



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

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

DATE: August 18, 2015

TITLE: Resolution Ratifying a Collective Bargaining Agreement with the
Federation of Public Employees, a Division of NFPPE, AFL-CIO, effective
August 18, 2015 through September 30, 2016

Recommendation

It is recommended that the City Commission adopt a resolution ratifying a Collective Bargaining Agreement with the Federation of Public Employees, a Division of NFPPE, AFL-CIO (Federation), effective August 18, 2015 through September 30, 2016.

Background

The previous Federation Collective Bargaining Agreement expired on September 30, 2013. The City and Federation began negotiations for a successor agreement in January 2014 and met fourteen times. Through these negotiations, the City and Federation came to a tentative agreement. The tentative agreement will be presented to the Federation membership for a ratification vote on August 14, 2015. We anticipate the bargaining unit members will vote in favor of ratification.

An outline of the significant changes to the collective bargaining agreement is included in Exhibit 1 attached hereto.

Resource Impact

There will be a Fiscal Year 2015 impact of approximately \$73,000 to the City, funding for which is available within the affected departmental operating budgets. It is projected that funding impact will be \$346,000 for Fiscal Year 2016. Future expenditures are contingent upon approval and appropriation of the Fiscal Year 2016 Budget.

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: Ensure sound fiscal management
- Initiative 1: Achieve a structurally balanced budget through viable revenue sources, smart financial management, comprehensive financial forecasting, and results-oriented and efficient services.

In addition, this item also advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United*.

Attachment(s):

Exhibit 1 – Significant Changes to the FOPE Contract

Exhibit 2 – Resolution and Tentative Agreement with Federation of Public Employees, a Division of NFPPE, AFL-CIO, District 1-MEBA effective August 18, 2015 through September 30, 2016

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