



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#17-1536

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

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

DATE: December 19, 2017

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 October 1, 2017
through September 30, 2020

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 October 1, 2017 through September 30, 2020.

The City Attorney's Office did not review the final language of the agreement due to the limited time between ratification and submission to the Commission for consideration. However, the language of the agreement was reviewed by the City's labor counsel.

Background

The previous IAFF collective bargaining agreement expired on September 30, 2017. The City and IAFF began negotiations for a successor agreement in July 2017, and met seven 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 December 11, 2017, 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

The impact to the City of the significant changes in this agreement is approximately \$5,652,408 for the term of the agreement. The unbudgeted fiscal impact for Fiscal Year 2018 is estimated to be \$652,199, which is proposed to come from the General Fund - Fund Balance. Appropriation of this funding is included in the associated Consolidated

Budget Amendment CAM #17-1538.

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.

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

Related CAM

#17-1538

Attachments

Exhibit 1 – Significant Changes to IAFF Contract

Exhibit 2 – Tentative Agreement with the Fort Lauderdale Professional Firefighters, Inc.,
International Association of Fire Firefighters (IAFF)

Exhibit 3- Resolution

Prepared by: Janeen Richard, Employee Relations Manager

Department Director: Averill Dorsett, Human Resources Director