



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

**#17-1534**

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

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

**DATE:** December 19, 2017

**TITLE:** Resolutions Ratifying Collective Bargaining Agreements with the Fraternal Order of Police, Lodge 31 - Police Officers and Sergeants, effective October 1, 2017 through September 30, 2020; and the Fraternal Order of Police, Lodge 31 - Police Lieutenants and Captains, effective October 1, 2017 through September 30, 2020

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**Recommendation**

It is recommended that the City Commission adopt resolutions ratifying Collective Bargaining Agreements with the Fraternal Order of Police (FOP), Lodge 31 - Police Officers and Sergeants, effective October 1, 2017 through September 30, 2020 and the Fraternal Order of Police (FOP), Lodge 31 - Police Lieutenants and Captains, effective October 1, 2017 through September 30, 2020.

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

**Background**

The previous FOP Collective Bargaining Agreements expired on September 30, 2017. The City and the FOP began negotiations for successor agreements in July 2017 and met four times. The tentative agreements were presented to the respective FOP memberships for ratification votes. On December 17, 2017, the City received notice from the FOP that the respective employees voted to ratify both agreements.

An outline of the significant changes to the collective bargaining agreements is included in Exhibit 1 and Exhibit 2 attached hereto.

### **Resource Impact**

The impact to the City of the significant changes in the Police Officers and Sergeants agreement is approximately \$8,414,525 for the term of the agreement. The unbudgeted fiscal impact for Fiscal Year 2018 is estimated to be \$1,255,033, 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.

The impact to the City of the significant changes in the Police Lieutenants and Captains agreement is approximately \$473,864 for the term of the agreement. The unbudgeted fiscal impact for Fiscal Year 2018 is estimated to be \$64,805, 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.

This Item is contingent upon the approval of the 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.

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

### **Related CAM**

#17-1538

### **Attachments**

Exhibit 1- Significant Changes to the Police Officers and Sergeants Contract

Exhibit 2- Significant Changes to the Police Lieutenant and Captains Contract

Exhibit 3- Tentative Agreement with the Fraternal Order of Police, Lodge 31 - Police Officers and Sergeants, effective October 1, 2017 through September 30, 2020

Exhibit 4- Tentative Agreement with the Fraternal Order of Police, Lodge 31 - Police Lieutenants and Captains, effective October 1, 2017 through September 30, 2020

Exhibit 5- Resolution Police Officers and Sergeants

Exhibit 6 - Resolution Lieutenants and Captains

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