

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF FORT LAUDERDALE AND
TEAMSTERS LOCAL UNION 769**

This Memorandum of Understanding ("MOU") is entered into this _____ day of _____, 2025, by and between the City of Fort Lauderdale, Florida, a Florida municipal corporation, hereafter referred to as the "City," and Teamsters Local Union No. 769, Affiliated with International Brotherhood of Teamsters, hereafter referred to as the "Union." The City and the Union are collectively referred to as the "Parties."

WHEREAS, the City and the Union are parties to a Collective Bargaining Agreement for the period October 1, 2025, to September 30, 2028 ("CBA"), which sets forth the terms and conditions of employment for the City's bargaining unit of general employees; and

WHEREAS, during collective bargaining as to the CBA, the Union issued a comprehensive set of proposals to the City, which included a proposal calling for additional pay for Ocean-Rescue Lifeguards when they are assigned to operate a Personal Rescue Watercraft ("PRW" or "Jet Ski"); and

WHEREAS, on or about July 9, 2025, the City issued a comprehensive set of counterproposals to the Union, which included a counterproposal contained in Article 44, Section 12.A.5 calling for Ocean-Rescue Lifeguards who operate Jet Skis to receive an additional twenty dollars (\$20.00) per shift; and

WHEREAS, during the Parties' final collective bargaining session on August 4, 2025, the Union erroneously indicated that, as part of a final comprehensive wage settlement, it was withdrawing the proposal in Article 44, Section 12.A.5; and

WHEREAS, based on the Union's erroneous statement, Article 44, Section 12.A.5 of the City's July 9, 2025, was removed from the final tentative collective bargaining agreement; and

WHEREAS, both Parties ratified the CBA, which did not include a provision calling for assignment pay for Ocean-Rescue Lifeguards operating Jet Skis; and

NOW, THEREFORE, the Parties agree as follows:

1. The above recitals are true and correct and incorporated herein by reference.
2. The Parties agree to add the following provision to Article 44, Section 12. of the CBA immediately following subsection 4:

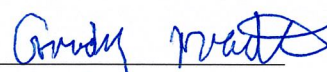
"5. Jet Ski Operating Pay – Effective the first full pay period of October 2025, employees who are assigned to operate a Jet Ski shall receive an additional twenty dollars (\$20.00) per shift. The employee shall have and maintain the Personal Rescue Watercraft Certification (PRWC) to be eligible for this pay."

3. Other than as specifically set forth herein, this MOU does not modify the CBA.
4. The Parties agree that this MOU represents the Parties' entire agreement, and it cannot be amended or modified without the express consent of the Parties.
5. The Parties have had the opportunity to consult with legal counsel of their choosing.
6. The Parties signify their agreement with this Memorandum of Understanding by affixing their signatures below.
7. This MOU shall become effective upon ratification by both Parties.

CITY OF FORT LAUDERDALE

TEAMSTERS LOCAL UNION NO. 769

By: _____
Rickelle Williams
City Manager

By:  _____
Andy Madtes
Business Agent