



City of Coral Gables
CITY COMMISSION MEETING
October 8, 2024

ITEM TITLE:

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, 2024, THROUGH SEPTEMBER 30, 2027.

DEPARTMENT HEAD RECOMMENDATION:

Approval.

BRIEF HISTORY:

The City of Coral Gables (“City”) and the Teamsters, Local 769, Affiliated with the International Brotherhood of Teamsters (“Teamsters”), have been negotiating a successor collective bargaining agreement and have reached an agreement for the period of October 1, 2024 through September 30, 2027 (the “Agreement”). The Teamsters have ratified the Agreement. Upon ratification of the Agreement by the City Commission, the Agreement will reflect the following material changes:

Article 7 “Wages”

- Fiscal Year 2025: 4.0% increase
- Fiscal Year 2026: 4.0% increase
- Fiscal Year 2027: 3.5% increase
- Increase merits from 2.5% to 3% for all merits due on or after October 1, 2024
- \$1,000 lump sum non-pensionable payment

Article 8 “Health Plans and Life Insurance”

- Increase the biweekly medical dependent pre-tax stipend given to employees who have dependent health insurance coverage to cover the percentage increase in premiums in Calendar Years 2025, 2026 and 2027 capped at a total of 15% over the 3 calendar years.

Article 11 “Annual Leave”

- Increase cap of annual leave from 288 hours to 348 hours. The restriction in number of hours that may be accumulated does not apply to employees who have reached normal retirement age and are eligible to retire.
- Increase sale of annual leave from 60 hours to 80 hours.

Article 12 “Workweek, Overtime and Call Back”

- Increase number of employees allowed to be on standby from 5 employees to 8 employees. Clarify that employees are not eligible for standby pay on a day that they take leave of any kind.
- Employees not on standby that respond to a call or multiple calls after hours and while off duty will receive either one hour of overtime pay if the call or calls total one hour or less in duration or

overtime pay for the actual hours spent on the call or calls if the call or calls total more than one hour in duration.

- Increase Fire Watch minimum to 3 hours.
- Annual leave to count as hours worked for purposes of determining overtime.

Article 21 “Temporary Assignment to Higher Classification”

- Emergency Dispatchers that are asked to serve in a higher position will receive out of class pay for the time that they are serving in that higher capacity.

Article 24 “Special Allowance”

- Increase \$75 bi-weekly allowance for ASE Certified Mechanic or EVT certification to \$150.
- Increase mechanic tool allowance from \$575 to \$800.
- Increase CTO pay from 3% to 5% (non-pensionable)
- Hazard Pay: \$60 per pay period for employees holding certain job classifications in the Public Works Department.

Article 28 “Uniforms”

- Increase reimbursement for safety shoes for employees required to wear safety shoes from \$125 to \$200.

Article 34 “Retirement System”

- 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.	\$2,600,000	Various	General Fund
Total:	\$2,600,000		

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

ATTACHMENT(S):

1. Resolution
2. Red-Line 2024-2027 Agreement Between the City of Coral Gables and Teamsters, Local 769, Affiliated with the International Brotherhood of Teamsters
3. Final 2024-2027 Agreement Between the City of Coral Gables and Teamsters, Local 769, Affiliated with the International Brotherhood of Teamsters