

**City of Coral Gables
Virtual Commission Meeting
April 21, 2020
405 Biltmore Way, Coral Gables, FL**

City Commission

**Mayor Raul Valdes-Fauli
Vice Mayor Vince Lago
Commissioner Jorge Fors
Commissioner Pat Keon
Commissioner Michael Mena**

City Staff

**City Manager, Peter Iglesias
City Attorney, Miriam Ramos
City Clerk, Billy Urquia
Labor Relations and Risk Management Director, Raquel Elejabarrieta**

Public Speaker(s)

Agenda Item E-2

An Emergency Ordinance of the City of Coral Gables, Florida, amending Chapter 46, “Pensions” of the City of Coral Gables Code, temporarily waiving the 30-day break in service requirement for retired employees who are retired as part-time Police Officers or Communication Officers during the COVID-19 Emergency; amending Section 46-262 entitled “Limitation on Payment of Retirement Income,” providing for severability clause; repealer provision; codification; compliance; providing for an effective date.

Mayor Valdes-Fauli: Alright, Item E-2. Miriam, are you there?

City Attorney Ramos: E-2 is an ordinance of the City of Coral Gables, Florida, amending Chapter 46 - "Pensions" of the City of Coral Gables Code, temporarily waiving the 30-day break in service requirement for retired employees who are rehired as part-time Police Officers or Communications Officers during the Covid-19 Emergency; amending Section 46-262, entitled "Limitation on Payment of Retirement Income"; providing for a severability clause, repealer provision,

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codification, compliance, providing for an effective date. This is also an emergency ordinance because the need -- the potential need to rehire retired employees arises out of the COVID-19 emergency, so it will need to be adopted by a four-fifths vote. This is a public hearing item. And Director Elejabarrieta is prepared to present it.

Mayor Valdes-Fauli: Are there any comments by City Commission members?

Commissioner Keon: No.

City Attorney Ramos: Mayor, if you could give Raquel a minute to unmute...

Mayor Valdes-Fauli: Okay.

City Attorney Ramos: She can walk us through exactly what's happening here.

Mayor Valdes-Fauli: Alright, perfect. Raquel, you're on.

Labor Relations and Risk Management Director Elejabarrieta: Good morning, Mayor.

Vice Mayor Lago: Good morning.

Labor Relations and Risk Management Director Elejabarrieta: So, as the City Attorney said, currently employees who retire under normal retirement must wait a 30 -- have a 30-day break in service before they are rehired as part-time employees. This ordinance amends the pension plan to temporarily waive that 30-day break in service requirement only for officer, police officers and communications officers who are rehired on a part-line basis after they've (INAUDIBLE). And this is only during the COVID-19 emergency in the event we need to rehire some police officers or communications officers on a part-of the basis.

Mayor Valdes-Fauli: Thank you, Raquel. Any members of the City Commission that wish to speak?

Commissioner Mena: Yeah, Mayor. This is Commissioner Mena. If somebody could just address the need for this. I understand what generally speaking, but if either Chief Hudak or the Manager could address why we think this is necessary during this time period.

City Manager Iglesias: Commissioner, I have Chief Hudak on who'll respond to that.

Mayor Valdes-Fauli: Chief.

City Manager Iglesias: Chief Hudak.

Police Chief Hudak: Good morning, Commissioners, Mr. Mayor. Sorry for the delay. What we're seeing during the pandemic and our response to it, especially in Communications, and some of the extraordinary measures we took first was to guide and protect our workforce. In anticipation, as we start to work on the plans to gradually open up, we are actually going to expose our employees, at least on the front line, to a more possible situation. This -- while we're doing this, I should say, is we are down to four vacancies within the Police Department for officer positions that leaves us with 16 people in training right now. The academy is now virtual. So, in some of those ways, we're able to still continue to train the new officers so we don't get behind the eight ball, so to speak, as we come out on the other end of this pandemic. And Communications itself, because we are at our staffing levels the way they are, it's easy for us to take individuals that have recently retired or are about to retire and hold them on throughout the pandemic to kind of make sure we continue -- we have that consistency. I'm not really worried about people getting sick, but as CDC revises its protocols, we may be without officers. And if we lose 25 officers or something or Communications personnel, we run the risk of not being able to deliver our services. This is just a catch-all to help us continue our service delivery for the citizens.

Mayor Valdes-Fauli: Thank you, Chief. Commissioner Mena, are you satisfied?

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Commissioner Mena: Yes. Thank you.

Mayor Valdes-Fauli: Alright. Any other City Commission member that wishes to speak? Alright. members of the public from the Zoom call? Any members of the public on the phone that wish to comment on the item? Mr. City Clerk, are there any e-comments or emails from members of the public on the item? Will you call the roll, please?

City Clerk Urquia: Can I have a motion on the item?

Vice Mayor Lago: So moved.

Commissioner Keon: Second.

Commissioner Keon: Yes.

Vice Mayor Lago: Yes.

Commissioner Mena: Yes.

Commissioner Fors: Yes.

Mayor Valdes-Fauli: Yes.

(Vote: 5-0)