

**City of Coral Gables City Commission Meeting**  
**Agenda Item E-4 and H-3 are related**  
**September 8, 2015**  
**City Commission Chambers**  
**405 Biltmore Way, Coral Gables, FL**

**City Commission**

**Mayor Jim Cason**  
**Commissioner Pat Keon**  
**Commissioner Vince Lago**  
**Vice Mayor Frank Quesada**  
**Commissioner Jeannett Slesnick**

**City Staff**

**City Manager, Cathy Swanson-Rivenbark**  
**City Attorney, Craig E. Leen**  
**City Clerk, Walter J. Foeman**  
**Deputy City Clerk, Billy Urquia**

**Public Speaker(s)**

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Agenda Item E-4 and H-3 are related [Start: 2:23:08 p.m.]

E-4: An Ordinance on First Reading amending Chapter 50 of the Code of the City of Coral Gables, entitled “Pensions,” amending Section 50-29, City Contributions.

H-3: A Resolution of the City Commission of Coral Gables, Florida, with attachment, ratifying the Memorandum of Understanding between the City of Coral Gables and the Teamsters, Local Union 769, specifically relating to group health insurance and employee pension contribution.

Mayor Cason: Let’s move onto Ordinance E-4, its and Ordinance on First Reading.

City Manager Swanson-Rivenbark: And I’m going to call Elsa Jaramillo up. This is also semi related to H-3, which is a resolution.

City Attorney Leen: Before we begin, let me just read it into the record.

Ms. Jaramillo-Velez: Actually Craig, Mr. Mayor, can we do H-3 just because its sequentially.

City Attorney Leen: H-3 and E-4 are related.

Mayor Cason: Yes.

Ms. Jaramillo-Velez: H-3 – yes. If we can do H-3 first.

City Attorney Leen: Let me read it into the record though and then you can have the public hearing on both items and vote on them in either order. Item E-4 is an Ordinance on First Reading amending Chapter 50 of the Code of the City of Coral Gables, entitled “Pensions” amending Section 50-29, City Contributions. And then Item H-3, I can turn over to our Human Resources Director.

Ms. Jaramillo-Velez: H-3 is a Resolution of the City Commission, it involves the ratification of the Memo of Understanding between the Teamsters and the City. As you all know, presently we are in negotiations with the Teamsters and this is a measurement in order for certain things have to happen effective October 1<sup>st</sup>. The first one is the group health insurance, we would cover at 100 percent the employee contribution for the employee only HMO, and that would be at \$781.14, so there is an actual set amount, which at the current rate is the 100 percent. It also provides for a 50 percent subsidy for the dependent coverage, but there are set amounts never to exceed certain amounts for the employee and the spouse at \$284.33; at \$220.28 for the employee and children and at \$404.23 per month for the employee and family. This Memorandum of Understanding would also provide for the existing Teamsters to stay at a 15 percent employee contribution, as opposed to going to a little over 26 percent become effective October 1<sup>st</sup>. So that’s for the Commission to ratify this Memo of Understanding. Of course this Memo of Understanding is dependent upon the Teamsters as well ratifying and it will be ratifying on the 14<sup>th</sup>, they have some notice that they have to provide to their members, so on the 14<sup>th</sup> they would take a vote.

Mayor Cason: The reason we are doing this now is because October 1<sup>st</sup>, the new Budget.

Ms. Jaramillo-Velez: October 1<sup>st</sup> with the actuarial report because due to cost-sharing the article in the contract provides for the cost-sharing, as part of the cost-sharing the actuarial report indicates that the pension contribution for the employee only is going to come to a little over 26 percent, so this will in order to assist the employees it would remain at the 15 percent contribution as we continue negotiating.

Mayor Cason: How does it work with the families? Say you have a spouse that's working somewhere and has an insurance policy that covers the kids, let's say the spouse and the children, even though let's say the other spouse doesn't have it. The same insurance company that the employee has?

Ms. Jaramillo-Velez: Are you talking about the 50 percent subsidy? Its with our plan, with our plan.

Mayor Cason: With our plan. We are not encouraging them to drop that plan and come over onto our plan.

Ms. Jaramillo-Velez: We don't know what the activity is going to be based on this new – because this is something new, this 50 percent subsidy, so we don't know if the employees are going to react by coming over to our plan.

City Manager Swanson-Rivenbark: But Mr. Mayor, I want to explain. So there are two different items you are looking at. One has to deal with pension, we have a cost-sharing pension. That cost-sharing will go in effect again, October 1, to 26 percent. You had previously approved a reduction to 15 percent. We believe that that is a good number and so we wanted to continue that 15 percent for next year. The second piece of it is health care, and when we looked, we want to be competitively priced in our community to attract and retain employees. We are the highest paying health care of the cities around us and its not that our health care is more expensive, its that the City does not subsidize health care for families like the other cities do. And so, we were able to present to you all a survey that showed what the health care costs were. We are recommending that 50 percent reduction in health care for the employee, the City picks up that 50 percent, but we are putting it to a dollar amount and so that if per chance next year health care

goes up, we are still limited to the 50 percent that we already wanted to pay. That's employee plus one, they may have a spouse or a child; employee plus family, and we think that its an important issue for the Teamsters and we think its an important issue for us as well.

Mayor Cason: Discussion?

Vice Mayor Quesada: So moved.

Mayor Cason: This is on H-3; H-3 first. So Commissioner Quesada made the motion.

Commissioner Keon: I'll second it.

Mayor Cason: Commissioner Keon seconds. City Clerk.

Commissioner Keon: Yes

Commissioner Lago: Yes

Vice Mayor Quesada: Yes

Commissioner Slesnick: Yes

Mayor Cason: Yes

(Vote: 5-0)

City Attorney Leen: And Mr. Mayor, on Item E-4 it's a public hearing.

Mayor Cason: Right. And do we have any speaker cards?

City Clerk Foeman: No Mr. Mayor.

Mayor Cason: So we'll close the public hearing. We have a motion on E-4?

Commissioner Lago: So moved.

Mayor Cason: Commissioner Lago makes the motion. Second?

Commissioner Slesnick: Second.

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Agenda Items E-4 and H-3 are related – Ordinance amending Chapter 50  
Of Code of Coral Gables, "Pensions" amending Sec 50-29, City Contributions and  
Ratifying Memo of Understanding with Teamsters

Mayor Cason: Commissioner Slesnick. City Clerk.

Commissioner Lago: Yes

Vice Mayor Quesada: Yes

Commissioner Slesnick: Yes

Commissioner Keon: Yes

Mayor Cason: Yes

(Vote: 5-0)

[End: 2:29:02 p.m.]