

City of Coral Gables

405 Biltmore Way
Coral Gables, FL 33134
www.coralgables.com



Meeting Minutes

Tuesday, September 11, 2012

9:00 AM

SPECIAL MEETING
IMPASSE HEARING
City Hall, Commission Chambers

City Commission

Mayor Jim Cason
Vice Mayor William H. Kerdyk, Jr.
Commissioner Maria Anderson
Commissioner Rafael "Ralph" Cabrera, Jr.
Commissioner Frank C. Quesada

Patrick G. Salerno, City Manager
Craig E. Leen, City Attorney
Walter J. Foeman, City Clerk

ROLL CALL

Present: 5 - Mayor Cason, Commissioner Anderson, Commissioner Cabrera Jr., Vice Mayor Kerdyk Jr. and Commissioner Quesada

- 1. **12-1914** Hearing by City Commission to resolve impasse issues of collective bargaining negotiations with the Fraternal Order of Police, Lodge No. 7.

This Agenda Item was Discussed and Filed

City Clerk Item No. 1

- 1.A **12-1992** A Motion of the Coral Gables City Commission allowing for a fifteen minute recess during the Impasse Hearing between the City of Coral Gables and the Fraternal Order of Police, Coral Gables Lodge No. 7, in order to discuss a possible resolution.

A motion was made by Commissioner Anderson, seconded by Commissioner Cabrera, Jr., that this matter be approved. The motion passed by the following vote.

Yeas : 5 - Commissioner Anderson, Commissioner Cabrera, Jr., Vice Mayor Kerdyk, Jr., Commissioner Quesada and Mayor Cason

City Clerk Item No. 2

- 1.B **12-1993** A Motion of the Coral Gables City Commission calling for an Executive Session on this same date with the bargaining representatives of the City prior to proceeding with the Impasse Resolution Hearing in order to consider a possible settlement.

A motion was made by Commissioner Anderson, seconded by Commissioner Cabrera, Jr., that this matter be approved. The motion passed by the following vote.

Yeas : 4 - Commissioner Cabrera, Jr., Vice Mayor Kerdyk, Jr., Commissioner Anderson and Mayor Cason

Nays : 1 - Commissioner Quesada

City Clerk Item No. 3

RESOLUTION NO. 2012-166

- 1.C **12-1980** Resolution adopting final decision of the Coral Gables City Commission made at the Impasse Hearing as per Chapter 447.403(4)(d), Florida Statutes, more specifically relating to existing articles 10, 12, 17, 23, 40, 44 and proposed new article for the Collective Bargaining Agreement between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge No. 7 for contract period October 1, 2012 through September 30, 2011.

RESOLUTION ADOPTING FINAL DECISION OF THE CORAL GABLES CITY

COMMISSION MADE AT THE IMPASSE HEARING AS PER CHAPTER 447.403(4)(D), FLORIDA STATUTES, MORE SPECIFICALLY RELATING TO EXISTING ARTICLES 10, 12, 17, 23, 40, 44 AND PROPOSED NEW ARTICLE FOR THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2010 THROUGH SEPTEMBER 30, 2011; MORE PARTICULARLY, [1] ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 10 TO PROVIDE FOR RELIEF FROM DUTY WITHOUT PAY UNDER CERTAIN CIRCUMSTANCES; [2] ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 12 TO CLARIFY GRIEVANCE PROCEDURE; [3] ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 17 TO REFLECT REPLACEMENT OF POLICE VEHICLES AT 100,000 MILES UNLESS AUTOMOTIVE DIRECTOR DETERMINES THE VEHICLE IS SAFE TO DRIVE; [4] ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 23 TO DELETE LANGUAGE ABOUT GIVING UP ONE (1) FLOATING HOLIDAY AND PROVIDING FOR THE PAYMENT OF DOUBLE TIME FOR WORKING A HOLIDAY; [5] ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 40 TO REFLECT THAT CITY WILL PAY \$609.41 PER MONTH PER EMPLOYEE FOR GROUP HEALTH AND ELIMINATING LANGUAGE REGARDING AUTOMATIC INCREASES IN PAYMENT; [6] ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 44 TO PROVIDE FOR RANDOM DRUG TESTING; [7] ACCEPTING THE CITY'S PROPOSAL TO ADD A NEW ARTICLE PROVIDING SICK LEAVE, BEREAVEMENT LEAVE AND FAMILY LEAVE BENEFITS FOR DOMESTIC PARTNERS REGISTERED IN ACCORDANCE WITH MIAMI-DADE COUNTY CODE; SAID PROPOSED ARTICLES WHICH SHALL BE INCORPORATED IN THE COLLECTIVE BARGAINING AGREEMENT AND SUBMITTED FOR RATIFICATION TO THE FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7; FURTHER PROVIDING THAT IN THE EVENT THAT SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT IS NOT RATIFIED BY THE AFOREMENTIONED FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7, THEN SAID ARTICLES AS AMENDED HEREIN SHALL BE IMPOSED DURING THE AFOREMENTIONED CONTRACT PERIOD, AND EFFECTIVE SEPTEMBER 11, 2012, AS PROVIDED FOR IN CHAPTER 447.403(4)(D), FLORIDA STATUTES.

A motion was made by Commissioner Quesada, seconded by Vice Mayor Kerdyk, Jr., that this matter be adopted by Resolution Number 2012-166. The motion passed by the following vote.

Yeas : 5 - Vice Mayor Kerdyk, Jr., Commissioner Quesada, Commissioner Anderson, Commissioner Cabrera, Jr. and Mayor Cason

City Clerk Item No. 4

RESOLUTION NO. 2012-167**1.D 12-1982**

Resolution adopting final decision of the Coral Gables City Commission made at the Impasse Hearing as per Chapter 447.403(4)(d), Florida Statutes, more specifically relating to proposed amendments to Article 14 of the Collective Bargaining Agreement between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge No. 7 for contract period October 1, 2012 through September 30, 2011.

RESOLUTION ADOPTING FINAL DECISION OF THE CORAL GABLES CITY COMMISSION MADE AT THE IMPASSE HEARING AS PER CHAPTER 447.403(4)(D), FLORIDA STATUTES, RELATING TO PROPOSED AMENDMENTS TO ARTICLE 14 OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2010 THROUGH SEPTEMBER 30, 2011; MORE PARTICULARLY, [1] ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 14 TO PROVIDE FOR THE USE OF ACTUAL TIME WORKED FOR PURPOSES OF CALCULATING OVERTIME, PROVIDE 30 DAYS' ADVANCE NOTICE FOR CHANGES IN WORK SCHEDULE, REMOVE LANGUAGE LIMITING THE ABILITY TO CHANGE AN INDIVIDUAL WORK SCHEDULE AND RELATING TO WORKING SPECIAL EVENTS, REDUCE SHIFT DIFFERENTIALS FROM 5% TO 2.5% FOR WORK DURING AFTERNOON SHIFT AND FROM 7% TO 4% FOR WORK ON MIDNIGHT SHIFT, AND CLARIFY LANGUAGE REGARDING DIFFERENTIAL THAT APPLIES WHEN WORK HOURS SPAN TWO DIFFERENT SHIFTS; AND [2] REJECTING THE CITY'S PROPOSAL TO AMEND ARTICLE 14 TO PROVIDE FOR THE ADOPTION OF A 207(K) WORK PERIOD AND TO REQUIRE FORTY (40) CONTINUOUS HOURS OF WORK BEFORE BEING ELIGIBLE FOR PAY FOR WORK IN HIGHER CLASS; SAID ARTICLE, AS AMENDED, SHALL BE INCLUDED IN THE COLLECTIVE BARGAINING AGREEMENT WHICH SHALL BE SUBMITTED FOR RATIFICATION TO THE FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7; FURTHER PROVIDING THAT IN THE EVENT THAT SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT IS NOT RATIFIED BY THE AFOREMENTIONED FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7, THEN SAID ARTICLE AS AMENDED HEREIN SHALL BE IMPOSED DURING THE AFOREMENTIONED CONTRACT PERIOD, AND WILL BE EFFECTIVE SEPTEMBER 11, 2012, AS PROVIDED FOR IN CHAPTER 447.403(4)(D), FLORIDA STATUTES.

A motion was made by Commissioner Quesada, seconded by Vice Mayor Kerdyk, Jr., that this matter be adopted by Resolution Number 2012-167. The motion passed by the following vote.

Yeas : 3 - Commissioner Quesada, Vice Mayor Kerdyk, Jr. and Mayor Cason

Nays : 2 - Commissioner Anderson and Commissioner Cabrera, Jr.

City Clerk Item No. 5

RESOLUTION NO. 2012-168**1.E 12-1984**

Resolution adopting final decision of the Coral Gables City Commission made at the Impasse Hearing as per Chapter 447.403(4)(d), Florida Statutes, more specifically relating to proposed amendments to Article 15 of the Collective Bargaining Agreement between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge No. 7 for contract period October 1, 2012 through September 30, 2011.

RESOLUTION ADOPTING FINAL DECISION OF THE CORAL GABLES CITY COMMISSION MADE AT THE IMPASSE HEARING AS PER CHAPTER 447.403(4)(D), FLORIDA STATUTES, RELATING TO PROPOSED AMENDMENTS TO ARTICLE 15 OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2010 THROUGH SEPTEMBER 30, 2011; MORE PARTICULARLY, [1] ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 15 TO PROVIDE FOR A 5% WAGE REDUCTION, ELIMINATE THE \$400 BI-WEEKLY PENSIONABLE PAYMENT FOR THE UNION PRESIDENT, AND PROVIDE THE CITY WITH DISCRETION TO INCREASE THE MINIMUM SALARY FOR NEW HIRES BY 3% AND PROVIDE HIRING BONUS OF UP TO \$2,500; [2] REJECTING THE CITY'S PROPOSAL TO AMEND ARTICLE 15 TO REDUCE LOYALTY PAY FROM 5% TO 3; SAID PROPOSED ARTICLE TO BE INCLUDED IN A COLLECTIVE BARGAINING AGREEMENT WHICH SHALL BE SUBMITTED FOR RATIFICATION TO THE FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7; FURTHER PROVIDING THAT IN THE EVENT THAT SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT IS NOT RATIFIED BY THE AFOREMENTIONED FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7, THEN SAID ARTICLE AS AMENDED HEREIN SHALL BE IMPOSED DURING THE AFOREMENTIONED CONTRACT PERIOD, AND WILL BE EFFECTIVE SEPTEMBER 11, 2012, AS PROVIDED FOR IN CHAPTER 447.403(4)(D), FLORIDA STATUTES.

A motion was made by Commissioner Quesada, seconded by Vice Mayor Kerdyk, Jr., that this matter be adopted by Resolution Number 2012-168. The motion passed by the following vote.

Yeas : 5 - Commissioner Anderson, Commissioner Cabrera, Jr., Vice Mayor Kerdyk, Jr., Commissioner Quesada and Mayor Cason

City Clerk Item No. 6

RESOLUTION NO. 2012-169**1.F 12-1985**

Resolution adopting final decision of the Coral Gables City Commission made at the Impasse Hearing as per Chapter 447.403(4)(d), Florida Statutes, more specifically relating to proposed amendments to Article 18 of the Collective Bargaining Agreement between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge No. 7 for contract period October 1, 2012 through September 30, 2011.

RESOLUTION ADOPTING FINAL DECISION OF THE CORAL GABLES CITY COMMISSION MADE AT THE IMPASSE HEARING AS PER CHAPTER 447.403(4)(D), FLORIDA STATUTES, ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 18 TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2010 THROUGH SEPTEMBER 30, 2011; MORE PARTICULARLY, ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 18 TO ELIMINATE REFERENCES TO CAPTAINS, ELIMINATE USAGE OF 7% SENIORITY IN PROMOTIONAL PROCESS, CHANGE RULE OF 3 TO RULE OF 5, AND REMOVE MOST OF ADDENDUM A, WITH EXCEPTION OF LANGUAGE REGARDING THE APPOINTMENT AND REMOVAL OF INDIVIDUALS TO RANK OF MAJOR, AND REMOVE ALL OF ADDENDUM B; SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT WHICH SHALL BE SUBMITTED FOR RATIFICATION TO THE FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7; FURTHER PROVIDING THAT IN THE EVENT THAT SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT IS NOT RATIFIED BY THE AFOREMENTIONED FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7, THEN SAID ARTICLE AS AMENDED HEREIN SHALL BE IMPOSED DURING THE AFOREMENTIONED CONTRACT PERIOD, AND EFFECTIVE SEPTEMBER 11, 2012, AS PROVIDED FOR IN CHAPTER 447.403(4)(D), FLORIDA STATUTES.

A motion was made by Vice Mayor Kerdyk, Jr., seconded by Commissioner Quesada, that this matter be adopted by Resolution Number 2012-169. The motion passed by the following vote.

Yeas : 3 - Vice Mayor Kerdyk, Jr., Commissioner Quesada and Mayor Cason

Nays : 2 - Commissioner Cabrera, Jr. and Commissioner Anderson

City Clerk Item No. 7

RESOLUTION NO. 2012-170**1.G 12-1986**

Resolution adopting final decision of the Coral Gables City Commission made at the Impasse Hearing as per Chapter 447.403(4)(d), Florida Statutes, rejecting the City's proposal to amend Article 27 to the Collective Bargaining Agreement between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge No. 7 for contract period October 1, 2012 through September 30, 2011.

RESOLUTION ADOPTING FINAL DECISION OF THE CORAL GABLES CITY COMMISSION MADE AT THE IMPASSE HEARING AS PER CHAPTER 447.403(4)(D), FLORIDA STATUTES, REJECTING THE CITY'S PROPOSAL TO AMEND ARTICLE 27 TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2010 THROUGH SEPTEMBER 30, 2011, AND IMPOSING THE STATUS QUO AS SET FORTH IN ARTICLE 27 OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2008 THROUGH SEPTEMBER 30, 2009; SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT WHICH SHALL BE SUBMITTED FOR RATIFICATION TO THE FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7; FURTHER PROVIDING THAT IN THE EVENT THAT SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT IS NOT RATIFIED BY THE AFOREMENTIONED FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7, THEN SAID ARTICLE 27 SHALL BE IMPOSED DURING THE AFOREMENTIONED CONTRACT PERIOD, AND EFFECTIVE SEPTEMBER 11, 2012, AS PROVIDED FOR IN CHAPTER 447.403(4)(D), FLORIDA STATUTES.

A motion was made by Commissioner Cabrera, Jr., seconded by Commissioner Anderson, that this matter be adopted by Resolution Number 2012-170. The motion passed by the following vote.

Yeas : 5 - Vice Mayor Kerdyk, Jr., Commissioner Quesada, Commissioner Anderson, Commissioner Cabrera, Jr. and Mayor Cason

City Clerk Item No. 8

RESOLUTION NO. 2012-171**1.H 12-1987**

Resolution adopting final decision of the Coral Gables City Commission made at the Impasse Hearing as per Chapter 447.403(4)(d), Florida Statutes, accepting the City's Proposal to amend Article 30 of the Collective Bargaining Agreement between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge No. 7 for contract period October 1, 2012 through September 30, 2011.

RESOLUTION ADOPTING FINAL DECISION OF THE CORAL GABLES CITY COMMISSION MADE AT THE IMPASSE HEARING AS PER CHAPTER 447.403(4)(D), FLORIDA STATUTES, ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 30 TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2010 THROUGH SEPTEMBER 30, 2011, MORE PARTICULARLY, ACCEPTING THE CITY'S PROPOSAL TO ELIMINATE ARTICLE 30 IN ITS ENTIRETY REGARDING THE MAINTENANCE OF EXISTING POLICY; SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT WHICH SHALL BE SUBMITTED FOR RATIFICATION TO THE FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7; FURTHER PROVIDING THAT IN THE EVENT THAT SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT IS NOT RATIFIED BY THE AFOREMENTIONED FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7, THEN SAID AMENDMENTS TO ARTICLE 30 SHALL BE IMPOSED DURING THE AFOREMENTIONED CONTRACT PERIOD, AND EFFECTIVE SEPTEMBER 11, 2012, AS PROVIDED FOR IN CHAPTER 447.403(4)(D), FLORIDA STATUTES.

A motion was made by Commissioner Quesada, seconded by Vice Mayor Kerdyk, Jr., that this matter be adopted by Resolution Number 2012-171. The motion passed by the following vote.

Yeas : 5 - Commissioner Anderson, Commissioner Cabrera, Jr., Vice Mayor Kerdyk, Jr., Commissioner Quesada and Mayor Cason

City Clerk Item No. 9

RESOLUTION NO. 2012-172

- 1.1 12-1989 Resolution adopting final decision of the Coral Gables City Commission made at the Impasse Hearing as per Chapter 447.403(4)(d), Florida Statutes, accepting the City's Proposal to amend Article 38 of the Collective Bargaining Agreement between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge No. 7 for contract period October 1, 2012 through September 30, 2011.

RESOLUTION ADOPTING FINAL DECISION OF THE CORAL GABLES CITY COMMISSION MADE AT THE IMPASSE HEARING AS PER CHAPTER 447.403(4)(D), FLORIDA STATUTES, ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 38 TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2010 THROUGH SEPTEMBER 30, 2011; MORE PARTICULARLY, ACCEPTING THE CITY'S PROPOSAL TO AMEND ARTICLE 38 TO CHANGE THE MULTIPLIER TO 3% FOR 1ST 10 YEARS, 2.5% THEREAFTER, CLARIFY LANGUAGE REFLECTING CAP AT 75% OF AVERAGE FINAL COMPENSATION, REDUCE RETIREMENT AGE FOR EMPLOYEES WITH LESS THAN 10 YEARS OF SERVICE TO 55 YEARS OF AGE WITH 10 YEARS OF SERVICE OR 25 YEARS OF CREDITED SERVICE, ELIMINATE THE EARLY RETIREMENT BENEFIT, CHANGE THE AVERAGE FINAL COMPENSATION TO THE HIGHEST 5-YEAR AVERAGE TO BE PHASED IN OVER 2 YEARS, EXCLUDING OVERTIME, UNUSED ANNUAL LEAVE, SPECIAL UNIT ALLOWANCES AND SHIFT DIFFERENTIALS FROM THE DEFINITION OF PENSIONABLE EARNINGS, APPLY INCREASED RETIREMENT AGE FOR THOSE WITH LESS THAN 10 YEARS OF SERVICE TO DEFERRED RETIREMENT OPTION PLAN ("DROP") AND PROVIDE FOR REDUCTION OF DROP PERIOD BY ONE (1) MONTH FOR EVERY MONTH OF DEFERRED ENTRY INTO DROP BEYOND 6 MONTHS, AND PROVIDE LANGUAGE CLARIFYING THAT CHANGES DO NOT APPLY TO THOSE WHO ARE IN DROP, WHO HAVE REACHED AGE 52 WITH 10 YEARS OF CREDITED SERVICE, RULE OF 70, OR AGE 65 AS OF THE EFFECTIVE DATE; SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT WHICH SHALL BE SUBMITTED FOR RATIFICATION TO THE FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7; FURTHER PROVIDING THAT IN THE EVENT THAT SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT IS NOT RATIFIED BY THE AFOREMENTIONED FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7, THEN SAID AMENDED ARTICLE 38 SHALL BE IMPOSED DURING THE AFOREMENTIONED CONTRACT PERIOD, AND WILL BE EFFECTIVE SEPTEMBER 30, 2012, AS PROVIDED FOR IN CHAPTER 447.403(4)(D), FLORIDA STATUTES.

A motion was made by Commissioner Quesada, seconded by Vice Mayor Kerdyk, Jr., that this matter be adopted by Resolution Number 2012-172. The motion passed by the following vote.

Yeas : 5 - Commissioner Cabrera, Jr., Vice Mayor Kerdyk, Jr., Commissioner Quesada, Commissioner Anderson and Mayor Cason

City Clerk Item No. 10

RESOLUTION NO. 2012-173**1.J 12-1990**

Resolution adopting final decision of the Coral Gables City Commission made at the Impasse Hearing as per Chapter 447.403(4)(d), Florida Statutes, rejecting the City's proposal to amend Article 31 to the Collective Bargaining Agreement between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge No. 7 for contract period October 1, 2012 through September 30, 2011.

RESOLUTION ADOPTING FINAL DECISION OF THE CORAL GABLES CITY COMMISSION MADE AT THE IMPASSE HEARING AS PER CHAPTER 447.403(4)(D), FLORIDA STATUTES, REJECTING THE CITY'S PROPOSAL TO AMEND ARTICLE 31 TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2010 THROUGH SEPTEMBER 30, 2011, AND IMPOSING THE STATUS QUO AS SET FORTH IN ARTICLE 31 OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2008 THROUGH SEPTEMBER 30, 2009; SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT WHICH SHALL BE SUBMITTED FOR RATIFICATION TO THE FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7; FURTHER PROVIDING THAT IN THE EVENT THAT SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT IS NOT RATIFIED BY THE AFOREMENTIONED FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7, THEN SAID ARTICLE 31 SHALL BE IMPOSED DURING THE AFOREMENTIONED CONTRACT PERIOD, AND EFFECTIVE SEPTEMBER 11, 2012, AS PROVIDED FOR IN CHAPTER 447.403(4)(D), FLORIDA STATUTES.

A motion was made by Commissioner Quesada, seconded by Vice Mayor Kerdyk, Jr., that this matter be adopted by Resolution Number 2012-173. The motion passed by the following vote.

Yeas : 5 - Vice Mayor Kerdyk, Jr., Commissioner Quesada, Commissioner Anderson, Commissioner Cabrera, Jr. and Mayor Cason

City Clerk Item No. 11

RESOLUTION NO. 2012-174**1.K 12-1991**

Resolution adopting final decision of the Coral Gables City Commission made at the Impasse Hearing as per Chapter 447.403(4)(d), Florida Statutes, rejecting the City's proposal to amend Article 29 to the Collective Bargaining Agreement between the City of Coral Gables and Fraternal Order of Police, Coral Gables Lodge No. 7 for contract period October 1, 2012 through September 30, 2011.

RESOLUTION ADOPTING FINAL DECISION OF THE CORAL GABLES CITY COMMISSION MADE AT THE IMPASSE HEARING AS PER CHAPTER 447.403(4)(D), FLORIDA STATUTES, REJECTING THE CITY'S PROPOSAL TO AMEND ARTICLE 29 TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2010 THROUGH SEPTEMBER 30, 2011, AND IMPOSING THE STATUS QUO AS SET FORTH IN ARTICLE 29 OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7 FOR CONTRACT PERIOD OCTOBER 1, 2008 THROUGH SEPTEMBER 30, 2009; SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT WHICH SHALL BE SUBMITTED FOR RATIFICATION TO THE FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7; FURTHER PROVIDING THAT IN THE EVENT THAT SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT IS NOT RATIFIED BY THE AFOREMENTIONED FRATERNAL ORDER OF POLICE, CORAL GABLES LODGE NO. 7, THEN SAID ARTICLE 29 SHALL BE IMPOSED DURING THE AFOREMENTIONED CONTRACT PERIOD, AND EFFECTIVE SEPTEMBER 11, 2012, AS PROVIDED FOR IN CHAPTER 447.403(4)(D), FLORIDA STATUTES.

A motion was made by Vice Mayor Kerdyk, Jr., seconded by Commissioner Anderson, that this matter be adopted by Resolution Number 2012-174. The motion passed by the following vote.

Yeas : 5 - Commissioner Quesada, Commissioner Anderson, Commissioner Cabrera, Jr., Vice Mayor Kerdyk, Jr. and Mayor Cason

City Clerk Item No. 12

[Note for the Record: A verbatim transcript of the entire Impasse Hearing is available for public inspection in the Office of the City Clerk and Legistar].

ADJOURNMENT

[Note for the Record: There being no further business on the Impasse Hearing Agenda. The Commission of the City of Coral Gables adjourned its meeting at 6:17 pm on September 11, 2012.]

JIM CASON
MAYOR

ATTEST:

WALTER J. FOEMAN
CITY CLERK