

**SETTLEMENT AGREEMENT BY AND BETWEEN FORT LAUDERDALE PROFESSIONAL  
FIREFIGHTERS INC. IAFF LOCAL 765 AND THE CITY OF FORT LAUDERDALE**

This Settlement Agreement, dated \_\_\_\_\_, 2019, is entered into by and between the City of Fort Lauderdale, a Florida municipality, ("City"), and Fort Lauderdale Professional Firefighters Inc. Local 765, a Florida not for profit corporation, ("IAFF"), (collectively, "Parties").

WHEREAS, the Fort Lauderdale Professional Firefighters Inc. Local 765 and the City of Fort Lauderdale, Florida, desire to resolve all issues associated with the IAFF's Class Action Grievance 18-03 filed on December 14, 2018; and

WHEREAS, the City and the IAFF entered into a collective bargaining agreement for the period October 1, 2017, through September 30, 2020, regarding the following regularly classified personnel of the City's Fire-Rescue Department: Firefighters, Driver-Engineer, Fire Lieutenants, Fire Captains, Fire Inspector Trainee, I, II, and Fire Safety Lieutenant and Fire Safety Captain ("Rank and File Agreement"); and

WHEREAS, the City and the IAFF entered into a collective bargaining agreement for the period October 1, 2017, through September 30, 2020, regarding all employees of the City of Fort Lauderdale regularly classified as Battalion Chief, ("Battalion Chief Agreement"); and

WHEREAS, Article 13, Sections 1.4 through 1.6 of the Rank and File Agreement, and Article 10, Sections 1.4 through 1.6 of the Battalion Chief Agreement provide that upon the publication of the City's Classification and Compensation Study, the pay ranges for the affected employees would be adjusted by the percentage necessary to bring the maximum annual rate of the pay range, as of the date the Classification and Compensation Study is released, to the 75<sup>th</sup> percentile of the maximum annual rate for all Broward county public employees with the same classifications, effective the first pay period in October 2017, 2018, and 2019; and

WHEREAS, the parties desire to clarify Article 13, Sections 1.4 through 1.6 of the Rank and File Agreement and Article 10, Sections 1.4 through 1.6 of the Battalion Chief Agreement with regard to defining "annual rate of pay," and thereby settle the IAFF's Class Action Grievance 18-03; and

WHEREAS, the Rank and File Agreement does not include emergency medical technician ("EMT") and paramedic pay in its annual rates of pay, while some Broward County public employers include paramedic pay in their annual rates of pay for the same job classifications;

NOW, THEREFORE, the City and the IAFF agree as follows:

1. Effective as of, and retroactive to, October 8, 2017, in calculating the annual rate of pay of bargaining unit members subject to the Rank and File Agreement and bargaining unit members subject to the Battalion Chief Agreement, to the extent EMT and paramedic pay is included in the annual rate of pay within the same classification of other comparator agencies within Broward County, to reach the 75<sup>th</sup> percentile as provided in Article 13, Sections 1.4 through 1.6 of the Rank and File Agreement and Article 10, Sections 1.4 through 1.6 of the Battalion Chief Agreement, the affected employees' annual rates of pay for comparison purposes shall exclude EMT and paramedic certification pay.

2. As a condition precedent to the effectiveness of this Settlement Agreement, the IAFF shall dismiss with prejudice its Class Action Grievance 18-03.

3. The Parties agree that this Settlement Agreement shall establish no precedent of any kind for any purpose and shall not be utilized as evidence in any proceeding other than in a subsequent proceeding brought to enforce, interpret, or apply the terms of this Settlement Agreement.

IN WITNESS WHEREOF, the City and the IAFF execute this Settlement Agreement as follows:

ATTEST:

City of Fort Lauderdale

\_\_\_\_\_  
Jeffrey A. Modarelli, City Clerk

By: \_\_\_\_\_  
Dean J. Trantalis, Mayor

By: \_\_\_\_\_  
Christopher J. Lagerbloom, City Manager

Approved as to form:

\_\_\_\_\_  
Assistant City Attorney

ATTEST:

Fort Lauderdale Professional Firefighters Inc.  
IAFF Local 765

\_\_\_\_\_  
Steve Simac  
Secretary

By: \_\_\_\_\_  
Jeffrey S. Bayne  
President

(Corporate Seal)

STATE OF \_\_\_\_\_:  
COUNTY OF \_\_\_\_\_:

The foregoing instrument was acknowledged before me this \_\_\_\_ day of \_\_\_\_\_, 2019, by Jeffrey S. Bayne as President for Fort Lauderdale Professional Firefighters Inc. IAFF Local 765, a Florida not for profit corporation.

(SEAL)

\_\_\_\_\_  
Notary Public, State of \_\_\_\_\_  
(Signature of Notary Public)

\_\_\_\_\_  
(Print, Type, or Stamp Commissioned  
Name of Notary Public)

Personally Known \_\_\_\_\_ OR Produced Identification \_\_\_\_\_  
Type of Identification Produced \_\_\_\_\_