



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

FROM: Greg Chavarria, City Manager

DATE: October 18, 2022

TITLE: Resolution Approving the Modifications Regarding the Promotional Process to the Collective Bargaining Agreement Between the City of Fort Lauderdale and the Fraternal Order of Police, Lodge 31 - Police Officers and Sergeants effective October 1, 2020 through September 30, 2022 - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission approve a resolution to modify the Collective Bargaining Agreement between the City of Fort Lauderdale and the Fraternal Order of Police (FOP), Lodge 31 – Police Officers and Sergeants effective October 1, 2020, through September 30, 2022, regarding the promotional process.

Background

The FOP conducted several presentations and voting sessions between September 27, 2022 - September 30, 2022, to ratify the proposed new Article 36 - Promotional Examination (Exhibit 1). On Friday, September 30, 2022, the bargaining unit members voted to ratify the 2020-2022 Officers/Sergeants CBA Article 36 - Promotional Examinations to Sergeant and Lieutenant. This language codifies a new promotional process that has not been in the collective bargaining agreement before and resolves seven grievances filed by the FOP.

Resource Impact

There is no financial Impact.

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 – Article 36 of the Collective Bargaining Agreement Between the City of Fort Lauderdale and the FOP Lodge #31

Exhibit 2 – Resolution

Prepared by: Kerry Arthurs, Administrative Supervisor, Human Resources Department

Acting Department Director: Jerome Post, Human Resources Department