

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF FORT LAUDERDALE (“CITY”) AND THE FORT LAUDERDALE FRATERNAL ORDER OF POLICE LODGE #31 (“FOP”) AMENDING ARTICLE 36 OF THE AGREEMENT BETWEEN THE CITY AND FOP - LIEUTENANTS AND CAPTAINS**

**WHEREAS**, the City of Fort Lauderdale (City) and the Fort Lauderdale Fraternal Order of Police, Lodge #31 (FOP) are parties to a collective bargaining agreement (CBA) governing the employment terms and conditions of a bargaining unit of Lieutenants and Captains working for the Fort Lauderdale Police Department;

**WHEREAS**, Article 36 of the CBA sets forth detailed procedural and substantive requirements governing the promotion of bargaining unit members to the rank of Captain;

**WHEREAS**, the Police Department’s eligibility list for promotion to the rank of Captain is near exhaustion;

**WHEREAS**, the Police Department must maintain an eligibility list for the rank of Captain in order to fill vacant positions; and

**WHEREAS**, the current process set forth in Article 36 does not allow for the timely creation of an eligibility list and contemplate the development and use of an interim promotional list in such circumstances; and

**NOW THEREFORE**, the City and the FOP agree as follows:

1. Temporary Suspension of Article 36. The City and the FOP agree to suspend certain provisions of Article 36 related to promotions to the rank of Captain through December 21, 2026 (Suspension Period). During the Suspension Period, any provision of Article 36 that conflicts with a specific requirement of this Memorandum shall be disregarded, and the specific requirement set forth in this Memorandum shall govern.
2. Adjusted Requirements During Suspension Period. During the Suspension Period, the Police Department will conduct an interim promotional examination for promotions to the rank of Captain. The examination will generally comply with Article 36 of the CBA, except for the following:
  - a. Promotional Examination Timeline. The Promotional Examination Timeline set forth in Article 36, Section 1 shall be suspended except for the requirement that the cutoff to meet minimum eligibility requirements shall be October 12, 2025.
  - b. Lieutenant Service Requirement. The time-in-grade requirements for eligibility for the rank of Captain that are set forth in Article 36, Section 2 shall be suspended. Instead, candidates who are projected to complete two (2) years of service in the rank of Lieutenant by October 12, 2025, 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.

- c. Assessment Exercise. 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.
  - d. Interim Promotional Register. The interim promotional register generated as a result of the process set forth in this Memorandum shall expire on December 21, 2026, or when replaced by a new promotional register generated in accordance with the requirements of Article 36, whichever occurs sooner. The parties agree to the December 21, 2026 interim register expiration date with full notice and understanding of the September 30, 2026 expiration date of the current CBA.
- 3. Other Article 36 Requirements. Except as set forth above, or by mutual written consent of the FOP and the City, all other aspects of the Interim Promotional Examination process shall be governed by Article 36 of the CBA.
  - 4. The Parties signify their agreement with this MOU by affixing their signatures below.
  - 5. The MOU shall become effective upon ratification by the elected City Commission and the bargaining unit member represented by the CBA.

FORT LAUDERDALE POLICE  
LODGE 31, FOP

CITY OF FORT LAUDERDALE, FLORIDA

By: \_\_\_\_\_  
Scott Moseley  
President

By: \_\_\_\_\_  
Rickelle Williams  
City Manager

Date: \_\_\_\_\_

Date: \_\_\_\_\_