



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

**#17-1342**

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

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

**DATE:** November 7, 2017

**TITLE:** Resolution Ratifying a Collective Bargaining Agreement with the Federation of Public Employees, a Division of NFPPE, AFL-CIO, effective November 7, 2017 through September 30, 2019

**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 November 7, 2017 through September 30, 2019.

**Background**

The previous Federation Collective Bargaining Agreement expired on September 30, 2016. The City and Federation began negotiations for a successor agreement in August 2016 and met twelve times. Through these negotiations, the City and Federation came to a tentative agreement. The tentative agreement was presented to the Federation membership for ratification votes. On October 30, 2017, Federation 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**

The impact to the City of the significant changes in this agreement is approximately \$1,922,971 for the term of the agreement. The unbudgeted fiscal impact for Fiscal Year 2018 is estimated to be \$320,636. Appropriation of this funding is included in the associated Consolidated Budget Amendment CAM #17-0924.

<b>Fund</b>	<b>Appropriation</b>
General Fund (001)	\$198,041
Building Permit Fund (140)	\$7,839
Sanitation Fund (409)	\$14,159
Water & Sewer Fund (450)	\$45,570

Central Region/Wastewater Fund (451)	\$5,218
Airport Fund (468)	\$4,904
Stormwater Fund (470)	\$5,679
Central Services Fund (581)	\$35,680
Vehicle Rental Fund (583)	\$3,546
<b>FY 2018 Total Impact</b>	<b>\$320,636</b>

Associated CAM

#17-0924

**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*.

**Attachments**

Exhibit 1 - Significant Changes to the Federation Contract

Exhibit2 - Tentative Agreement with Federation of Public Employees, a Division of NFPPE, AFL-CIO, effective November 7, 2017 through September 30, 2019

Exhibit 3 - Resolution

Prepared by: Janeen Richard, Employee Relations Manager

Department Director: Averill L. Dorsett, Human Resources