



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

**#23-1086**

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

**FROM:** Greg Chavarria, City Manager

**DATE:** December 19, 2023

**TITLE:** Resolution Approving and Ratifying a Collective Bargaining Agreement  
Between the City of Fort Lauderdale and the Fraternal Order of Police,  
Lodge 31 - Police Lieutenants and Captains Effective October 1, 2023  
Through September 30, 2026 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 between the City of Fort Lauderdale and the Fraternal Order of Police (FOP), Lodge 31 - Police Lieutenants and Captains effective October 1, 2023 through September 30, 2026.

**Background**

The previous FOP Collective Bargaining Agreement for Lieutenants and Captains expired on September 30, 2022. The City and the FOP began negotiations for a successor agreement in August 2022 and met 17 times. Through these negotiations, the City and the FOP came to tentative agreements (a one-year agreement expiring September 30, 2023, and a three-year agreement expiring September 30, 2026). The tentative agreements were presented to the FOP membership for ratification and the FOP advised the City that the respective employees voted to ratify the agreements.

**Resource Impact**

Costs associated with the agreement are incorporated into the FY 2024 Budget. Exhibit 3 provides details of the significant cost drivers included in the agreement.

**Strategic Connections**

This item supports the *Press Play Fort Lauderdale 2024* Strategic Plan, specifically advancing:

- The Public Safety Focus Area
- Goal 6: Build a safe and well-prepared community.
- Objective: Prevent and solve crime in all neighborhoods

- The Internal Support Focus Area
- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees.
- Objective: Establish an organizational culture that fosters rewarding, professional careers

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

### **Related CAMs**

#23-1087

### **Attachments**

Exhibit 1 - Tentative Agreement with the Fraternal Order of Police, Lodge 31 - Police Lieutenants and Captains, effective October 1, 2023 through September 30, 2026 (redline)

Exhibit 2 - Tentative Agreement with the Fraternal Order of Police, Lodge 31 - Police Lieutenants and Captains, effective October 1, 2023 through September 30, 2026 (clean)

Exhibit 3 - Significant Cost Drivers FOP- Lieutenants and Captains

Exhibit 4 - Resolution

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Prepared by: Richard Cormier, Employee Relations Manager

Department Director: Jerome Post, Human Resources Director