



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

**#25-0788**

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**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, Rank and File, Amending Distribution of Voluntary Employee's Beneficiary Association Funds and the Promotional Process - **(Commission Districts 1, 2, 3 and 4)**

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**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 – Rank and File (the “Union”), to amend certain sections of Article 11 – Promotional Examinations and Article 22 – Temporary Upgrading of the Collective Bargaining Agreement (CBA) to allow employees and the City more flexibility in satisfying requirements to participate in the promotional examination process and flexibility to temporarily upgrade from one position to another.

Additionally, staff recommends the City Commission include in its approval and ratification of the MOU the amendment of certain sections of Article 18 – Sick Leave: Sickness in Family Leave – Death in Family Leave – Unused Sick Leave of the CBA to comply with Internal Revenue Code guidelines.

**Background**

The current I.A.F.F. CBA for Rank and File is for the period of October 1, 2023, through September 30, 2026. Article 11 – Promotional Examinations currently requires that all training, education, and experience requirements be met by the closing of a promotional job posting for the employee to be eligible to participate in the promotional examination process, despite promotional eligibility lists not becoming effective until January 1 of the year after the examination is administered.

The City and the Union have agreed that it is mutually beneficial to extend the deadline to meet the training, education, and experience requirements to December 10 of the year the examination is administered to increase the pool of promotional candidates. Extending the deadline allows those with anniversary dates between the closing of the promotional job posting (which is September 4, 2025, this year) and December 10 to meet

the experience requirements to participate in the promotional test and avoids making them wait an additional year to test.

Additionally, the extension of the deadline allows those candidates graduating from college in the summer or fall semesters the opportunity to test. Candidates who participate in the promotional examination process, but do not meet the December 10 deadline for all other requirements will not be placed on the eligibility list that goes into effect on January 1.

The City and the Union also agree that it is mutually beneficial to amend Article 22 – Temporary Upgrading to allow those who have passed the written and practical portions of the promotional examination process, but may not be on a promotional eligibility list, to be eligible for temporary upgrade. Current language only allows for temporary upgrade from a current or previous promotional list and requires that overtime be hired in instances in which there is no list. The change to allow those who have passed the written and practical portions of the promotional examination, in conjunction with the amendment to Article 11 – Promotional Examinations, allows more qualified employees the opportunity for temporary upgrade while potentially reducing the City's overtime liability.

Finally, Article 18 – Sick Leave, 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 contract by way of 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 potential overtime savings for the City as a result of increasing the number of employees eligible for temporary upgrades. Additionally, the FICA match that will no longer be required on the transfer of sick and vacation accrual balances to the VEBA accounts will result in savings to the City. The amount of savings is a function of retirements and 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 – Rank and File – Promotion, Upgrade, VEBA

Exhibit 2 – Resolution

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Prepared by: Kristin Milligan, Deputy Director of Human Resources

Department Director: Jerome Post, Director of Human Resources