



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#25-0833

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

FROM: Rickelle Williams, City Manager

DATE: September 16, 2025

TITLE: Resolution Approving and Ratifying a Collective Bargaining Agreement
Between the City of Fort Lauderdale and Teamsters Local 769 Effective
October 1, 2025 Through September 30, 2028 and Authorizing Execution
of the Collective Bargaining Agreement - **(Commission Districts 1, 2, 3
and 4)**

Recommendation

Staff recommends the City Commission adopt a resolution approving and ratifying a Collective Bargaining Agreement (CBA) between the City of Fort Lauderdale and Teamsters Local 769 (Teamsters) effective October 1, 2025 through September 30, 2028.

Background

The previous Teamsters CBA expires on September 30, 2025. The City and Teamsters began negotiations for a successor agreement in May 2025 and met five (5) times. Through these negotiations, the City and the Teamsters came to a tentative agreement for a three (3)-year contract commencing on October 1, 2025, and expiring on September 30, 2028. The tentative agreement was presented to the Teamsters membership for ratification and Teamsters advised the City that the respective employees voted to ratify the agreement.

Resource Impact

The estimated FY 2026 impact of this agreement is \$4,778,994. Funding required to implement this contract is included in the FY 2026 Budget.

Strategic Connections

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

- Business Growth and Support Focus Area, Goal 6: Build a diverse and attractive economy

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: Fort Lauderdale Comprehensive Plan shall accomplish 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 – Tentative Agreement with Teamsters Local 769, effective October 1, 2025 through September 30, 2028 (redline)

Exhibit 2 – Tentative Agreement with Teamsters Local 769, effective October 1, 2025 through September 30, 2028 (clean)

Exhibit 3 – Table of Teamsters CBA changes

Exhibit 4 – Impact of Significant Cost Drivers

Exhibit 5 – Resolution

Prepared by: Kristin Milligan, Deputy Director of Human Resources

Department Director: Jerome Post, Director of Human Resources