

RESOLUTION NO. 15-133

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF FORT LAUDERDALE, FLORIDA, APPROVING AND RATIFYING A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF FORT LAUDERDALE AND FORT LAUDERDALE PROFESSIONAL FIREFIGHTERS INC. IAFF LOCAL 765 FOR THE PERIOD JUNE 16, 2015, THROUGH SEPTEMBER 30, 2017, AND AUTHORIZING EXECUTION OF THE COLLECTIVE BARGAINING AGREEMENT.

WHEREAS, the City Manager of the City of Fort Lauderdale and the bargaining agent of Fort Lauderdale Professional Firefighters Inc. IAFF Local 765 have reached agreement on a proposed collective bargaining agreement for the period June 16, 2015, through September 30, 2017; and

WHEREAS, the City of Fort Lauderdale employees who are members of the bargaining unit represented by Fort Lauderdale Professional Firefighters Inc. IAFF Local 765 have ratified the proposed collective bargaining agreement,

BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF FORT LAUDERDALE, FLORIDA:

SECTION 1. That the collective bargaining agreement between the City of Fort Lauderdale and Fort Lauderdale Professional Firefighters Inc. IAFF Local 765 for the period June 16, 2015, through September 30, 2017, is approved and ratified in substantially the form attached to Commission Agenda Memo No. 15-0838, and the City Commission authorizes execution of the collective bargaining agreement.

ADOPTED this the 16th day of June, 2015.



Mayor
JOHN P. "JACK" SEILER

ATTEST:



City Clerk
JONDA K. JOSEPH



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#15-0838

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

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

DATE: June 16, 2015

TITLE: Resolution ratifying a collective bargaining agreement with the Fort Lauderdale Professional Firefighters, Inc., International Association of Firefighters (IAFF), AFL-CIO-CLC, Local 765 effective June 16, 2015 through September 30, 2017

Recommendation

It is recommended that the City Commission adopt a resolution ratifying a collective bargaining agreement with the Fort Lauderdale Professional Firefighters, Inc., International Association of Fire Firefighters (IAFF), AFL-CIO-CLC, Local #765 effective June 16, 2015 through September 30, 2017.

Background

The previous IAFF collective bargaining agreement expired on September 30, 2012. The City and IAFF began negotiations for a successor agreement in May 2013, and met twenty times. Through these negotiations, the City and the IAFF came to a tentative agreement. The tentative agreement was presented to the IAFF membership for ratification votes on June 3, 2015 and June 5, 2015. On June 5, 2015, the IAFF advised the City that the respective employees voted to ratify the successor agreement.

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

Resource Impact

It is projected that this agreement will save the City almost \$900,000 through Fiscal Year 2017, not including the impact of the general wage increase scheduled for Fiscal Year 2017, as that will be based on a future Consumer Price Index (CPI) calculation. Funding for the impacts for Fiscal Year 2015 is available within the Fire Department operating budget. A table demonstrating the anticipated operational costs and savings is included as Exhibit 2.

Specific to the pension provisions, it is anticipated that the revisions to the Police and Firefighters' pension plan for new hires, taking into consideration salary growth changes

approved by the City of Fort Lauderdale Police Officers' and Firefighters' Retirement Board and those plan changes already in place for Fraternal Order of Police (FOP), will generate a combined total of approximately \$198 million in pension savings over 30 years. Exhibit 3 outlines the projected savings to the City, as calculated by Foster and Foster, the plan actuary, in September 2013.

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.
- Initiative 3: Provide fiscally sustainable employee pensions

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

Attachment(s): Exhibit 1 – Significant Changes in the International Association of Fire Fighters (IAFF) Successor Agreement

Exhibit 2 – Anticipated Operational Costs and Savings for Fiscal Year 2015 through Fiscal Year 2017

Exhibit 3 – Anticipated Pension Liability Reduction

Exhibit 4 – Tentative Agreement with the Fort Lauderdale Professional Firefighters, Inc., International Association of Fire Firefighters (IAFF), AFL-CIO-CLC, Local #765 effective June 16, 2015 through September 30, 2017

Exhibit 5 - Resolution

Prepared by: Janeen Richard, Employee Relations Manager

Department Director: Averill Dorsett, Human Resources Director