



City of Coral Gables
CITY COMMISSION MEETING
October 8, 2024

ITEM TITLE:

AN ORDINANCE OF THE CITY OF CORAL GABLES, FLORIDA, AMENDING CHAPTER 46 OF THE "CODE OF THE CITY OF CORAL GABLES," ENTITLED "PENSIONS," IMPLEMENTING PROVISIONS OF THE 2024-2027 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND TEAMSTERS LOCAL UNION 769, AMENDING SECTION 46-26, COMPULSORY PARTICIPATION; SECTION 46-27, PURCHASE OF CREDITED SERVICE; SECTION 46-29, CITY CONTRIBUTIONS; SECTION 46-34, EMPLOYEE CONTRIBUTIONS; SECTION 46-253, NORMAL RETIREMENT INCOME; AND SECTION 46-269 DEFERRED RETIREMENT OPTION PLAN (DROP); AND PROVIDING FOR SEVERABILITY, REPEALER, CODIFICATION, AND AN EFFECTIVE DATE.

DEPARTMENT HEAD RECOMMENDATION:

Approval.

BRIEF HISTORY:

This Ordinance implements the following pension changes contained in the recently ratified collective bargaining agreement between the City and the Teamsters, Local 769 (the "Agreement"):

- Effective October 7, 2024, the employee contribution to the Retirement System shall be 10% of compensation.
- Effective October 7, 2024, the maximum benefit limit of \$67,500 is removed. The maximum benefit limit of 75 percent of average final compensation applied to a member's normal retirement income payable in the normal form of benefit is maintained.
- Effective October 7, 2024, the maximum participation in the DROP shall be extended to 96 months (8 years).
- Open the Retirement System for a limited time to allow employees who chose to participate in the Defined Contribution Plan instead of the Retirement System an opportunity to become a member of the Retirement System going forward. Employees will be allowed to purchase their prior full-time service with the City at an amount equal to the full actuarial cost of the service as determined by the plan actuary.

FINANCIAL INFORMATION:

No.	Amount	Account No.	Source of Funds
1.	\$400,000	Various	General Fund
Total:	\$400,000		

Fiscal Impact: The amount reflected herein is the approximate fiscal impact for fiscal year 2025.

ATTACHMENT(S):

1. Ordinance
2. Actuarial Impact Statement (Prepared by GRS Retirement Consulting)