



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

#14-1514

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

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

DATE: December 17, 2014

TITLE: Collective Bargaining Agreement with Teamsters Local Union 769,
Effective December 17, 2014 through September 30, 2016

Recommendation

It is recommended that the City Commission adopt a resolution ratifying and authorizing execution of a collective bargaining agreement with Teamsters Local Union 769 (Teamsters) effective December 17, 2014 through September 30, 2016.

Background

The previous Teamsters Collective Bargaining Agreement expired on September 30, 2013. The City and Teamsters began negotiations for a successor agreement in July of 2013 and met 14 times. Through these negotiations, the City and Teamsters came to a tentative agreement. The tentative agreement was presented to the Teamsters membership for a ratification vote on December 3, 2014. On December 3, 2014, Teamsters advised the City that the respective employees voted to ratify the agreement.

An outline of the significant changes to the Teamsters Collective Bargaining Agreement is included as Exhibit 1 attached hereto.

Resource Impact

There will be a fiscal impact to the City in the amount of \$1,460,200. It is projected that this agreement will cost the City approximately \$2,888,400 through Fiscal Year 2016. Future year expenditures will be \$1,428,200 in FY 2016.

Funds available as of December 10, 2014

ACCOUNT NUMBER	INDEX NAME (Program)	OBJECT CODE/ SUB-OBJECT NAME	AMENDED BUDGET (Object Code)	AVAILABLE BALANCE (Object Code)	TOTAL AMOUNT
General Fund 001-MGR090101-1101	Public Information Office	Salaries & Wages/Regular Salaries	\$654,990.00	\$542,071.00	\$1,336.00
General Fund 001-MGR090101-2404	Public Information Office	Fringe Benefits/ Health Insurance	\$271,485.00	\$117,320.00	\$39.00
General Fund 001-FIN020101-1101	Central Accounting	Salaries & Wages/Regular Salaries	\$1,281,454.00	\$1,047,674.00	\$15,653.00
General Fund 001-FIN020101-2404	Central Accounting	Fringe Benefits/ Health Insurance	\$500,108.00	\$257,215.00	\$434.00
General Fund 001-FIR010102-1101	Ocean Rescue	Salaries & Wages/Regular Salaries	\$2,907,119.00	\$2,286,379.00	\$82,228.00
General Fund 001-FIR010102-2404	Ocean Rescue	Fringe Benefits/ Health Insurance	\$952,365.00	\$517,062.00	\$2,053.00
General Fund 001-PKR010101-1101	Parks & Rec Administrative Support	Salaries & Wages/Regular Salaries	\$1,647,738.00	\$1,243,771.00	\$233,926.00
General Fund 001-PKR010101-2404	Parks & Rec Administrative Support	Fringe Benefits/ Health Insurance	\$1,660,316.00	\$1,002,638.00	\$6,239.00
General Fund 001-POL020604-1101	Records	Salaries & Wages/Regular Salaries	\$1,601,459.00	\$1,300,869.00	\$191,754.00
General Fund 001-POL020604-2404	Records	Fringe Benefits/ Health Insurance	\$568,458.00	\$355,451.00	\$5,454.00
General Fund 001-PBS040101- 1101	Engineering Administration	Salaries & Wages/Regular Salaries	\$1,526,310.00	\$1,271,773.00	\$19,154.00
General Fund 001-PBS040101-2404	Engineering Administration	Fringe Benefits/ Health Insurance	\$479,250.00	\$327,822.00	\$395.00
General Fund 001-DSD010101-1101	Urban Design & Development	Salaries & Wages/Regular Salaries	\$2,623,783.00	\$2,077,400.00	\$53,797.00
General Fund 001-DSD010101-2404	Urban Design & Development	Fringe Benefits/ Health Insurance	\$922,933.00	\$491,276.00	\$1,224.00
Law Enforcement Confiscated Property 104-POL050101-1101	Police Confiscated Property Operations	Salaries & Wages/Regular Salaries	\$114,408.00	\$90,280.00	\$1,455.00
Law Enforcement Confiscated Property 104-POL050101-2404	Police Confiscated Property Operations	Fringe Benefits/ Health Insurance	\$48,585.00	\$23,942.00	\$39.00
Ft Lauderdale Community Redevelopment	Beach Redevelopment	Salaries & Wages/Regular Salaries	\$297,005.00	\$246,516.00	\$1,317.00
Ft Lauderdale Community Redevelopment	Beach Redevelopment	Fringe Benefits/ Health Insurance	\$103,908.00	\$54,649.00	\$39.00

Housing & Community Development Grants 108-DSD020802-1101	Housing Grant Administration	Salaries & Wages/Regular Salaries	\$688,540.00	\$526,726.00	\$8,642.00
Housing & Community Development Grants 108-DSD020802-2404	Housing Grant Administration	Fringe Benefits/Health Insurance	\$295,285.00	\$143,494.00	\$197.00
Building Permits 140-DSD034002-1101	Building Permits	Salaries & Wages/Regular Salaries	\$4,278,178.00	\$3,464,858.00	\$87,574.00
Building Permits 140-DSD034002-2404	Building Permits	Fringe Benefits/Health Insurance	\$1,758,989.00	\$869,243.00	\$1,816.00
Sanitation 409-PKR080201-1101	Bulk Trash	Salaries & Wages/Regular Salaries	\$1,180,293.00	\$929,693.00	\$97,153.00
Sanitation 409-PKR080201-2404	Bulk Trash	Fringe Benefits/Health Insurance	\$512,877.00	\$209,916.00	\$2,804.00
Sanitation 409-PBS090101-1101	Sanitation	Salaries & Wages/Regular Salaries	\$136,079.00	\$119,537.00	\$7,351.00
Sanitation 409-PBS090101-2404	Sanitation	Fringe Benefits/Health Insurance	\$14,266.00	\$10,127.00	\$197.00
Water & Sewer 450-FIN100101-1101	Utility Billing & Collections	Salaries & Wages/Regular Salaries	\$1,057,858.00	\$836,370.00	\$29,568.00
Water & Sewer 450-FIN100101-2404	Utility Billing & Collections	Fringe Benefits/Health Insurance	\$435,696.00	\$188,720.00	\$829.00
Water & Sewer 450-PBS050201-1101	Office Operations	Salaries & Wages/Regular Salaries	\$641,494.00	\$527,604.00	\$391,365.00
Water & Sewer 450-PBS050201-2404	Office Operations	Fringe Benefits/Health Insurance	\$263,267.00	\$131,453.00	\$9,793.00
Central Regional Wastewater System 451-PBS670502-1101	Lohmeyer Regional Plant Maintenance	Salaries & Wages/Regular Salaries	\$873,581.00	\$704,159.00	\$48,147.00
Central Regional Wastewater System 451-PBS670502-2404	Lohmeyer Regional Plant Maintenance	Fringe Benefits/Health Insurance	\$341,883.00	\$172,604.00	\$1,224.00
Parking System 461-TAM010101-1101	Transp & Mobility Admin Support	Salaries & Wages/Regular Salaries	\$598,807.00	\$482,613.00	\$79,890.00
Parking System 461-TAM010101-2404	Transp & Mobility Admin Support	Fringe Benefits/Health Insurance	\$235,452.00	\$117,662.00	\$2,330.00
Airport 468-TAM070101-1101	Executive Airport	Salaries & Wages/Regular Salaries	\$1,369,734.00	\$1,105,464.00	\$15,676.00
Airport 468-TAM070101-2404	Executive Airport	Fringe Benefits/Health Insurance	\$523,743.00	\$253,346.00	\$434.00
Stormwater 470-PBS660502-1101	Stormwater	Salaries & Wages/Regular Salaries	\$344,415.00	\$274,072.00	\$32,411.00
Stormwater 470-PBS660502-2404	Stormwater	Fringe Benefits/Health Insurance	\$138,437.00	\$55,528.00	\$829.00

City Insurance 543-HRD050101-1101	Claims Administration	Salaries & Wages/Regular Salaries	\$947,583.00	\$762,876.00	\$1,156.00
City Insurance 543-HRD050101-2404	Claims Administration	Fringe Benefits/ Health Insurance	\$366,710.00	\$213,737.00	\$39.00
Central Services 581-ITS020101-1101	Radio Communications	Salaries & Wages/Regular Salaries	\$306,594.00	\$242,813.00	\$20,191.00
Central Services 581-ITS020101-2404	Radio Communications	Fringe Benefits/ Health Insurance	\$143,342.00	\$64,629.00	\$513.00
Vehicle Rental 583-PBS580101-1101	Fleet Services	Salaries & Wages/Regular Salaries	\$236,353.00	\$192,837.00	\$3,456.00
Vehicle Rental 583-PBS580101-2404	Fleet Services	Fringe Benefits/ Health Insurance	\$77,952.00	\$41,328.00	\$79.00
				TOTAL →	\$1,460,200.00

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.

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

Attachments: Exhibit 1 – Significant Changes to the Teamsters Contract
 Exhibit 2 – Tentative Agreement with Teamsters Local Union 769,
 effective December 17, 2014 through September 30, 2016
 Exhibit 3 – Resolution

Prepared by: Janeen Richard, Employee Relations Manager

Department Director: Averill Dorsett, Human Resources Director