

City of Coral Gables City Commission Meeting
Agenda Item H-1 and E-6 are related
June 14, 2016
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

Public Speaker(s)

Josh Zivalich, Secretary Treasurer Teamsters Local Union 769

Agenda Item H-1 and E-6 are related [9:33:34 a.m.]

H-1: A Resolution ratifying the collective bargaining agreement with the Teamsters Local Union 769, affiliated with the International Brotherhood of Teamsters, and the City of Coral Gables for the period of October 1, 2015 through September 30, 2017.

E-6: 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; providing for a repealer provision, severability clause, codification and providing for an effective date.

Mayor Cason: We are going to move now to Agenda Item H-1, City Manager.

City Manager Swanson-Rivenbark: And Mr. Mayor there is a companion item of E-6. And we are very excited to be here today to present to you a contract which we briefed you in detail at the Executive Session. I'm going to ask Frank Fernandez, our Assistant City Manager for Public

Safety who was also our lead negotiator to present the highlights. Before he begins, I think the most important statement was when one of our union members stopped me and said, this was the highest level of trust and respect that they had felt in a long time, and I think that's the key to any negotiation where both sides of the table respect the value that they each bring to create a workable deliverable contract, and I'm really proud of our negotiation team, as well as the union team for together presenting this contract.

Mr. Fernandez: Good morning Mr. Mayor, Vice Mayor, members of the Commission. We are happy to stand before you today with the contract with the Teamsters Local 769. As we briefed you before in the Executive Session, this is a resolution regarding the contract. I will read some of the highlights of the contract, these are material changes within the contract which we have available to you as well. Under Article 5, it talks about discipline and that we will instill timely discipline. This is an issue that came up with the union. We have an agreement that we will ensure that timely discipline will take place with some of the issues in the past. Article 6 refers to grievances limiting step three of a grievance, which in fact it goes straight to the Manager and not her designee, so making that process quicker for any grievance measures that may take place. And the main Article, Article 7, which has to do with the wages and the reason follows. For Fiscal Year 2015 and 2016, and I will highlight that this is a two year contract, it's a onetime non-pensionable pay supplement of two point five (2.5) based upon the employee's base pay as of October 1, 2015, to be paid in the first full pay period following ratification of the agreement. Two percent pensionable costs with the adjustment effective the first full pay period after ratification of the agreement; and then for Fiscal Year 2016-2017, it's a two percent pensionable cost of living adjustment effective the first pay period as of October 1, 2016. Additional changes to the contract from the previous one are the article having to do with health plans and life insurance, its Article 8. So he pays one hundred percent (100%) of the total cost for HMO, Blue Care 57 Health Care Insurance Plan, currently the City pays \$791.14 per month and fifty percent (50%) of the dependent health insurance coverage up to an amount not to exceed \$284.33 per month for employee and spouse, \$220.28 for employee plus a child, and \$404.23 per month for employee and family. Again, this is the status quo as for the previous MOU that all of you have been briefed on. Under Article 11, Annual Leave, the unused annual leave maybe accrued up to an amount up to 88 hours, currently the amount is 240. The City will continue to allow employees to sell 60 hours of accrued annual leave and employees receive an extra four hours of accrued leave in years 26, 27, 28, 29, and 30, that's four hours per year. Moving onto to Article 12, the work week. This has to do with work week, overtime and call back benefits. Employees in the IT department who are called back to work or work from a remote location after hours will receive a minimum of one hour pay at time and-a-half of regular straight time. The number of hours paid to an employee who is called back to work during off-duty hours will increase from two hours to three hours at a rate of pay at time and-a-half. The other remaining articles are

articles that you've heard about before. If you want me to continue reading I will, but you have them listed there. I'm available for any questions you may have.

Vice Mayor Quesada: Are there any changes from when we last discussed this?

Mr. Fernandez: There were a couple of changes that we sent to you via a written document from the City Manager.

Mayor Cason: Clarification really of the...

Mr. Fernandez: Yes, just clarification language.

Vice Mayor Quesada: From that clarification language that we received to today, are there any changes in that document?

Mr. Fernandez: No sir, no changes at all.

Vice Mayor Quesada: Then I'll make a motion.

Mayor Cason: OK. Vice Mayor makes a motion – second?

Commissioner Lago: I'll second the motion.

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: Mayor Cason, in addition, Item E-6.

Mayor Cason: E-6 is the next, which is an Ordinance on First Reading.

City Attorney Leen: So this 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; providing for a repealer provision, severability clause, codification and providing for an effective

date. This ordinance follows from the approval from the collective bargaining agreement that you just approved. It is an ordinance on First Reading. It will come up again in July as an ordinance on Second Reading. As long as we keep to that schedule there are no issues with the timing and with that I will turn it back over to the City Manager.

Mr. Fernandez: I'd like to just take a moment Mr. Mayor, and just thank members of the team for the City and also thank the union Teamsters, they negotiated very professionally, they did a great job of representing the membership, but in particular I'd like to thank our team in the City, Director Jaramillo who is not here today, did a great job, along with Assistant Director Karla Green, our outside counsel Denise Heekin, represented the City very well, the City Attorney and the Deputy City Attorney did a great job of guiding us through the legal language. A new member to the team Raquel Elejabarrieta did a great job as well, and I also want to thank Diana Gomez and Keith Kleiman who financially lead us through those hardship times and making sure that we can have a sustainable through over time, so she did a great job with that, and finally, Paula Rodriguez who helped us through all the negotiations and making sure that the minutes were captured. So with that, if you will allow me the opportunity, I'd like to turn it over to the President of the Union.

Mr. Zivalich: I'm Josh Zivalich, Secretary Treasurer Teamsters Local 769; Mr. Scott couldn't be here today. I appreciate the opportunity to speak before you today; I appreciate the Mayor and the City Commissioners, the leadership that the City Manager and the Assistant City Manager has provided, along with the HR team in our negotiations. I won't belabor the point, but it's a nice contract, it was overwhelmingly ratified by the general employees, the hardworking City of Coral Gables general employees who we are proud to represent; and we truly appreciate the City's efforts in making those employees feel rewarded, feel appreciated, and hopefully they'll continue to feel appreciated and continue to work hard on behalf of you all and the citizens. So from the Teamsters we are very appreciative and thanks very much for the opportunity to speak here today.

Mayor Cason: Thank you. Thank you very much. Do we have any speaker cards?

City Clerk Foeman: No Mr. Mayor.

Mayor Cason: We'll close the public hearing on E-6. Motion?

Commissioner Lago: So moved.

Vice Mayor Quesada: Second.

Mayor Cason: Commissioner Lago makes the motion; the Vice Mayor seconds it – City Clerk.

Commissioner Slesnick: Yes

Commissioner Keon: Yes

Commissioner Lago: Yes

Vice Mayor Quesada: Yes

Mayor Cason: Yes

(Vote: 5-0)

[End: 9:41:12 a.m.]