



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

**#21-0239**

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

**FROM:** Chris Lagerbloom, ICMA-CM, City Manager

**DATE:** March 2, 2021

**TITLE:** Resolution Approving Pay Schedule for Fiscal Year 2021 for the Collective Bargaining Agreement between the City of Fort Lauderdale and the Fort Lauderdale Professional Firefighters, Inc., International Association of Firefighters (IAFF), AFL-CIO-CLC, Local 765 effective October 1, 2020 through September 30, 2021 and Incorporating the Pay Schedule into the Collective Bargaining Agreement as Schedule A - **(Commission Districts 1, 2, 3 and 4)**

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**Recommendation**

Staff recommends the City Commission adopt a resolution approving the pay schedule for Fiscal Year 2021 for the Collective Bargaining Agreement between the City of Fort Lauderdale and the Fort Lauderdale Professional Firefighters, Inc., International Association of Firefighters (IAFF), AFL-CIO-CLC, Local 765 effective October 1, 2020 through September 30, 2021 and incorporating the Pay Schedule into the Collective Bargaining Agreement as Schedule A.

**Background**

On October 20, 2020, the City Commission ratified the Collective Bargaining Agreement between the City of Fort Lauderdale and IAFF. The ratified agreement provides for an adjustment to the pay ranges, effective October 4, 2020, which would bring the maximum annual rate of IAFF bargaining unit members to the 75th percentile of the maximum annual rate for Broward County public employers with the same job classifications. The adjustments have been tabulated and are attached hereto as Exhibit 1.

**Resource Impact**

Funding for the FY2021 wage adjustment was approved with the FY2021 budget.

**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 culture that fosters rewarding, professional careers

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

**Attachments**

Exhibit 1 – Schedule A to the Collective Bargaining Agreement between the City of Fort Lauderdale and IAFF effective October 1, 2020 through September 30, 2021

Exhibit 2 – Resolution

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

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