



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

FROM: Lee R. Feldman, ICMA-CM, City Manager

DATE: October 21, 2014

TITLE: Resolutions ratifying collective bargaining agreements with the Fraternal Order of Police, Lodge 31 - Police Officers and Sergeants, effective October 1, 2016 through September 30, 2017; and the Fraternal Order of Police, Lodge 31 - Police Lieutenants and Captains, effective October 1, 2016 through September 30, 2017

Recommendation

It is recommended that the City Commission adopt resolutions ratifying collective bargaining agreements with the Fraternal Order of Police (FOP), Lodge 31 - Police Officers and Sergeants, effective October 1, 2016, through September 30, 2017, and with the Fraternal Order of Police (FOP), Lodge 31 - Police Lieutenants and Captains, effective October 1, 2016 through September 30, 2017.

Background

The current FOP collective bargaining agreements expire on September 30, 2016. The City and the FOP met on May 13, 2014 and tentatively agreed to a one-year agreement for both units. The tentative agreements were presented to the respective FOP memberships for ratification votes. On June 2, 2014, the FOP advised the City that the respective employees voted to ratify both agreements.

The changes to the collective bargaining agreements include:

- Effective the first full pay period beginning in October 2016, wage rates shall be increased by an amount equal to the Consumer Price Index for All Urban Consumer (CPI-U) for the South Urban Region for all items, not seasonally adjusted, as provided by the U.S. Bureau of Labor Statistics for the 2015 year end average as compared to the 2014 year end average. However, the general wage increase shall not be less than 0.5% or exceed 3.75%.

- Striking outdated language in Article 46 (Modifications to Retirement System) concerning Chapter 185 funds and amendments to the Pension Ordinance.
- Minor changes to the Drug-Free Workplace language.
- Minor changes to the Alphabetical Index of Articles.

Resource Impact

The General Wage Increase for FY 2017 is dependent upon the Consumer Price Index (CPI) comparing 2015 year end average to 2014 year end average, with a cap of no more than 3.75% higher than the prior year CPI. Using an estimated average of 2.53% CPI, the anticipated cost will be \$1,258,032 for FY 2017.

Strategic Connections:

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 12: Be a leading government organization, managing its resources wisely and sustainably.
- Objective 1: Foster professional and rewarding careers
- Initiative 1: Achieve a structurally balanced budget through viable revenue sources, smart financial management, comprehensive financial forecasting, and results-oriented and efficient services.

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

- Attachments:
- Exhibit 1 - Tentative Agreement with the Fraternal Order of Police, Lodge 31 - Police Officers and Sergeants, effective October 1, 2016 through September 30, 2017
 - Exhibit 2 - Resolution Agreement with the Fraternal Order of Police, Lodge 31 - Police Officers and Sergeants, effective October 1, 2016 through September 30, 2017
 - Exhibit 3 - Tentative Agreement with the Fraternal Order of Police, Lodge 31 - Police Lieutenants and Captains, effective October 1, 2016 through September 30, 2017
 - Exhibit 4 - Resolution Agreement with the Fraternal Order of Police, Lodge 31 - Police Lieutenants and Captains, effective October 1, 2016 through September 30, 2017

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