

# **City of Coral Gables**

*405 Biltmore Way  
Coral Gables, FL 33134  
www.coralgables.com*



## **Meeting Minutes**

**Monday, August 23, 2010**

**9:00 AM**

**Impasse Hearing**

**City Hall, Commission Chambers**

### **City Commission**

*Mayor Donald D. Slesnick, II  
Vice Mayor William H. Kerdyk, Jr.  
Commissioner Maria Anderson  
Commissioner Rafael "Ralph" Cabrera, Jr.  
Commissioner Wayne "Chip" Withers*

*Patrick G. Salerno, City Manager  
Elizabeth M. Hernandez, City Attorney  
Walter J. Foeman, City Clerk*

*The use of cell phones in the commission chambers is not permitted. Ringers must be set to silent mode to avoid disruption of proceedings.*

**ROLL CALL**

**Present:** 5 - Mayor Slesnick II, Vice Mayor Kerdyk Jr., Commissioner Withers, Commissioner Anderson and Commissioner Cabrera Jr.

**A. RESOLUTIONS****RESOLUTION NO. 2010-153****10-0656**

Resolution adopting the final decision of the Coral Gables City Commission incorporating all of the motions made during the Impasse Hearing.

RESOLUTION ADOPTING FINAL DECISION OF THE CORAL GABLES CITY COMMISSION INCORPORATING ALL OF THE MOTIONS ON INDIVIDUAL ISSUES MADE AT THE IMPASSE HEARING AS PER CHAPTER 447.403(4)(d), FLORIDA STATUTES, MORE SPECIFICALLY RELATING TO ARTICLES 7, 8, 11, 12, 21, 24, 34, AND 39 OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CORAL GABLES AND TEAMSTERS LOCAL UNION 769 FOR CONTRACT PERIOD FROM OCTOBER 1, 2009 THROUGH SEPTEMBER 30, 2010; MORE PARTICULARLY, [1] THAT AT THE IMPASSE HEARING THE CITY MANAGER WITHDREW THE CITY'S 5% WAGE REDUCTION PROPOSAL, AND ACCEPTING THE CITY'S WAGE FREEZE PROPOSAL AND THAT THE BARGAINING UNIT SHALL RECEIVE NO ACROSS THE BOARD INCREASE FOR FISCAL YEAR 2009-2010, [2]] ACCEPTING THE CITY'S PROPOSAL, AS PREVIOUSLY AGREED TO BY THE UNION, THAT THERE SHALL BE A REDUCTION IN MERIT INCREASES FROM 5% TO 2.5%, [3] THAT AT THE IMPASSE HEARING THE CITY MANAGER WITHDREW THE CITY'S PROPOSAL, THEREBY ALLOWING FOR THE CONTINUATION OF THE CITY'S 100% CONTRIBUTION FOR EMPLOYEE HEALTH CARE PREMIUMS TO REMAIN IN EFFECT, [4] ACCEPTING THE CITY'S PROPOSAL, AS PREVIOUSLY AGREED TO BY THE UNION, THAT THE \$30.00 PER MONTH HEALTH INSURANCE SUPPLEMENT FOR DEPENDENT COST BE ELIMINATED, [5] ACCEPTING THE CITY'S PROPOSAL, AS PREVIOUSLY AGREED TO BY THE UNION, THAT THE \$23.46 PER MONTH HEALTH INSURANCE REIMBURSEMENT COST BE ELIMINATED, [6] ACCEPTING THE CITY'S PROPOSAL, AS AGREED TO BY THE UNION AT THE IMPASSE HEARING, ELIMINATING THE COUNTING OF ANNUAL LEAVE, COMPENSATORY LEAVE AND PRE-APPROVED SICK LEAVE TOWARD THE COMPUTATION OF OVERTIME, [7] ACCEPTING THE CITY'S PROPOSAL, AS AGREED TO BY THE UNION AT THE IMPASSE HEARING, TO INCREASE THE MINIMUM NUMBER OF HOURS WORKING IN A TEMPORARY ASSIGNMENT IN ORDER TO RECEIVE ADDITIONAL COMPENSATION FROM 4 HOURS TO 40 HOURS, [8] ACCEPTING THE CITY'S PROPOSAL, AS AGREED TO BY THE UNION AT THE IMPASSE HEARING, TO TREAT BARGAINING UNIT EMPLOYEES THE SAME AS OTHER CITY EMPLOYEES SHOULD THE CITY CHANGE ITS POLICY CONCERNING THE ISSUANCE AND USE OF CELLULAR TELEPHONES, [9] THAT AT THE IMPASSE HEARING THE CITY MANAGER WITHDREW THE CITY'S PROPOSAL, THEREBY ALLOWING FOR THE

CONTINUATION OF TUITION REIMBURSEMENT IN THE AMOUNT OF \$1,500 PER SEMESTER AND \$6,000 PER CALENDAR YEAR, [10] ACCEPTING THE CITY'S PROPOSAL, AS REJECTED BY THE UNION, TO INCREASE BARGAINING UNIT EMPLOYEES' PENSION CONTRIBUTION FROM 5% TO 10%, [11] ACCEPTING THE CITY'S PROPOSAL, AS REJECTED BY THE UNION, THAT THERE SHALL BE A REDUCTION IN LOYALTY PAY FROM 5% TO 2.5%, [12] ACCEPTING THE CITY'S PROPOSAL, AS REJECTED BY THE UNION, TO ELIMINATE THE SELL-BACK OF ANNUAL LEAVE, [13] REJECTING THE CITY'S PROPOSAL THAT SHIFT DIFFERENTIAL SHALL BE REDUCED FROM 7% TO 2.5%, [14] REJECTING THE CITY'S PROPOSAL TO REDUCE PAY FOR WORKING OUT OF CLASSIFICATION FROM 5% TO 2.5% FOR WORKING ONE GRADE HIGHER AND FROM 10% TO 5% FOR WORKING TWO GRADES OR MORE HIGHER, AND [15] ACCEPTING THE CITY'S PROPOSED PENSION BENEFITS PACKAGE, WITH AN AMENDMENT (AS DESCRIBED IN THE "PENSION COMPARISON CHART" SUBMITTED DURING THE IMPASSE HEARING); SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT WHICH SHALL BE SUBMITTED FOR RATIFICATION TO THE TEAMSTERS LOCAL UNION 769 BARGAINING UNIT; FURTHER PROVIDING THAT IN THE EVENT THAT SAID PROPOSED COLLECTIVE BARGAINING AGREEMENT IS NOT RATIFIED BY THE AFOREMENTIONED TEAMSTERS LOCAL UNION 769 BARGAINING UNIT, THEN SAID AGREEMENT SHALL SERVE AS THE AGREEMENT THAT WILL BE IMPOSED DURING THE AFOREMENTIONED CONTRACT PERIOD, AND EFFECTIVE AUGUST 23, 2010, AS PROVIDED FOR IN CHAPTER 447.403(4) (d), FLORIDA STATUTES.

**A motion was made by Commissioner Anderson, seconded by Commissioner Withers, that this motion be adopted by Resolution Number 2010-153. The motion passed by the following vote:**

**Yeas :** 4 - Commissioner Anderson, Commissioner Cabrera, Jr., Vice Mayor Kerdyk, Jr. and Commissioner Withers

**Nays :** 1 - Mayor Slesnick II

## **ADJOURNMENT**

[Note for the Record: There being no further business on the Impasse Hearing Agenda. The Commission of the City of Coral Gables adjourned its meeting at 2:12 pm on August 23, 2010.]

DONALD D. SLESNICK  
MAYOR

ATTEST:

WALTER J. FOEMAN  
CITY CLERK

