



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#22-0941

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

FROM: Greg Chavarria, City Manager

DATE: October 18, 2022

TITLE: Resolution Approving and Ratifying a Collective Bargaining Agreement between the City of Fort Lauderdale and the Federation of Public Employees, a Division of the National Federation of Public and Private Employees, AFL-CIO, effective October 1, 2022, through September 30, 2025, 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 between the City of Fort Lauderdale and the Federation of Public Employees, a Division of National Federation of Public and Private Employees (NFPPE), AFL-CIO, (Federation) effective October 1, 2022, through September 30, 2025.

Background

The previous Federation Collective Bargaining Agreement expired on September 30, 2022. The City and Federation began negotiations for a successor agreement in July 2022 and met four times. Through these negotiations, the City and Federation came to a tentative agreement. The tentative agreement was ratified by the Federation membership on October 12, 2022.

The following job classifications, shown as new classifications in Exhibit 1, were previously added to the collective bargaining agreement by action of the City Commission and assent by Federation: Forensic Biology/DNA Specialist, Economic Development Representative, Airport Business Assistance Administrator, Fire Logistics Supervisor.

Resource Impact

The fiscal impact, by year, associated with this agreement are included in Exhibit 2. The Fiscal Year 2023 unbudgeted impact associated with this agreement is \$991,373. The additional funds are recommended to be appropriated on the November 1, 2022, budget amendment.

Fund	Amount
General Fund (001)	\$ 427,385
Building Permits (140)	\$ 36,114
Sanitation Fund (409)	\$ 48,682
Cemetery System Fund (430)	\$ 42,721
Water and Sewer Fund (450)	\$ 224,791
Parking System Fund (461)	\$ 17,406
Airport Fund (468)	\$ 7,983
Stormwater Fund (470)	\$ 20,616
Project Management Fund (530)	\$ 32,116
City Insurance Fund (543)	\$ 49,008
Information Technology Services Fund (581)	\$ 72,285
Vehicle Rental Fund (583)	\$ 12,266
Grand Total	\$ 991,373

Strategic Connections

This item supports the *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 an organizational cultural that fosters rewarding, professional careers

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

Attachments

Exhibit 1 - Tentative Agreement with the Federation of Public Employees, effective October 1, 2022, through September 30, 2025

Exhibit 2 - Significant Cost Drivers Federation of Public Employees

Exhibit 3 - Changes Made to the Federation CBA 2022

Exhibit 4 - Resolution

Prepared by: Janeen Richard, Employee Relations Manager, Human Resources

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