



**AGENDA**  
**CITY COMMISSION SPECIAL MEETING**  
**CITY HALL COMMISSION CHAMBER**  
**TUESDAY, SEPTEMBER 29, 2015 - 6:00 PM**

**1. ROLL CALL:**

**2. PLEDGE OF ALLEGIANCE:** Led by Vice Mayor Scott Maxwell

**3. NEW BUSINESS:**

- A. Ratification of a collective bargaining agreement with the International Brotherhood of Electrical Workers Local 359-3 (IBEW)
- B. Renew insurance policies with Plastridge Agency for special events liabilities and through Public Risk Insurance Agency for property, liability, and workers' compensation insurance coverage for Fiscal Year 2016
- C. Agreement with Ben Few & Company, Inc. for full-time risk management consulting services

**4. ADJOURNMENT:**

If a person decides to appeal any decision made by the board, agency or commission with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. (F.S. 286.0105)

**NOTE: ONE OR MORE MEMBERS OF ANY BOARD, AUTHORITY OR COMMISSION MAY ATTEND AND SPEAK AT ANY MEETING OF ANOTHER CITY BOARD, AUTHORITY OR COMMISSION.**



**AGENDA DATE:** September 29, 2015, Special Meeting

**DEPARTMENT:** Human Resources

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**EXECUTIVE BRIEF**

**TITLE:**

Ratification of collective bargaining agreement between City and International Brotherhood of Electrical Workers Local 359-3 (“IBEW”).

**SUMMARY:**

After engaging in collective bargaining and reaching tentative agreements on multiple provisions, members of IBEW Local 359-3 ratified the terms to be included in the collective bargaining agreement proposed to be effective October 1, 2015 through September 3, 2018.

**BACKGROUND AND JUSTIFICATION:**

The most recent collective bargaining agreement expired on September 30, 2013. Since that time, the terms and conditions set forth in the expired agreement were “status quo” and the parties have been operating under the prior agreement. The parties engaged in active negotiations and reached tentative agreements on multiple provisions that modify the prior contract. The changes are attached in the Summary of Collectively Bargained Terms.

Also attached is the new proposed Collective Bargaining Agreement in both “track changes” and a “clean” final version.

Staff recommends approval and ratification of the Collective Bargaining Agreement with IBEW Local 359-3.

**MOTION:**

I move to approve and ratify/not approve the Collective Bargaining Agreement with IBEW Local 359-3.

**ATTACHMENT(S):**

1. Fiscal Impact Analysis – not applicable
2. Summary of Collectively Bargained Terms
3. Collective Bargaining Agreement with IBEW Local 359-3 (“Clean” final)
4. Collective Bargaining Agreement with IBEW Local 359-3 (“track changes)
5. IBEW Certification of Ratification by Majority Vote of Members



**AGENDA DATE:** September 29, 2015, Special Meeting

**DEPARTMENT:** Human Resources - Risk

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**EXECUTIVE BRIEF**

**TITLE:**

Insurance Policy renewals with Plastridge Agency for special events liability insurance coverage and through Public Risk Insurance Agency (PRIA) for property, liability, and workers' compensation insurance coverage for Fiscal Year 2015-2016.

**SUMMARY:**

The Insurance Policy renewals will authorize the Plastridge Agency to provide coverage for various City events at a cost not to exceed \$25,035.00 and will authorize Public Risk Insurance Agency to request from various underwriters binding coverage for property, liability, and workers' compensation insurance coverage at a cost not to exceed \$825,514.00 (\$25,035 + \$825,514 = \$850,549 total)

**BACKGROUND AND JUSTIFICATION:**

The City of Lake Worth is subject to a myriad of risk and liability loss exposures. These exposures arise from day-to-day operations involving contact with citizens, employees, and government officials. The City of Lake Worth protects against these liability loss exposures with a self-insurance program which uses insurance protection for such risk and liability exposures.

The Plastridge Agency provides coverage for various City events and, through the Public Risk Insurance Agency, coverage from Preferred Government Insurance Trust (PGIT), Ace American and Stockdale.

The City's risk management consultant, Ben Few & Company, Inc., recommends that the City continue its relationship with Plastridge Agency and Public Risk Insurance Agency and reject the Terrorism Risk Insurance Program (TRIA).

**MOTION:**

I move to approve/not approve payment of premiums to Plastridge Agency for an amount not to exceed \$25,035.00 and, through Public Risk Insurance Agency (PRIA), for various coverages in an amount not to exceed \$825,514.00 for Fiscal Year 2015-2016; and authorize the Mayor to execute various insurance policies pending the approval of the Fiscal Year 2016 Annual Operating Budget.

**ATTACHMENT(S):**

Fiscal Impact Analysis

Liability Spreadsheet Analysis & Risk Management Consultant Recommendation

Premium Recapitulation

Plastridge Quote & Invoice

**FISCAL IMPACT ANALYSIS**

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2015	2016	2017	2018	2019
Capital Expenditures	0	0	0	0	0
Operating Expenditures	0	\$850,549	0	0	0
External Revenues	0	0	0	0	0
Program Income	0	0	0	0	0
In-kind Match	0	0	0	0	0
Net Fiscal Impact	0	\$850,549	0	0	0
No. of Addn'l Full-Time Employee Positions	0	0	0	0	0

B. Recommended Sources of Funds/Summary of Fiscal Impact:

HR / Risk Insurance	Plastridge Agency & Public Risk Insurance Agency				
Account Number (s)	Account Description	FY 2016 Budget	Agenda Expense	Post Exp; Balance	Balance
520-1331-513-45-70	Prop & Liab/Risk Ins	1,015,200	(25,035)		990,165
520-1331-513-45-70	Prop & Liab/Risk Ins	990,165	(825,514)		164,651

Insurance Premiums - Account number: 520-1331-513-45-70

C. Department Fiscal Review: \_\_\_\_\_



**AGENDA DATE:** September 29, 2015, Special Meeting

**DEPARTMENT:** Human Resources - Risk

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**EXECUTIVE BRIEF**

**TITLE:**

Agreement with Ben Few & Company, Inc. (“Ben Few & Company”) for full-time Risk Management Consulting Services

**SUMMARY:**

The Agreement will authorize the expansion of risk management consulting services provided by Ben Few & Company to the City.

**BACKGROUND AND JUSTIFICATION:**

Ben Few & Company will provide full-time risk management services to include: collect/update data for policy renewals/maintenance/amendments; review/complete policy applications for staff review/signature; identify/present risk exposure data/loss info; manage Certificate of Insurance (“COI”) compliance; and manage all City property claims; as well as establish a safety program and committee.

The Agreement is for an additional \$36,000 (total contract cost = \$60,000.00) for Ben Few & Company to provide full-time risk management services for the City of Lake Worth.

**MOTION:**

I move to approve/not approve an agreement with Ben Few & Company’s for expanded risk management consulting services to the City of Lake Worth in the amount of \$60,000: pending the approval of the Fiscal Year 2016 Budget.

**ATTACHMENT(S):**

Fiscal Impact Analysis  
Agreement

**FISCAL IMPACT ANALYSIS**

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2015	2016	2017	2018	2019
Capital Expenditures	0	0	0	0	0
Operating Expenditures	0	\$60,000	0	0	0
External Revenues	0	0	0	0	0
Program Income	0	0	0	0	0
In-kind Match	0	0	0	0	0
Net Fiscal Impact	0	\$60,000	0	0	0
No. of Addn'l Full-Time Employee Positions	0	0	0	0	0

B. Recommended Sources of Funds/Summary of Fiscal Impact:

HR / Risk Management		Ben Few & Company, Inc.				
Account Number (s)	Account Description	FY 2016 Budget	Agenda Expense	Budget Transfer	Post Exp; Balance	Balance
520-1331-513-34-50	Other Contractual Services	102,000	(60,000)	-		42,000

Other Contractual Services - Account number: 520-1331-513-34-50

C. Department Fiscal Review: \_\_\_\_\_