



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

**FROM:** Chris Lagerbloom, ICMA-CM, City Manager

**DATE:** December 3, 2019

**TITLE:** Resolution Ratifying a Collective Bargaining Agreement with the Federation of Public Employees, a Division of the National Federation of Public and Private Employees, AFL-CIO, effective December 3, 2019 through September 30, 2022 (**Commission Districts 1, 2, 3, and 4**)

---

**Recommendation**

It is recommended that the City Commission adopt a resolution ratifying and authorizing execution of a Collective Bargaining Agreement with the Federation of Public Employees, a Division of National Federation of Public and Private Employees (NFPPE), AFL-CIO, (Federation) effective December 3, 2019 through September 30, 2022.

**Background**

The previous Federation Collective Bargaining Agreement expired on September 30, 2019. The City and Federation began negotiations for a successor agreement in May 2019 and met seven times. Through these negotiations, the City and Federation came to a tentative agreement. The tentative agreement was presented to the Federation membership for a ratification vote on November 12, 2019. On November 12, 2019, Federation advised the City that the respective employees voted to ratify the successor agreement.

An outline of the significant changes to the Collective Bargaining Agreement is included in Exhibit 1 attached hereto.

**Resource Impact**

Funding for the negotiated wage and City health insurance contribution increase was approved with the FY2020 budget in the funds below:

<b>Fund</b>	<b>Fiscal Year 2020</b>
General Fund (001)	\$ 251,819
Housing and Community Development Grants (108)	1,648
Building Permits (140)	23,633
Sanitation (409)	14,042
Cemetery System (430)	3,924
Water & Sewer (450)	76,870
Central Regional Wastewater System (451)	5,943
Parking System (461)	5,916
Airport (468)	6,522
Stormwater (470)	11,773
City Insurance (543)	1,462
Central Service (581)	72,583
Vehicle Rental (583)	5,889
<b>Grand Total</b>	<b>\$ 482,025</b>

### **Strategic Connections**

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

- The Internal Support Focus Area
- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees.
- Objective: Establish and organizational cultural that fosters rewarding, professional careers
- Objective: Improve employee safety and wellness
  
- Goal 8: Build a leading government organization that manages all resources wisely and sustainably.
- Objective: Maintain financial integrity through sound budgeting practices, prudent fiscal management, cost effective operations, and long-term planning.

In addition, this item also advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We are United*.

### **Attachments**

Exhibit 1 - Significant Changes to the Federation Contract

Exhibit 2 - Tentative Agreement with Federation of Public Employees, a Division of NFPPE, AFL-CIO, effective December 3, 2019 through September 30, 2022

Exhibit 3 - Resolution

Prepared by: Janeen Richard, Employee Relations Manager

Department Director: Tarlesha W. Smith, Esq., Human Resources