



**City of Coral Gables
CITY COMMISSION MEETING
September 8, 2015**

ITEM TITLE:

A Resolution of the City Commission of Coral Gables, Florida, with attachment, ratifying the Memorandum of Understanding between the City of Coral Gables and the Teamsters, Local Union 769, specifically relating to group health insurance and employee pension contribution.

DEPARTMENT HEAD RECOMMENDATION:

Approval.

BRIEF HISTORY:

On June 24, 2014, the City of Coral Gables (“City”) and the Teamsters, Local Union 769 (“Teamsters”) entered into a collective bargaining agreement for the period of October 1, 2013 through September 30, 2015 (“CBA”).

1. Group Health Insurance

Article 8 of the CBA provides for the City to pay up to \$712.01 per month per employee towards the cost of the group health insurance premium for employee only. Currently, the City provides a monthly subsidy in the amount of \$710.12 per employee for those employees enrolled in the City’s group health insurance. The City’s group health insurance, Florida Blue, is increasing premiums by 10%; thereby increasing to \$781.14 per month.

2. Employee Pension Contribution

Article 34 of the CBA provides for cost-sharing of employee contribution in accordance with the actuarial report. Currently, Teamsters bargaining unit members have a 15% employee contribution up until September 30, 2015. Effective October 1, 2015, in accordance with the actuarial report, Teamsters’ contribution will increase to 26.42%.

As the City and the Teamsters continue to negotiate a successor collective bargaining agreement, the City, in good faith and as a caring partner, has entered into a Memorandum of Understanding (MOU) with the Teamsters whereby the City will cover the additional increase in the monthly employee only group health premium (i.e. \$781.14 per month) and provide a 50% subsidy for dependent coverage, not to exceed \$284.33 per month for Employee and Spouse, \$220.28 per month for Employee and Child(ren) and \$404.23 per month for Employee and Family.

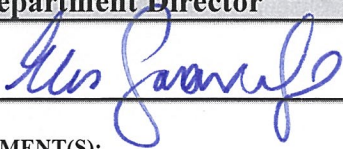
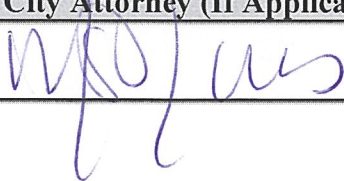
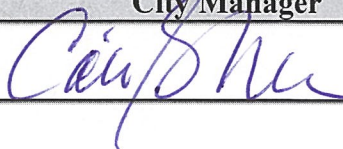
The MOU also provides for the employee pension contribution to remain at 15% up until September 30, 2016. Contingent upon ratification of the Teamsters, this resolution ratifies the MOU.

FINANCIAL INFORMATION: (If Applicable)

No.	Amount	Account No.	Source of Funds
1.	\$1,350,000 (approx.)	Various	General
2.	\$479,000 (approx.)	Various	General

	APPROVED BY: 
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APPROVED BY:

Department Director	City Attorney (If Applicable)	City Manager
		

ATTACHMENT(S):

1. Resolution (Attachment A)