



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#25-0781

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

FROM: Rickelle Williams, City Manager

DATE: September 3, 2025

TITLE: Resolution Approving and Ratifying a Memorandum of Understanding with the International Association of Firefighters, Local 765, Battalion Chiefs, Amending Distribution of Voluntary Employee's Beneficiary Association Funds - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission approve and ratify a Memorandum of Understanding (MOU) with the International Association of Firefighters (I.A.F.F.), Local 765 – Battalion Chiefs (the “Union”), to amend certain sections of Article 16 – Sick Leave of the Collective Bargaining Agreement (CBA) to comply with Internal Revenue Code guidelines.

Background

The current I.A.F.F. CBA for Battalion Chiefs is for the period of October 1, 2023, through September 30, 2026, and includes language that allows retiring/resigning firefighters to elect payment of unused sick and vacation leave or to have unused sick and vacation leave transferred into the Voluntary Employee's Beneficiary Association (VEBA) account. The option to elect payment rather than transferring the unused sick leave balance to the VEBA creates a Federal Insurance Contributions Act (FICA) tax liability for both the retiring/resigning firefighter and the City.

As such, the City and the Union have agreed to amend the agreement by way of an MOU to return to previous CBA language requiring the automatic transfer of unused sick and vacation leave balances to the VEBA, thus eliminating the tax liability for the retiring/resigning firefighter and the City.

A copy of the Memorandum of Understanding is attached hereto as Exhibit 2.

Resource Impact

The MOU change will generate savings to the City as a result of the FICA match that will no longer be required on the transfer of sick and vacation accrual balances to the VEBA accounts. The amount of savings is a function of retirements/resignations in any given year.

Strategic Connections

This item is a FY 2025 *Commission Priority*, advancing the Public Safety initiative.

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

- The Public Safety Focus Area, Goal 1: Be a safe community that is proactive and responsive to risks.

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 – Memorandum of Understanding with I.A.F.F. Local 765 – Battalion Chief – VEBA

Exhibit 2 – Resolution

Prepared by: Kristin Milligan, Deputy Director of Human Resources

Department Director: Jerome Post, Director of Human Resources