



**TO:** Honorable Mayor & Members of the  
Fort Lauderdale City Commission

**FROM:** Susan Grant, Acting City Manager

**DATE:** September 3, 2024

**TITLE:** Resolution Approving and Ratifying a Memorandum of Understanding with  
the Fraternal Order of Police, Lodge 31 - **(Commission Districts 1, 2, 3  
and 4)**

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**Recommendation**

Staff recommends the City Commission approve and ratify a Memorandum of Understanding with the Fraternal Order of Police (FOP), Lodge 31, temporarily suspending certain provisions of Article 36 of the Collective Bargaining Agreement (CBA) between the City of Fort Lauderdale and the FOP, Lodge 31 - Police Lieutenants and Captains related to promotions to the rank of Captain through December 21, 2026.

**Background**

The CBA sets forth detailed procedures governing the promotion of bargaining members to the rank of Captain. The Police Department is currently experiencing a critical supervisory staffing shortage and has exhausted the current eligibility list for promotion to the rank of Captain. While the Police Department must maintain an eligibility list for promotion to the rank of Captain, the current process set forth in Article 36 does not allow for the timely creation of an eligibility list and use of an interim promotional list in such circumstances. As such, the City and the FOP have agreed to the temporary suspension of certain provisions of Article 36 through December 21, 2026, to allow for an interim promotional examination for promotions to the rank of Captain. A Memo of Understanding (MOU) was ratified by the union on July 31, 2024, by a vote of 22 yeas and 2 nos.

The examination will generally comply with the requirements set forth in Article 36, with the following exceptions:

- The promotional examination timeline shall be suspended except for the requirement that the cutoff to meet the minimum eligibility requirements shall be August 15, 2024.
- The time-in-grade requirements for eligibility for the rank of Captain shall be suspended. Instead, candidates who are projected to complete two (2) years of service in the rank of Lieutenant by August 15, 2024, shall be eligible to participate in the interim process, subject to the caveat that no candidate will be promoted

from the interim list until they have completed two (2) years of service in the rank of Lieutenant.

- The promotional examination will not include a written test, but instead will consist solely of an assessment exercise conducted in accordance with Article 36, Section 5.
- The interim promotional register generated shall expire on December 21, 2026, or when replaced by a new promotional register generated in accordance with Article 36, whichever occurs sooner.

A copy of the Memorandum of Understanding is attached hereto as Exhibit 1.

### **Resource Impact**

There is no fiscal year impact associated with this item.

### **Strategic Connections**

This item supports the *Press Play Fort Lauderdale 2024* Strategic Plan, specifically advancing:

The Public Safety Focus Area

- Goal 6: Build a safe and well-prepared community.
  - Objective: Prevent and solve crime in all neighborhoods

The Internal Support Focus Area

- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees.
  - Objective: Establish an organizational culture that fosters rewarding, professional careers

The item advances the *Fast Forward Fort Lauderdale 2035* Vision Plan: We Are Community.

### **Attachments**

Exhibit 1 - Memorandum of Understanding with Fraternal Order of Police, Lodge 31

Exhibit 2 - Article 36 - Agreement between the City of Fort Lauderdale and FOP, Lodge 31 - Police Lieutenants and Captains - October 1, 2023 through September 30, 2026

Exhibit 3 - Resolution

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Prepared by: Kristin Milligan, Deputy Director, Human Resources

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