



City of Coral Gables
CITY COMMISSION MEETING
January 12, 2016

ITEM TITLE:

Ordinance on Second Reading: AN ORDINANCE AMENDING CHAPTER 50 OF THE "CODE OF THE CITY OF CORAL GABLES," ENTITLED "PENSIONS," AMENDING SECTION 50-239(A), LIMITATION ON PAYMENT OF RETIREMENT INCOME, AND PROVIDING FOR SEVERABILITY, REPEALER, CODIFICATION, AND AN EFFECTIVE DATE.

DEPARTMENT HEAD RECOMMENDATION:

Approval.

BRIEF HISTORY:

The City of Coral Gables Retirement Plan currently allows retired city employees to be reemployed in a full-time capacity, but city retirement benefits are suspended during the period of reemployment. Retired city employees may be reemployed in a part-time capacity after a 30 day break in service, and continue to receive city retirement benefits. A retired police officer or firefighter who is reemployed as a full-time police officer or firefighter has his/her retirement benefits suspended for the period of reemployment, and upon subsequent retirement the retirement benefit is adjusted to reflect the additional credited service and compensation earned during the reemployment.

This ordinance would allow retired general employees who are not in a bargaining unit to be reemployed in a full-time capacity after a six month break in service, and continue to receive city retirement benefits during the reemployment. The ordinance also allows retired police officers and firefighters who are not in a bargaining unit to be reemployed in a full-time capacity other than as a police officer or firefighter after a six month break in service, and continue to receive city retirement benefits during the reemployment. Retirees who are reemployed as full-time city employees would not be eligible to participate in the City Retirement Plan, but would be eligible to participate in a 401(a) defined contribution plan or 457 plan as determined by the city manager. The new reemployment provisions would apply immediately to non-bargaining unit employees, and to bargaining unit employees upon agreement of the respective bargaining representative.

Retired city employees would continue to be able to be reemployed in a part-time capacity after a 30 day break in service, and receive city retirement benefits during the reemployment.

At the December 8, 2015, City Commission Meeting the Commission passed the Ordinance, as written, on first reading.

APPROVED BY:

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| City Attorney | City Manager |
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ATTACHMENT(S):

- Proposed Ordinance**