



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

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

**DATE:** June 16, 2015

**TITLE:** Resolution ratifying a collective bargaining agreement with the Fort Lauderdale Professional Firefighters, Inc., International Association of Firefighters (IAFF), AFL-CIO-CLC, Local 765 effective June 16, 2015 through September 30, 2017

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**Recommendation**

It is recommended that the City Commission adopt a resolution ratifying a collective bargaining agreement with the Fort Lauderdale Professional Firefighters, Inc., International Association of Fire Firefighters (IAFF), AFL-CIO-CLC, Local #765 effective June 16, 2015 through September 30, 2017.

**Background**

The previous IAFF collective bargaining agreement expired on September 30, 2012. The City and IAFF began negotiations for a successor agreement in May 2013, and met twenty times. Through these negotiations, the City and the IAFF came to a tentative agreement. The tentative agreement was presented to the IAFF membership for ratification votes on June 3, 2015 and June 5, 2015. On June 5, 2015, the IAFF advised the City that the respective employees voted to ratify the successor agreement.

An outline of the significant changes to the collective bargaining agreement is included in Exhibit 1 attached hereto.

**Resource Impact**

It is projected that this agreement will save the City almost \$900,000 through Fiscal Year 2017, not including the impact of the general wage increase scheduled for Fiscal Year 2017, as that will be based on a future Consumer Price Index (CPI) calculation. Funding for the impacts for Fiscal Year 2015 is available within the Fire Department operating budget. A table demonstrating the anticipated operational costs and savings is included as Exhibit 2.

Specific to the pension provisions, it is anticipated that the revisions to the Police and Firefighters' pension plan for new hires, taking into consideration salary growth changes

approved by the City of Fort Lauderdale Police Officers' and Firefighters' Retirement Board and those plan changes already in place for Fraternal Order of Police (FOP), will generate a combined total of approximately \$198 million in pension savings over 30 years. Exhibit 3 outlines the projected savings to the City, as calculated by Foster and Foster, the plan actuary, in September 2013.

**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.
- Initiative 3: Provide fiscally sustainable employee pensions

In addition, this item also advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United*.

Attachment(s): Exhibit 1 – Significant Changes in the International Association of Fire Fighters (IAFF) Successor Agreement

Exhibit 2 – Anticipated Operational Costs and Savings for Fiscal Year 2015 through Fiscal Year 2017

Exhibit 3 – Anticipated Pension Liability Reduction

Exhibit 4 – Tentative Agreement with the Fort Lauderdale Professional Firefighters, Inc., International Association of Fire Firefighters (IAFF), AFL-CIO-CLC, Local #765 effective June 16, 2015 through September 30, 2017

Exhibit 5 - Resolution

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