejabarrieta: Good morning. So this is a three year Collective Bargaining Agreement, it begins on October 1<sup>st</sup> and it runs through September 30, 2020. Some of the main items that the parties agreed to were obviously wages, which is Article 7. It's a three year deal, so for the first year, Fiscal Year 2018, the parties agreed to implement the compensation study, which depending on the pay grade increase of the job classification will result in either anywhere between the two and-a-half to a 10 percent increase for the employees. If the employees are not receiving a pay grade adjustment to their job classification they are entitled to approximately a two percent lump sum.

Mayor Valdes-Fauli: We are talking about the Collective Bargaining Agreement F-5, which has to come before F-1.

City Attorney Ramos: Correct.

Mayor Valdes-Fauli: Any comments on F-5? I'd like to call, are you done, your presentation?

Assistant City Manager Fernandez: Yes sir, we're done.

Mayor Valdes-Fauli: David Renshaw – Teamsters Local 769, David Renshaw. Good morning.

Mr. Renshaw: Good morning. How are you? My name is David Renshaw with Teamsters Local 769. I'd like to say good morning to the Mayor of the City of Coral Gables, good morning to all of the Commissioners and good morning to Madam City Manager. Again, my name is David Renshaw; I'm the Business Agent with Teamsters Local 769 out of Miami, Florida and with International Brotherhood of Teamsters. First again, I'd like to thank the Mayor and the Commissioners for their time and opportunity to speak with them in regards to the Collective Bargaining Agreement. The focus of the negotiations was driven by the Comp Study and the updating of many classifications and salary ranges for your employees at the City of Coral Gables. For the most part and a large majority, much needed and well deserved salary increase through the adoption of the Comp Study that was implemented and driven by the City of Coral Gables. The employees represented by the Teamsters ratified the proposed Collective Bargaining Agreement which is in front of you today, on February 26, 2018. We are pleased to have a three year contract between the parties of Teamsters Local 769 and City of Coral Gables. On behalf of the Bargaining Committee, the International Brotherhood of Teamsters and Teamsters Local 769, we thank you for your opportunity to allowing us to speak on their behalf.

Mayor Valdes-Fauli: Thank you sir. Thank you very much. Any questions, comments? Thank you very much.

Commissioner Keon: I think – I know since we've been elected we have – it is a wonderful thought to know that we have all of our employment contracts up to date, all of our union contracts are up to date currently; and I know you are beginning the renegotiation with Fire, but we don't have the delays that we have had in the past, the two and three year delays that people have been working without contracts. However you have structured negotiations, it's very effective. You are to be congratulated for your work on negotiating these contracts. Thank you.

Mayor Valdes-Fauli: Thank you very much.

Commissioner Lago: Frank just a quick question for both of you. Like Vice Mayor Keon mentioned, this is the first time since we've been here in four years that we've had the opportunity to have all the unions taken care of, and the first time that I've ever seen where a

three year agreement has been put in place. I think a lot of that has to do with, obviously the compensation plan that you guys have proffered that our employees have embraced. I think it's an opportunity to really even out certain parts of the compensation breakdown that maybe weren't appropriate before now are more in line with what some of the employees deserve. My biggest concern is and the economy is doing great now and we have ebbs and flows. I want to make sure, like we always have that we are in the best footing possible, not only to benefit the employees, but also to benefit the long term health of the City and make sure that we have everybody taken care of; and you feel 100 percent confident in this agreement and you think the City can afford it. I know you wouldn't put it in place if it didn't, I just want to make sure. I just want to make sure that's something that we memorialize today.

Assistant City Manager Fernandez: Commissioner we strive to make sure that the contracts are affordable and most important sustainable. It's a fine balance. We have to make sure we properly compensate the employees for the work, the great work that they do for the City, and we believe through this contract that we have achieved that great balance. This is affordable, sustainable and have been vetted out by the entire City staff, as presented to you in the Executive Sessions, and I have no doubts whatsoever this affordable, sustainable, it's an appropriate contract at this given time.

City Manager Swanson-Rivenbark: Commissioner you should also know that we don't agree to something unless we cost it out with verification from the Finance Director, so there are double checks, because we don't serve the Teamsters, we don't serve the residents, if we agree to something that we later have to take back. So it's critically important.

Commissioner Lago: And I agree with you wholeheartedly. Our staff, our Finance Director and her team has done an exceptional job, but you know, it's always in the back of my mind remembering seven years ago and what everybody went through in the City of Coral Gables and Miami-Dade County and throughout the State of Florida, throughout the country. So it's great to see, like the Vice Mayor mentioned, we have a three year plan now moving forward, I think it's going to benefit the City as a whole, so I'm happy to see that.

Mayor Valdes-Fauli: Thank you very much. Thank you. I need a motion.

Vice Mayor Keon: I'll move it.

Commissioner Quesada: Second.

Mayor Valdes-Fauli: Will you call the roll please.

Commissioner Quesada: Yes  
Vice Mayor Keon: Yes  
Commissioner Lago: Yes  
Commissioner Mena: Yes  
Mayor Valdes-Fauli: Yes  
(Vote: 5-0)

Mayor Valdes-Fauli: Thank you.

City Attorney Ramos: We need another motion on F-1 please.

City Manager Swanson-Rivenbark: It's an emergency ordinance.

Commissioner Lago: For exempted employee's right?

Ms. Elejabarrieta: Yes. Basically, this pension ordinance implements some changes that were agreed upon in the Collective Bargaining Agreement for the Teamsters and then similar pension changes also for the excluded employees.

Commissioner Quesada: So moved.

Commissioner Lago: Second.

Mayor Valdes-Fauli: Will you call the roll please.

Vice Mayor Keon: Yes  
Commissioner Lago: Yes  
Commissioner Mena: Yes  
Commissioner Quesada: Yes  
Mayor Valdes-Fauli: Yes  
(Vote: 5-0)

City Clerk Foeman: Second roll call.

Commissioner Lago: Yes  
Commissioner Mena: Yes  
Commissioner Quesada: Yes  
Vice Mayor Keon: Yes  
Mayor Valdes-Fauli: Yes

(Vote: 5-0)

Assistant City Manager Fernandez: Mr. Mayor may I make a closing comment briefly to address Commissioner Lago's concern. This is our fourth contract that we've done here in the City so far. We've transitioned into these contracts seamlessly without any problems, great job with the staff, working collaboratively with the unions. So, I just want to reassure you that we expect that this loss of transition...concerns.

Commissioner Lago: Listen, I'm 100 percent sure in the abilities of, not only our staff, but our City Manager and our City Attorney our City Clerk, but it's a little bit different of a situation now we have the compensation study. Not many other cities have adopted that. So, it's a little bit different when you talk to the employees for them to get used to it. Again, three years, we have all the time in the world.

Vice Mayor Keon: Thank you – good job.

Mayor Valdes-Fauli: Thank you very much.

[End: 9:55:38 a.m.]