



City of Coral Gables
CITY COMMISSION MEETING
March 20, 2018

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, 2017 through September 30, 2020.

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, 2017 through September 30, 2020 (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 2017-2018
 - The City conducted a compensation study assessing and analyzing the City’s compensation structure. Effective November 27, 2017, employees whose pay grade adjusted upwards as a result of the compensation study will receive a 2.5%, 5%, 7.5% or 10% increase. Employees whose pay grade did not adjust and were employed by the City on or before April 1, 2017 will receive a 2.5% non-pensionable lump sum payment pro-rated for 10 months (which is the equivalent of a 2.08% lump sum).
- Fiscal Year 2018-2019
 - 2% one-time lump sum payment (non-pensionable) for employees employed by the City on or before April 1, 2018.
- Fiscal Year 2019-2020
 - 1.5% across the board increase.

Article 12 “Workweek, Overtime and Callback”

- Employees that are required to work during the days that the City is closed as a result of a declared state of emergency as determined by the City Manager, will be paid two times their base straight pay for each hour of their normally scheduled hours that they work and one and one-half times for all hours outside their regularly scheduled work hours. Employees who are instructed not to report to work during the same time, shall receive full pay for their regularly scheduled work hours.

Article 33 “Maternity and Paternity”

- Eligible employees who have been employed by the City for one year and meet the other requirements of Rule 12.14.5 of the City’s Personnel Rules and Regulations will receive a maximum of six (6) weeks of paid parental leave per birth, adoption or placement of child(ren). During parental leave, a City employee will be paid one-hundred (100) percent of his or her hourly rate for the first two (2) weeks, seventy-five (75) percent for the following two (2) weeks and fifty (50) percent of his or her hourly rate for the remaining two (2) weeks. City employees will be eligible to use any accrued leave in order to receive

compensation up to one-hundred (100) percent of their hourly rate during the weeks compensated at the seventy-five (75) and fifty (50) percent rates.

Article 34 “Retirement System”

- The employee’s retirement cost sharing contribution cap shall be reduced by 0.5% for each fiscal year of the Agreement (current cap 15%) as follows:
 - Fiscal Year 2018 – 14.5% (effective March 19, 2018)
 - Fiscal Year 2019 – 14%
 - Fiscal Year 2020 – 13.5%
 - The employee’s retirement cost sharing contribution cap returns to 15% at expiration of the Agreement.
- Cap the annual retirement benefit based on the normal annuity form to the lesser of \$50,000 or 75% of the employee’s average final compensation for those employees not vested on March 13, 2018 and to the lesser of \$67,500 or 75% of the employee’s final average compensation for those employees that are vested on the March 13, 2018.

ATTACHMENT(S):

1. **Resolution**
2. **Red-Line 2017-2020 Agreement Between the City of Coral Gables and Teamsters, Local 769, Affiliated with the International Brotherhood of Teamsters**
3. **Final 2017-2020 Agreement Between the City of Coral Gables and Teamsters, Local 769, Affiliated with the International Brotherhood of Teamsters**