




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

**# 23-0765**

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

**FROM:** Greg Chavarria, City Manager   
Greg Chavarria (Oct 2, 2023 17:45 EDT)

**DATE:** October 3, 2023

**TITLE:** **REVISED R-4** - Resolution Approving and Ratifying a Collective Bargaining Agreement Between the City of Fort Lauderdale and Fort Lauderdale Professional Firefighters Inc. IAFF Local 765, Effective October 1, 2021, through September 30, 2023, and Authorizing Execution of the Collective Bargaining Agreement - **(Commission Districts 1, 2, 3 and 4)**

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**Recommendation**

Staff recommends the City Commission adopt a resolution approving and ratifying a collective bargaining agreement between the City of Fort Lauderdale and Fort Lauderdale Professional Firefighters Inc. IAFF Local 765, effective October 1, 2021, through September 30, 2023.

**Background**

The previous IAFF Collective Bargaining Agreement expired on September 30, 2021. The City and the IAFF began negotiations for a successor agreement in August 2021 and met 18 times. Through these negotiations, the City and the IAFF came to tentative agreements (a two-year agreement expiring September 30, 2023, and a three-year agreement expiring September 30, 2026). The tentative agreements were presented to the IAFF membership for ratification and the IAFF advised the City that the respective employees voted to ratify the agreements.

**Resource Impact**

The FY 2024 impact of this agreement is \$4,948,576 representing retroactive payments for FY 2022 and FY 2023 that will be paid in FY 2024 and is contingent upon the approval of the Consolidated Budget Amendment CAM 23-0872. Exhibit 3 provides details of the significant cost drivers included in the agreement.

**Strategic Connections**

This item supports the *Press Play Fort Lauderdale 2024* Strategic Plan, specifically advancing:

- The Public Safety Focus Area
- Goal 6: Build a safe and well-prepared community.

- Objective: Prevent and solve crime in all neighborhoods
- The Internal Support Focus Area
- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees.
- Objective: Establish an organizational culture that fosters rewarding, professional careers

The item advances the *Fast Forward Fort Lauderdale 2035* Vision Plan: We Are Community.

#### **Related CAMs**

#23-0763

#23-0764

#23-0766

#23-0872

#### **Attachments**

Exhibit 1 - Tentative Agreement - Fort Lauderdale Professional Firefighters, Inc./  
International Association of Firefighters Lodge 765 Effective October 1,  
2021 Through September 30, 2023 (redline)

Exhibit 2 - Tentative Agreement - Fort Lauderdale Professional Firefighters, Inc./  
International Association of Firefighters Lodge 765 Effective October 1,  
2021 Through September 30, 2023 (clean)

Exhibit 3 - Significant Cost Drivers IAFF Battalion Chiefs **Rank and File**

Exhibit 4 - Resolution

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Prepared by: Richard Cormier, Employee Relations Manager

Department Director: Jerome Post, Human Resources Director