



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

#20-0576

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: September 1, 2020

TITLE: Resolution Approving and Ratifying a Memorandum of Understanding with
Teamsters Local Union No. 769, Affiliated with International Brotherhood of
Teamsters, AFL-CIO - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

It is recommended that the City Commission adopt a resolution approving and ratifying a Memorandum of Understanding with Teamsters Local Union 769, Affiliated with International Brotherhood of Teamsters, AFL-CIO (Teamsters) to suspend the maximum vacation leave accruals from June 28, 2020, until December 26, 2020.

Background

On March 9, 2020, Florida Governor Ron DeSantis issued Executive Order Number 20-52 declaring a state of emergency for the entire State of Florida as a result of the novel coronavirus known as COVID-19. As a result of circumstances related to the COVID-19 public health emergency, certain Teamsters bargaining unit members have not had the opportunity to take earned vacation leave. This inability to take vacation has precluded certain employees from earning vacation hours due to contractually mandated vacation maximums.

The City and Teamsters met and agreed to a Memorandum of Understanding to temporarily suspend the vacation maximums associated with years of continuous service. The parties further agreed that employees who earn vacation leave above their respective maximum vacation leave accrual must use such earned vacation leave on or before December 26, 2020 and such leave cannot be converted to cash. A copy of the Memorandum of Understanding is attached hereto as Exhibit 1. Teamsters advised the City that the respective employees voted in favor of ratification.

Resource Impact

There is no fiscal year impact associated with this item.

Strategic Connections

This item is a *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

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

Attachments

Exhibit 1 - Memorandum of Understanding with Teamsters Local Union 769, Affiliated with International Brotherhood of Teamsters, AFL-CIO

Exhibit 2 - Resolution

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