



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

FROM: Susan Grant, Acting City Manager

DATE: April 1, 2025

TITLE: Resolution Approving and Ratifying a Memorandum of Understanding with
the Fraternal Order of Police, Lodge 31, Extending the Captains
Promotional Process - **(Commission Districts 1, 2, 3, and 4)**

Recommendation

Staff recommends the City Commission approve and ratify a Memorandum of Understanding with the Fraternal Order of Police (FOP), Lodge 31, extending the temporary suspension of certain provisions of Article 36 of the Collective Bargaining Agreement (CBA) between the City of Fort Lauderdale and the FOP, Lodge 31 - Police Lieutenants and Captains related to promotions to the rank of Captain through December 21, 2026.

Background

The Collective Bargaining Agreement (CBA) sets forth detailed procedures governing the promotion of bargaining members to the rank of Captain. The Police Department is currently experiencing a critical supervisory staffing shortage and has exhausted the current eligibility list for promotion to the rank of Captain. While the Police Department must maintain an eligibility list for promotion to the rank of Captain, the current process set forth in Article 36 does not allow for the timely creation of an eligibility list and use of an interim promotional list in such circumstances.

The City and the FOP have agreed to extend the temporary suspension of certain provisions of Article 36 through December 21, 2026, to allow for an interim promotional examination for promotions to the rank of Captain. Similarly, at the September 3, 2024, Commission Meeting, the City Commission approved and ratified an amendment to the collective bargaining agreement by temporarily suspending the provisions of Article 36.

The examination will generally comply with the requirements set forth in Article 36, with the following exceptions:

- The promotional examination timeline shall be suspended except for the requirement that the cutoff to meet the minimum eligibility requirements shall be October 12, 2025.

- The time-in-grade requirements for eligibility for the rank of Captain shall be suspended. Instead, candidates who are projected to complete two (2) years of service in the rank of Lieutenant by October 12, 2025, shall be eligible to participate in the interim process, subject to the caveat that no candidate will be promoted from the interim list until they have completed two (2) years of service in the rank of Lieutenant.
- The promotional examination will not include a written test, but instead will consist solely of an assessment exercise conducted in accordance with Article 36, Section 5.
- The interim promotional register generated shall expire on December 21, 2026, or when replaced by a new promotional register generated in accordance with Article 36, whichever occurs sooner.
- The parties agree to the December 21, 2026, interim register expiration date with full notice and understanding of the September 30, 2026, expiration date of the current CBA.

On March 21, 2025 the Memorandum of Understanding was ratified by the unit membership and will become effective upon ratification by the City Commission.

A copy of the Memorandum of Understanding is attached hereto as Exhibit 1.

Resource Impact

There is no fiscal year impact associated with this item.

Strategic Connections

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.

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

Attachments

Exhibit 1 – Memorandum of Understanding with Fraternal Order of Police, Lodge 31 – Interim Captain Promotion

Exhibit 2 – Resolution

Prepared by: Kristin Milligan, Deputy Director, Human Resources
 Department Director: Jerome Post, Human Resources