

RESOLUTION NO. 15-205

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF FORT LAUDERDALE, FLORIDA, APPROVING AND RATIFYING A FIRST AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF FORT LAUDERDALE AND TEAMSTERS LOCAL UNION 769, AFFILIATED WITH INTERNATIONAL BROTHERHOOD OF TEAMSTERS.

WHEREAS, the City of Fort Lauderdale and Teamsters Local Union No. 769, Affiliated with International Brotherhood of Teamsters, entered into a collective bargaining agreement for the period December 17, 2014, through September 30, 2016,

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF FORT LAUDERDALE, FLORIDA:

SECTION 1. That the First Amendment to Collective Bargaining Agreement between the City of Fort Lauderdale and Teamsters Local Union No. 769, Affiliated with International Brotherhood of Teamsters, for the period December 17, 2014, through September 30, 2016, ("First Amendment"), is hereby approved and ratified, and the City Commission authorizes execution of the First Amendment in substantially the form attached to City Commission Agenda Memo No. 15-1167.

ADOPTED this the 6th day of October, 2015.

ATTEST:



City Clerk
JEFFERY A. MODARELLI



Mayor
JOHN P. "JACK" SEILER

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

#15-1167

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

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

DATE: October 6, 2015

TITLE: Resolution Approving and Ratifying a First Amendment to the Collective Bargaining Agreement with Teamsters Local 769 effective October 6, 2015 through September 30, 2016

Recommendation

It is recommended that the City Commission adopt a resolution approving and ratifying a First Amendment to the Collective Bargaining Agreement with Teamsters Local Union 769 (Teamsters) to provide for Recruitment and Retention Pay for the following classifications: Electrical Plans Examiner, Mechanical Plans Examiner, Plumbing Plans Examiner, Structural Plans Examiner, Building Inspector, Electrical Inspector, Mechanical Inspector, Plumbing Inspector, Building Inspector II, Electrical Inspector II, Mechanical Inspector II, Plumbing Inspector II, and Building Inspector III.

Background

Construction and development are at an all-time high in the City of Fort Lauderdale. Similarly, there is high demand for qualified employees in the building plans examination and construction inspection fields throughout the region. Many local government jurisdictions are competing for the same qualified applicant pool.

To attract the most qualified applicants and retain current employees performing this work, the City and Teamsters met on September 15, 2015 to negotiate an amendment to the Teamsters Collective Bargaining Agreement to provide for Recruitment and Retention Pay for certain classifications. The proposed amendment was presented to the affected employees for a ratification vote on September 17, 2015. On September 18, 2015, Teamsters advised the City the employees voted in favor of ratification.

Resource Impact

It is projected that the Recruitment and Retention Pay will cost the City approximately \$341,431 through Fiscal Year 2016.

Funds available as of October 1, 2015

ACCOUNT NUMBER	INDEX NAME (Program)	CHARACTER CODE/ SUB- OBJECT NAME	AMENDED BUDGET (Character)	AVAILABLE BALANCE (Character)	PURCHASE AMOUNT
140-DSD034002-1101	Building Permits	Salaries & Wages/ Permanent Salaries	\$ 5,411,565	\$ 5,411,565	\$ 303,255
140-DSD034002-2301	Building Permits	Fringe Benefits/Social Security/Medicare	\$ 2,099,762	\$ 2,099,762	\$ 23,199
140-DSD034002-2299	Building Permits	Fringe Benefits/ Pension - Def Cont	\$ 2,099,762	\$ 2,099,762	\$ 14,977
TOTAL →					\$ 341,431

Strategic Connections

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Business Development Cylinder of Excellence, specifically advancing:

- Goal 7: Be a well-positioned City within the global economic and tourism markets of the South Florida region, leveraging our airports, ports, and rail connections.
- Objective 2: Facilitate a responsive and proactive business climate
- Initiative 5: Annually review and streamline the development and permitting process to reflect business and customer feedback and trends.
- Initiative 7: Maintain Platinum City Certification by the Greater Fort Lauderdale Alliance for Streamlined Development Review and Permitting Process and pursue IAS (International Accreditation Service) Building Department accreditation

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative and neighbor-centric workforce that builds community.
- Objective 1: Foster professional and rewarding careers
- Initiative 4: Explore employee engagement tools
- Initiative 5: Develop a succession planning program to ensure knowledge transfer for critical positions

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

Attachment: Exhibit 1- First Amendment to Teamsters Collective Bargaining Agreement

Prepared by: Kristin Tigner, Human Resources

Department Director: Averill Dorsett, Human Resources