



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

**#25-0800**

**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 Collective Bargaining Agreement Between the City of Fort Lauderdale and Federation of Public Employees Effective October 1, 2025, Through September 30, 2028, and Authorizing Execution of the Collective Bargaining Agreement - **(Commission Districts 1, 2, 3 and 4)**

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**Recommendation**

Staff recommends the City Commission adopt a resolution approving and ratifying a Collective Bargaining Agreement (CBA) between the City of Fort Lauderdale and Federation of Public Employees (Federation) effective October 1, 2025, through September 30, 2028

**Background**

The current Federation CBA expires on September 30, 2025. The City and Federation began negotiations for a successor agreement in May 2025 and met six (6) times. Through these negotiations, the City and Federation came to a tentative agreement for a three (3)-year contract commencing on October 1, 2025, and expiring on September 30, 2028. The tentative agreement was presented to the Federation membership for ratification and Federation advised the City that the respective employees voted to ratify the agreement on August 13, 2025.

**Resource Impact**

The estimated FY 2026 impact of this agreement is \$2,367,771. Of this amount, \$11,681 is unbudgeted and will be incorporated into the budget changes proposed at the September 3, 2025 first public hearing.

**Strategic Connections**

This item supports the *Press Play Fort Lauderdale 2029 Strategic Plan*, specifically advancing:

- Business Growth and Support Focus Area, Goal 6: Build a diverse and attractive economy

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 – Tentative Agreement with Federation of Public Employees, effective October 1, 2025 through September 30, 2028 (redline)

Exhibit 2 – Tentative Agreement with Federation of Public Employees, effective October 1, 2025 through September 30, 2028 (clean)

Exhibit 3 – Table of Federation CBA changes

Exhibit 4 – Impact of Significant Cost Drivers

Exhibit 5 – Resolution

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Prepared by: Kristin Milligan, Deputy Director of Human Resources

Department Director: Jerome Post, Director of Human Resources