



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#21-0240

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: March 2, 2021

TITLE: Resolution Approving Pay Schedule for Fiscal Year 2021 for the Collective Bargaining Agreement between the City of Fort Lauderdale and the Fort Lauderdale Professional Firefighters, Inc., International Association of Firefighters (IAFF), AFL-CIO-CLC, Local 765 - Battalion Chiefs effective October 1, 2020 through September 30, 2021 and Incorporating the Pay Schedule into the Collective Bargaining Agreement as Schedule A - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission adopt a resolution approving the pay schedule for Fiscal Year 2021 for the Collective Bargaining Agreement between the City of Fort Lauderdale and the Fort Lauderdale Professional Firefighters, Inc., International Association of Firefighters (IAFF), AFL-CIO-CLC, Local 765 - Battalion Chiefs effective October 1, 2020 through September 30, 2021 and incorporating the Pay Schedule into the Collective Bargaining Agreement as Schedule A.

Background

On October 20, 2020, the City Commission ratified the Collective Bargaining Agreement between the City of Fort Lauderdale and IAFF - Battalion Chiefs. The ratified agreement provides for an adjustment to the pay range, effective October 4, 2020, which would bring the maximum annual rate of City of Fort Lauderdale Battalion Chiefs to the 75th percentile of the maximum annual rate for Broward County public employers with the Battalion Chief classification. The adjustments have been tabulated and are attached hereto as Exhibit 1.

Resource Impact

Funding for the FY2021 wage adjustment was approved with the FY2021 budget.

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 an organizational culture that fosters rewarding, professional careers

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

Attachments

Exhibit 1 – Schedule A to the Collective Bargaining Agreement between the City of Fort Lauderdale and IAFF - Battalion Chiefs effective October 1, 2020 through September 30, 2021

Exhibit 2 – Resolution

Prepared by: Janeen Richard, Employee Relations Manager, Human Resources

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