

**City of Coral Gables City Commission Meeting**  
**Agenda Items E-4 and H-3 are related**  
**February 28, 2017**  
**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**  
**Assistant City Manager, Frank Fernandez**  
**John Baublitz**

**Public Speaker(s)**

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Agenda Items E-4 and H-3 are related [10:20:32 a.m.]

E-4: An Ordinance Chapter 50, Article II of the Code of the City of Coral Gables, entitled "Retirement System for City Employees," implementing provisions of the 2016-2019 Collective Bargaining Agreement between The City and Fraternal Order of Police, Lodge No. 7; amending Section 50-230, Normal Retirement Income; amending Section 50-246, Deferred Retirement Option Plan; repealing all ordinances inconsistent herewith; providing for a repealer provision, severability clause, codification and providing for an effective date.

H-3: A Resolution of the City Commission of Coral Gables, Florida, with attachments, ratifying the collective bargaining agreement between the City of Coral Gables and the Fraternal Order of Police, Coral Gables Lodge Number 7, for the period of October 1, 2016 through September 30, 2019.

Mayor Cason: We are going to move on not to H-3 and E-4. We had a triple-triple in terms of our bond rating, but we now have a triple-triple in the sense that for the first time we've had

three collective bargaining sessions that have been that have led to contracts with our unions, we had impasse last time, but City Manager would you like to lead the discussion?

City Manager Swanson-Rivenbark: Absolutely. So, you have a current Teamsters contract, you have a current IAFF Fire contract, and with a hopeful vote today you'll have a current FOP contract and these were all accomplished through hard respectful work, not through impasse, but through understanding. I made it very clear that it needed to be sustainable, we needed to be able to honor it moving forward, but it also needed to be meaningful to the membership and I will ask Director Fernandez, our Assistant City Manager for Public Safety to come forward, he was the lead negotiator, not only on the Teamsters and Fire, but he is reporting today on FOP.

Director Fernandez: Good morning Mr. Mayor, Vice Mayor, members of the Commission, Madam Manager, thank you for the opportunity today to bring before you the contract with the Fraternal Order of Police. That's been a long process, but I must say that the union membership has been very professional throughout the course of the negotiations, always maintaining themselves in a very professional way and communicating effectively for the membership. We did advocate for, obviously a contract that is affordable, sustainable, as you have directed us to do and today we bring that before you. I do have the specifics of it, but this is a three year contract that encompasses fiscal years 2016, I'm sorry, '16, '17, and '18, so that's what's before you today. I will highlight some of the main points that are before you. So in Article 15, which is the wages is a three year contract, for the first year its implementation of 2.5 percent, I'm sorry, 2 percent increase in pay; the second year as you are aware is implementation of the pay plan; in the third year it's an increase that pay plan of 2.5 percent. In Article 17, vehicles and safety equipment, these are the highlighted areas that have to do with wages and salaries. We are eliminating the paid employees take home vehicles for Miami-Dade and Broward, that's the only area that can take their cars home to, the only counties; the uniform maintenance allowance will increase by \$100; and the annual leave, employees will sell twice a year instead of once a year; and accrued earned annual leave not to exceed 80 hours again for that one year. Additionally, on the special unit allowance we are increasing or changing the FTO, the Field Training Officers from \$75 bi-weekly to 5 percent as we have discussed previously. We have a significant amount of officers coming into the department and this is our "bread and butter" when it comes to our future of the department to lead and coach and guide and train appropriately, so we want to compensate those officers. On the retirement system, we are increasing the multiplier year 25 from 2.5 up to 10 percent for a combined total multiplied not to exceed 75 percent of an average of 3 percent. The cap of the annual retirement benefit based on the normal annuity form, a life with a ten year certain to the lesser of \$95,000 or \$75,000; I'm sorry 75 percent of the employee's average final compensation. The \$95,000 cap is adjusted to \$96,900 on September 30, 2019. We are extending the D.R.O.P. from a five year drop to a seven year D.R.O.P., for those currently in the D.R.O.P. and for those who are entering the D.R.O.P. during the term of

the agreement. This provision sunset at the expiration of the agreement, but the maximum participation in the D.R.O.P. will therefore revert to a maximum of 60 months at the conclusion of the contract. Our group health, we are increasing the multi contribution to the FOP sponsored medical insurance plan from 665 to 900 per employee. Tuition reimbursement and educational incentives, very, very important for our future, we are increasing tuition reimbursement for semesters from \$1,500 to \$2,000; however, the maximum still maintains at \$6,000 as we have discussed. And finally, Article 46, Retiree Health Saving Plan, we are increasing the annual contribution into the post employment health plan, known as PEP for employees from 650 to 950. The employee's final contribution to the PEP upon separation from the City service will add when added to the employee's account balance shall be increased to an amount not to exceed \$150,000. City shall contribute to the PEP the employee's exist annual leave accumulated excess of 300 hours of annual leave up to 40 hours. That concludes our presentation regarding the contract, but I'm open for any questions you may have and I'm joined here today by Labor Director, who is Raquel Elejabarrieta. I did want to mention that the team did a great job and our team consisted of Director Elejabarrieta, Director Diana Gomez of Finance, along with Keith Kleiman, the Assistant Director, Paula Rodriguez did a fantastic job in accumulating the finances, Chief Hudak and Chief Miller who participated on behalf of the department. So, with that we are open for discussion and I'll ask the FOP coordinator to please come forward.

Mayor Cason: And, would you let the audience know where we stand now in terms of the comparability with the other cities, especially on the people just coming in that sort of the junior officers.

Director Elejabarrieta: Sir good morning. So, for new offices those hired next fiscal year effective October 1, 2016, we would probably be number two out of about 30 agencies in South Florida, in Miami-Dade County. For our police officers, sergeants and lieutenants, we are above the middle, we are, I don't have the exact numbers as to how we are ranked, but we are definitely above the middle more toward being the highest paid police officers in Dade County.

Mayor Cason: OK.

Mr. Baublitz: I want to thank my team for the work they did, my Vice President Javier Bustos, our legal counsel Kathy Phillips. I also want to thank Mr. Fernandez, deliberations director for their work and really being very professional and going back and forth. We spent a lot of time on this contract, a lot of hours we spent on both sides costing out different articles and really coming up with some ideas and when we get stuck we go back have another meeting, and then we were able to really progress this and work through. I know it took a lot of time, I know everybody would like to have gotten it done a little faster, but I think the outcome was what I think everybody was looking for, it's a fair contract for both sides and it's the right step going forward.

I think as a Commission, as a City, we are sending the right message to the membership that we took a step the last contract, we took another step this contract and we are definitely moving in the right direction.

Mayor Cason: Well congratulations on a successful negotiation. It's great to have a contract where we didn't have to go to impasse and I think it was long, but I think it's a great result and it should help with the recruitment.

City Manager Swanson-Rivenbark: You all were very involved. I think we had three Executive Sessions, we went over each of the points, we costed them out, we presented it to you, it was very important for you all to know how does it compare in the South Florida, Florida community, so that we can be competitive. So, this is a result not only of the respectful dialogue between the FOP and our team, but also with your involvement. The result was 99 to 17 that it was passed 85 percent of Mr. Baublitz' membership ratified this contract and it's a real reflection on their trust in him and the result of the contract.

Mayor Cason: Congratulations on your leadership on this.

Mr. Baublitz: Thank you very much. I appreciate that.

Commissioner Keon: Thank you, what a great job.

Commissioner Slesnick: This is a three year contract, so it ties in with the firefighters and the general employees?

Mr. Baublitz: We all have contracts right now, but we are all kind of staggered.

Commissioner Keon: They are all staggered...this contract goes to...

City Manager Swanson-Rivenbark: '17-'18.

Mayor Cason: September 30, 2019.

Commissioner Keon: '18-'19 – and fire goes through this year, is that right?

Director Fernandez: Yes, fire expires this year.

Commissioner Keon: It expires in...

Director Fernandez: September of this year.

Commissioner Keon: September of 17 and the general employees?

Director Fernandez: Same time period.

Commissioner Keon: Same as fire.

Director Fernandez: Yes ma'am.

Commissioner Keon: OK. We had with general employees one year, two year contract, how long was that contract?

Director Fernandez: A two year contract.

Commissioner Keon: Two year – and with fire?

Director Fernandez: Three years.

Commissioner Keon: A three year contract with fire, so that's great that we can execute multi-year contracts.

Mayor Cason: So, I think we are going to start legally we do the resolution first H-3, so do I have a motion on H-3?

Vice Mayor Quesada: So moved.

Mayor Cason: Vice Mayor makes the motion, second?

Commissioner Lago: Second.

Mayor Cason: Commissioner Lago seconds – City Clerk.

Vice Mayor Quesada: Yes

Commissioner Slesnick: Yes

Commissioner Keon: Yes

Commissioner Lago: Yes

Mayor Cason: Yes

(Vote: 5-0)

City Attorney Leen: Mr. Mayor, I must read the title now for E-4.

Mayor Cason: OK.

City Attorney Leen: E-4 is related to H-3, it's an ordinance Chapter 50, Article II of the Code of the City of Coral Gables, entitled "Retirement System for City Employees," implementing provisions of the 2016-2019 Collective Bargaining Agreement between The City and Fraternal Order of Police, Lodge No. 7; amending Section 50-230, Normal Retirement Income; amending Section 50-246, Deferred Retirement Option Plan; repealing all ordinances inconsistent herewith; providing for a repealer provision, severability clause, codification and providing for an effective date. This is a public hearing item. I would just say on the record that everything that was just said in H-3 is incorporated into the public hearing. I also would raise one other point. Each of you has before you a copy of the final version of this ordinance. The reason why it's coming to you a little bit after the agenda is because, obviously the collective bargaining had to be finalized, and so this ordinance have been conformed to essentially match the collective bargaining agreement. So, now you'll be going forward at this meeting and then at the next meeting on Second Reading to adopt the pension ordinance. So, with that I would turn it back to you Mr. Mayor.

Mayor Cason: Any speaker cards?

City Clerk Foeman: No Mr. Mayor.

Mayor Cason: So, we'll close the public hearing. Discussion? Motion?

Commissioner Keon: I'll make the motion.

Mayor Cason: Commissioner Keon makes the motion, the second?- Vice Mayor – City Clerk.

Commissioner Slesnick: Yes

Commissioner Keon: Yes

Commissioner Lago: Yes

Vice Mayor Quesada: Yes

Mayor Cason: Yes

(Vote: 5-0)

Mayor Cason: Again congratulations.

Mr. Baublitz: Thank you very much, appreciate it.

[End: 10:31:59 a.m.]