
**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF CORAL GABLES
AND
TEAMSTERS LOCAL UNION 769**

This Memorandum of Understanding (“MOU”) is entered into by the CITY OF CORAL GABLES (the “City”) and TEAMSTERS LOCAL UNION 769 (the “Union”). The City and the Union are collectively referred to herein as the “Parties.”

WHEREAS, the City and Union entered into a Collective Bargaining Agreement covering the period October 1, 2021, through September 30, 2024 (the “CBA”);

WHEREAS, the Union represents a bargaining unit of general employees holding various job classifications in the City;

WHEREAS, the City conducted a Classification and Compensation Study (the “Study”), a copy of which is attached hereto as Exhibit A, which included the classifications within the bargaining unit represented by the Union; and,

WHEREAS, the Parties are in agreement on the implementation of the recommendations for the Compensation System to the classifications within the bargaining unit.

NOW, THEREFORE, the City and the Union agree as follows:

1. The above information is true and correct and is incorporated herein by reference.
2. On April 10, 2023, the City will implement the recommendations relating to the compensation portion of the Study, as set forth in section 5.2 and Exhibits 5D and 5I of the Study.
3. Implementation of the recommendations set forth in section 5.2 of the Study require the adoption of a new pay plan that increases the minimum, midpoint and maximum for each pay grade, as set forth in Exhibit 5D of the Study. Implementation also requires that job classifications be slotted into the new pay plan as set forth in Exhibit 5I of the Study, with the following modifications to the pay ranges to these job classifications:

• Money Room Coordinator	19C
• Parking Enforcement Specialist	16C
• Police Records Clerk	15C
• Police Records Clerk II	17C
• Solid Waste Operator II and III	18C
• Solid Waste Crane Operator	19C
• Equipment Operator	15C
• I.T. Cust. Supp. & GIS Analyst	24C
• Night-Time Off Street Oper. Spvr	20C
• On-street Meter Maint. & Coll. Supvr	20C

Employees will be slotted into their pay grade using the Hybrid Parity method as explained in the Study.

4. The Parties agree that Article 14 of the CBA is not a hindrance to implementation of the compensation changes discussed in this MOU.

5. The Parties agree that paragraphs 2 and 3 of this MOU represent the Parties' entire agreement as to the items related to implementation of the Compensation Study. It is understood that this MOU sets no precedent for any future event.

6. The Parties have had the opportunity to consult with legal counsel of their choosing prior to executing this MOU.

7. The effective date of this MOU is as of the date it is ratified by both Parties.

DATED this _____ day of _____, 2023.

TEAMSTERS LOCAL UNION 769,
INTERNATIONAL BROTHERHOOD
OF TEAMSTERS

THE CITY OF CORAL GABLES

Josh Zivalich
President

Peter Iglesias
City Manager

David Renshaw
Business Agent

Raquel Elejabarrieta
Director of Human Resources, Labor Relations &
Risk Management

Attest _____
Billy Urquia, City Clerk

Authority of Resolution No. 2023-____, duly passed
and adopted by the Coral Gables City
Commission on: _____

As to Legal Form and Sufficiency:

Cristina Suarez, Esq., City Attorney