

**City of Coral Gables City Commission Meeting**  
**Agenda Item H-2**  
**October 8, 2024**  
**City Commission Chambers**  
**405 Biltmore Way, Coral Gables, FL**

**City Commission**

**Mayor Vince Lago**

**Vice Mayor Rhonda Anderson**

**Commissioner Melissa Castro**

**Commissioner Ariel Fernandez**

**Commissioner Kirk Menendez**

**City Staff**

**City Attorney, Cristina Suárez**

**City Manager, Amos Rojas, Jr.**

**City Clerk, Billy Urquia**

**Human Resources Director, Raquel Elejabarrieta**

**Public Speaker(s)**

**David Renshaw, Teamsters Representative**

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Agenda Item H-2 [10:23 a.m.]

A Resolution of the City Commission 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, 2024 through September 30, 2027.

HR Director: So, the resolution has to be first, the resolution ratifying the collective bargaining agreement.

Mayor Lago: H-2.

HR Director: Correct.

*City Commission Meeting*

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[Date]

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*Agenda Item H-2 – Resolution with attachments ratifying the Collective Bargaining Agreement between the City of Coral Gables and the Teamsters Local 769*

City Attorney Suarez: H-2 is A Resolution of the City Commission 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, 2024 through September 30, 2027.

HR Director: Good morning again Mayor, Commissioners. I'm very pleased to report that we have reached a tentative agreement with the Teamsters. It's a three-year agreement from 2024 to 2027. The union ratified it last Thursday, so it is now before you for ratification. The agreement contains important provisions, including competitive salary adjustments that reflects the contributions of our employees, retirement improvements that bolster the retirement benefits of our employees, ensuring long-term financial benefits or security and other enhancements that address other needs that were identified during negotiations. We believe that this agreement represents a fair and balanced approach that aligns with both the needs of the employees and the operational goals of the city. So we are recommending that it be ratified by the City Commission. I do believe that David Renshaw, which is the Teamsters business agent would like to say a few words. I think he is via Zoom.

City Clerk Urquia: Yes.

Mayor Lago: Mr. Renshaw, good morning.

Mr. Renshaw. Good morning. Can you hear me?

Mayor Lago: Yes sir.

Mr. Renshaw: Thank you for allowing me to participate via Zoom. I'm currently in the disaster relief logistics that hindered me to be there. Wanted to say good morning to all, Mayor, Vice Mayor, Commissioners, and residents and wanted to piggyback off of what was recently said. The union, Teamsters Local 769 on behalf of the general employees have recently ratified an agreement and with that agreement that allows us to move forward and let's move forward in the right direction, continue to ongoing communication and ongoing support of the general employees and something I learned a long time ago is, we really start preparing for the next negotiation session right after the Collective Bargaining Agreement is ratified. So we look forward to a continued partnership through this duration. Thank you for all involved and we'd ask for your support, not only on the ratification that's in front of you, but the pension ordinance as well. Thank you.

Mayor Lago: Thank you very much. Raquel, do you have anything else you'd like to add?

HR Director: No.

Mayor Lago: Mr. Clerk do you have any public comment.

City Clerk Urquia: No, Mr. Mayor.

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Mayor Lago: Alright. So, we'll close the public comment. I'd like to briefly just say thank you to Raquel, thank you to Mr. Renshaw for working collaboratively together on coming together with an agreement. Again, this is a long time coming and it's a great thing that we finally are able to address some of our employees have a serious need for such a long time.

HR Director: Absolutely.

Mayor Lago: Thank you for your hard work.

Vice Mayor Anderson: Excellent work and I'll be happy to move it forward.

Commissioner Castro: Nothing can make me happier than sitting here right now hearing this. Thank you so much for all your hard work.

Commissioner Fernandez: This has been a labor of love, and I thank Raquel, the Manager, and the entire team for all the work and the hours that have been put in, as well as the folks on the Teamsters side. I know that there were a lot of questions going back and forth and issues, getting to the end, but we got to the finish line. I think both sides worked very collegially together on finding resolutions and this is a contract that puts some of our hardest workers in our city in a much better place going forward. So thank you.

HR Director: I agree.

Commissioner Menendez: It's a win-win across the board, so thank you all for the great work.

HR Director: Thank your for your support.

Commissioner Castro: I'm very happy. Thank you.

Mayor Lago: So we have a motion and a second.

Commissioner Castro: Yes

Commissioner Fernandez: Yes

Commissioner Menendez: Yes

Vice Mayor Anderson: Yes

Mayor Lago: Yes

(Vote: 5-0)