

**City of Coral Gables City Commission Meeting**  
**Agenda Item I-6**  
**March 28, 2023**  
**City Commission Chambers**  
**405 Biltmore Way, Coral Gables, FL**

**City Commission**

**Mayor Vince Lago**

**Vice Mayor Michael Mena**

**Commissioner Rhonda Anderson**

**Commissioner James Cason**

**Commissioner Kirk Menendez**

**City Staff**

**City Attorney, Cristina Suárez**

**City Manager, Peter Iglesias**

**City Clerk, Billy Urquia**

**Human Resources Director, Raquel Elejabarrieta**

**Public Speaker(s)**

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Agenda Item I-6 [11:38 a.m.]

A Resolution of the City Commission ratifying the attached Memorandum of Understanding between the City of Coral Gables and the Teamsters, Local 769 (“Union”), implementing the Classification and Compensation Study for bargaining unit classifications represented by the Union effective April 10, 2023.

Mayor Lago: I’m going to take another item out of turn, I-6.

City Attorney Suarez: I-6 is a Resolution of the City Commission ratifying the attached Memorandum of Understanding between the City of Coral Gables and the Teamsters, Local 769 (“Union”), implementing the Classification and Compensation Study for bargaining unit classifications represented by the Union effective April 10, 2023.

Director Elejabarrieta: Good morning Mayor, City Commissioners, as you all know, the city conducted a classification and compensation study that was conducted by Evergreen Solutions, a compensation study to analyze the pay structure for all the job classifications covered by the Teamsters Union, together with all the other fulltime and parttime classifications within the city,

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[Date]

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except police officers and firefighters covered by a Collective Bargaining Agreement. The reason we didn't analyze those two groups is because we analyze them internally every three years during negotiations. In total, the study looked at six pay plans with 71 pay grades and over 320 job classifications. Large scale compensation studies, like the one Evergreen recently conducted for us should be conducted every three to five years. The city last did one in 2017, so it was due for another compensation study. They provide insight into how our salaries compare to other municipalities, which then allows us to ensure that we have competitive salaries to attract and retain employees. As you know, the compensation study focusses both on the internal and external equities of the city's pay structure. After Evergreen conducted its external salary survey, taking into account the city's desired position in the market, which is at the 60<sup>th</sup> percentile. The salary concluded that the city was approximately five percent below the public sector market at the minimum of the pay range; 11 percent below the public sector market at the mid-point and approximately 51 percent below at the maximum of the public sector market. Based on the above, Evergreen provided us the final report. The final report has three main recommendations, among others, but those three main recommendations were to implement new competitive pay plans, to slot each job classification into the new pay plans and then to develop the appropriate method to slot each employee within those new pay plans. The cost of this is approximately \$2 million, that's an annualized cost of the increases. The city and the union, the Teamsters entered into a Memorandum of Understanding, on or about March 23<sup>rd</sup>, implementing the study within effective date of April 10, 2023. The union ratified the MOU last week. This resolution approves the MOU between the Teamsters and the City. The City Manager will also be executing his authority to implement a study for those classifications that are not represented by the union.

Mayor Lago: Raquel, thank you for the briefing and today's an important day, we've come to an agreement. Grateful for the employees and the Teamsters. Does anybody have any questions? Anybody have any other information or anything they'd like to ask?

City Manager Iglesias: Mayor, I'd like to add that this study was undertaken by us internally. It was not asked for by the union or anybody else. It also works for us financially as its basically acceptable.

Mayor Lago: To accept the resolution we need a motion.

Commissioner Cason: I'll make a motion.

Commissioner Anderson: I'll second it.

Commissioner Cason: Yes

Commissioner Menendez: Yes

Commissioner Anderson: Yes

Mayor Lago: Yes

(Vote: 4-0)

(Vice Mayor Mena: Absent)

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Mayor Lago: Raquel, great work. Thank you to your team. Thank you so much and to the Finance Department.