



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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: March 5, 2019

TITLE: Resolution Approving and Ratifying a Memorandum of Understanding with
Teamster Local Union No. 769, Affiliated with International Brotherhood of
Teamsters, AFL-CIO

Recommendation

It is recommended that the City Commission adopt a resolution approving and ratifying a Memorandum of Understanding with Teamsters Local Union 769, Affiliated with International Brotherhood of Teamsters, (“Teamsters”), to provide for a Task Time System for employees assigned to the Bulk Trash Division in the Parks and Recreation Department, and authorizing the City Manager to execute the Memorandum of Understanding and exercise the City’s option to extend the task time system in six-month intervals.

Background

To incentivize efficiency in the Parks and Recreation Department, City staff and Teamsters met to design a Task Time System whereby employees assigned to the Bulk Trash Division may be released from duty upon completion of their daily routes without loss of pay in a work week. The Task Time System will be based on the completion of the daily assigned work. The Task Time System will reduce much of the existing overtime accrued in the Bulk Trash Division as part of normal operations. Task time will not preclude the City from assigning additional work based upon operational needs.

This program will be evaluated every six months to ensure the City continues to provide the same level of service and care in the bulk trash operations. If at any time, the City determines this program is not in its best interest, the City can unilaterally terminate the program with two weeks’ notice and is not required to wait until the six month evaluation period.

City staff and Teamsters met on January 11, 2019 and agreed to a Memorandum of Understanding, attached hereto as Exhibit 1. On January 24, 2019, Teamsters advised the City that the respective employees voted in favor of ratification.

Resource Impact

There is a projected positive resource impact of \$20,000 in overtime costs for the City.

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 11: Be a well-trained, innovative and neighbor-centric workforce that builds community.
- Objective 1: Foster professional and rewarding careers
- Initiative 4: Explore employee engagement tools

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

Attachments

Exhibit 1 – Memorandum of Understanding with Teamsters

Exhibit 2 – Resolution

Prepared by: Janeen Richard, Human Resources
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Department Director: Tarlesha Smith, Human Resources