

CITY OF CORAL GABLES, FLORIDA
ORDINANCE NO. 2018-08

AN EMERGENCY ORDINANCE AMENDING CHAPTER 46 OF THE "CODE OF THE CITY OF CORAL GABLES," ENTITLED "PENSIONS," IMPLEMENTING PROVISIONS OF THE 2017–2020 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND THE TEAMSTERS AND IMPLEMENTING SIMILAR CHANGES FOR EXCLUDED EMPLOYEES, AMENDING SECTION 46-29, CITY CONTRIBUTIONS; AMENDING SECTION 46-253, **NORMAL RETIREMENT INCOME**; AND PROVIDING FOR SEVERABILITY, REPEALER, CODIFICATION, AND AN EFFECTIVE DATE.

WHEREAS, the City recently entered into a collective bargaining agreement with the Teamsters, Local Union 769, for a three-year term (October 1, 2017 through September 30, 2020) (the "Agreement"); and

WHEREAS, the collective bargaining agreement contains certain changes to the City of Coral Gables Retirement System ("Retirement System"); and

WHEREAS, the City has determined that certain changes to the Retirement System should also be made for excluded employees; and

WHEREAS, the City Commission has determined an emergency exists based on the need to implement the changes to the Retirement System; and

WHEREAS, to implement the Retirement System changes, an ordinance amending the City Code provisions governing the Retirement System is required;

NOW, THEREFORE, BE IT ORDAINED BY THE COMMISSION OF THE CITY OF CORAL GABLES:

SECTION 1. That the foregoing "Whereas" clauses are hereby ratified and confirmed as being true and correct and are hereby made a specific part of this Ordinance upon adoption hereof.

SECTION 2. Section 46-29 of the "Code of the City of Coral Gables" pertaining to "Pensions" is hereby amended to read as follows¹:

¹ Words and figures underscored are additions to existing law; words and figures ~~struck through~~ are deletions.

Sec. 46-29. City contributions.

The city guarantees to make such contributions that are required by state law as determined by the actuary employed for the system in accordance with section 46-132 in his state-accepted actuary report.

* * *

(5) Notwithstanding the cost-sharing provisions of subsection (1) of this section, participants in the bargaining unit represented by Teamsters Local Union 769 shall contribute 17 percent of compensation effective September 30, 2013 until September 30, 2014, and shall contribute 15 percent of compensation effective September 30, 2014 until September 30, 2016. Effective October 1, 2016, participants in the bargaining unit represented by Teamsters Local Union 769 shall contribute in accordance with the cost-sharing provisions of subsection (1) of this section and section 46-34, subject to a maximum cap of: 15 percent of compensation through March 18, 2018; 14.5 percent of compensation from March 19, 2018, through the last full pay period before October 1, 2018; 14 percent of compensation from the first pay period after October 1, 2018 through the last full pay period before October 1, 2019; and 13.5 percent of compensation from the first pay period after October 1, 2019 through the last full pay period before September 30, 2020. Effective the first pay period after September 30, 2020, participants in the bargaining unit represented by Teamsters Local Union 769 shall contribute in accordance with the cost-sharing provisions of subsection (1) of this section and section 46-34, subject to a maximum cap of 15 percent of compensation.

(6) Notwithstanding the cost-sharing provisions of subsection (2) of this section, excluded employees shall contribute 15 percent of compensation to the system effective September 30, 2013 until September 30, 2014. Effective October 1, 2014 through March 18, 2018, excluded employees shall contribute in accordance with the cost-sharing provisions of subsection (2) of this section and section 46-34. Effective March 19, 2018, excluded employees shall contribute at a rate equal to 0.5 percent less than the percent of compensation determined in accordance with the cost-sharing provisions of subsection (2) of this section, but in no event less than 10 percent of compensation. Effective the first pay period after October 1, 2018, excluded employees shall contribute at a rate equal to 1.0 percent less than the percent of compensation determined in accordance with the cost-sharing provisions of subsection (2) of this section, but in no event less than 10 percent of compensation. Effective the first pay period after October 1, 2019, excluded employees shall contribute at a rate equal to 1.5 percent less than the percent of compensation determined in accordance with the cost-sharing provisions of subsection (2) of this section, but in no event less than 10 percent of compensation. Effective the first pay period after September 30, 2020, excluded employees shall contribute in accordance with the cost-sharing provisions of subsection (2) of this section and section 46-34.

SECTION 3. Section 46-253 of the "Code of the City of Coral Gables" pertaining to "Pensions" is hereby amended to read as follows:

Sec. 46-253. - Normal retirement income.

(a) *Amount of monthly normal retirement income.*

* * *

(9) Notwithstanding paragraphs (1) through (5) above, effective March 13, 2018 for participants in the bargaining unit represented by Teamsters Local Union 769, the maximum retirement benefit in the normal annuity form shall not exceed the lesser of: \$50,000 annually or 75 percent of final average compensation for participants with less than 10 years of credited service on March 13, 2018; and \$67,500 annually or 75 percent of final average compensation for participants with 10 or more years of credited service on March 13, 2018; provided in no event shall a participant's benefit be less than the accrued benefit on March 13, 2018.

* * *

SECTION 4. That all sections or parts of sections of the City Code of the City of Coral Gables, all ordinances or parts of ordinances and all laws of the City of Coral Gables in conflict herewith, shall be and they are hereby repealed insofar as there is a conflict or inconsistency.

SECTION 5. It is the intention of the Commission of the City of Coral Gables, Florida, that the provisions of this Ordinance shall become and be made a part of the City of Coral Gables Code of Ordinances; and that the sections of this ordinance may be renumbered or relettered to accomplish such intention, and the word "ordinance" may be changed to "section", "article", or such other appropriate word or phrase in order to accomplish such intentions.

SECTION 6. For the reasons stipulated above this ordinance is hereby declared an emergency measure, waiving second reading and pre-publication and requiring a 4/5th vote.

SECTION 7. This Ordinance shall become effective upon adoption.

PASSED AND ADOPTED THIS TWENTIETH DAY OF MARCH, A.D., 2018.

(Moved: Quesada / Seconded: Lago)

(Yeas: Keon, Lago, Mena, Quesada, Valdes-Fauli)

(Unanimous: 5-0 vote)

(Agenda Item: F-1)

APPROVED:

RAUL VALDES-FAULI
MAYOR

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY:

MIRIAM SOLER RAMOS
CITY ATTORNEY

ATTEST:

WALTER J. FOEMAN
CITY CLERK