



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

#25-1203

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

FROM: Rickelle Williams, City Manager

DATE: December 16, 2025

TITLE: Resolution Approving and Ratifying a Memorandum of Understanding (MOU) Between the City of Fort Lauderdale and Teamsters Local Union 769 adding a provision to Section 12, Article 44 of the Collective Bargaining Agreement (CBA) Providing Additional Compensation for Employees Assigned to operate a Personal Rescue Watercraft – **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission adopt a resolution approving and ratifying a Memorandum of Understanding (MOU) between the City of Fort Lauderdale and Teamsters Local Union 769 to add a provision to Section 12, Article 44 of the Collective Bargaining Agreement (CBA) to provide additional compensation for employees assigned to operate a Personal Rescue Watercraft (PRW), commonly referred to as a jet ski, and authorizing the City Manager to execute the MOU.

Background

The City of Fort Lauderdale and Teamsters Local Union 769 previously entered into a CBA for the period October 1, 2025, to September 30, 2028. During the final collective bargaining session, the Union inadvertently withdrew a proposal related to assignment pay for employees assigned to operate a PRW during their shift. Based on this representation, the corresponding provision was not included in the final tentative CBA.

On August 27, 2025, Teamsters Union members ratified the changes to the CBA as detailed by their representative in bullet points, which included the additional compensation. However, the language was not included in the final version of the CBA presented to the City Commission for approval or the draft version shared with the Teamsters representative on August 18, 2025, as management understood the proposal to have been withdrawn.

To ensure the CBA reflects the intended compensation for Ocean Rescue Lifeguards assigned to operate PRWs, the parties have negotiated a MOU to add a provision to Section 12, Article 44 of the CBA. This provision establishes assignment pay in the amount of twenty dollars (\$20.00) per shift to employees operating a PRW. This change

will be effective retroactively to October 1, 2025.

Resource Impact

If approved, there will be a fiscal impact to the City in the amount of \$28,450 annually. This estimate is based on current staffing levels and includes the twenty dollar (\$20) per shift assignment pay for each eligible employee, along with associated federal payroll tax and Florida Retirement System (FRS) contribution costs. Funding is available within the approved Fiscal Year (FY) 2026 Budget.

<i>Funds available as of December 4, 2025</i>					
ACCOUNT NUMBER	PROJECT NAME (Program)	CHARACTER/ ACCOUNT NAME	AMENDED BUDGET (Character)	AVAILABLE BALANCE (Character)	PURCHASE AMOUNT
10-001-4002-522-10-1304	Ocean Rescue & Investigations	Assignment Pay	\$3,834,493	\$3,076,199	\$28,450
PURCHASE TOTAL ►					\$28,450

Strategic Connections

This item supports the Press Play Fort Lauderdale 2029 Strategic Plan, specifically advancing:

- Guiding Principles, Fiscal Responsibility

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

This item supports the Advance Fort Lauderdale 2040 Comprehensive Plan, specifically advancing:

- The Internal Support Focus Area
- Implementation Element
- Goal 1: The Fort Lauderdale Comprehensive Plan shall accomplish the City's Fast Forward Fort Lauderdale 2035 Vision Plan regarding the City's future growth and the six Cylinders of Excellence and shall be the City's primary policy document to guide all of its activities and development.

Attachments

Exhibit 1 – Memorandum of Understanding

Exhibit 2 – Resolution

Prepared by: Nisa McFarlane, Administrative Supervisor – Human Resources

Department Director: Jerome Post, Human Resources