



City of Coral Gables
CITY COMMISSION MEETING
October 12, 2021

ITEM TITLE:

RESOLUTION OF THE CITY COMMISSION OF CORAL GABLES, FLORIDA, WITH ATTACHMENTS, RATIFYING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND THE TEAMSTERS, LOCAL 769, AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, FOR THE PERIOD OF OCTOBER 1, 2021, THROUGH SEPTEMBER 30, 2024.

DEPARTMENT HEAD RECOMMENDATION:

Approval.

BRIEF HISTORY:

The City of Coral Gables (“City”) and the Teamsters, Local 769, Affiliated with the International Brotherhood of Teamsters (“Teamsters”), have been negotiating a successor collective bargaining agreement and have reached an agreement for the period of October 1, 2021 through September 30, 2024 (the “Agreement”). The Teamsters have ratified the Agreement. Upon ratification of the Agreement by the City Commission, the Agreement will reflect the following material changes:

Article 7 “Wages”

- Fiscal Year 22 – 2% increase
- Fiscal Year 23 – 2% increase
- Fiscal Year 24 – 2 % increase

Article 8 “Health Plans and Life Insurance”

- Calendar Year 2022 - the City will provide a bi-weekly medical insurance stipend to employees who have dependent health insurance coverage to cover the increased cost in dependent health insurance in the following amounts:
 - Employee & Children - \$27.72
 - Employee & Spouse - \$35.78
 - Family -\$50.87
- Calendar Years 2023 & 2024 – Stipend continues provided premiums remain the same or are increased. If premiums decrease, stipends are reduced by the percentage of the decrease.

Article 12 “Workweek, Overtime and Call Back”

- Standby Duty Pay: \$20/weekday and \$30/per weekend day and holidays (non-pensionable).
- Maximum of 5 employees can be placed on standby duty.

Article 21 “Temporary Assignment to Higher Classification”

- Employees in the solid waste division that serve in a higher classification receive out of class pay after 8 hours of serving in the higher classification.

Article 24 “Special Allowance”

- Increase annual tool allowance for auto mechanics to \$575.

Article 34 “Retirement System”

- Employee’s retirement cost sharing contribution cap into the Retirement System shall be as follows:
 - Fiscal Year 22 – continues at 13.5%;
 - Fiscal Year 23 – 13.0%; and
 - Fiscal Year 24 – 13.0%.
- Cost sharing contribution cap returns to 13.5% at expiration of the Agreement.

Article 39 “Tuition Reimbursement”

- Increase maximum tuition reimbursement per semester to \$2,000 from \$1,500 (maximum per calendar year remains at \$6,000).

ATTACHMENT(S):

1. Resolution
2. Red-Line 2021-2024 Agreement Between the City of Coral Gables and Teamsters, Local 769, Affiliated with the International Brotherhood of Teamsters
3. Final 2021-2024 Agreement Between the City of Coral Gables and Teamsters, Local 769, Affiliated with the International Brotherhood of Teamsters