



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#19-0337

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: April 2, 2019

TITLE: Motion Authorizing Settlement of Grievance against City of Fort Lauderdale
by International Association of Firefighters Local 765

Recommendation

It is recommended that the City Commission approve a Settlement Agreement by and between Fort Lauderdale Professional Firefighters Inc. IAFF Local 765 and the City of Fort Lauderdale, in substantially the form attached, to settle Class Action Grievance #18-03 against the City of Fort Lauderdale ("City") by the International Association of Firefighters Local 765 ("IAFF"), and authorize execution of the Settlement Agreement.

Background

At the March 19, 2019, City Commission Meeting, the City Commission amended the FY 2019 Final Budget in the amount of \$3,995,417 to appropriate General Fund Balance for a Settlement Agreement with the IAFF. This was in anticipation of resolving the Class Action Grievance #18-03 filed by the IAFF.

Upon former administration recommendation, the former City Commission approved two collective bargaining agreements ("CBA") between the City and the IAFF on December 19, 2017, whereupon the City and the IAFF became obligated to comply with the terms and conditions of the collective bargaining agreements, except that publication of the Classification and Compensation Study would trigger the City's obligation of contractual compliance with Article 13, Sections 1.4 through 1.6 of the rank and file CBA, and Article 10, Sections 1.4 through 1.6 of the battalion chiefs CBA. The total financial impact to the City was not discovered and verified until the current staff was directed to meet with the Union to interpret and verify the contract language and requisite data analysis.

On December 14, 2018, the City received Class Action Grievance #18-03 filed by the IAFF claiming noncompliance with Article 13, Sections 1.4, and 1.5 of the rank and file CBA, and Article 10, Sections 1.4 and 1.5 of the battalion chiefs CBA.

Resource Impact

There will be a fiscal impact to the City in the amount of \$5,650,319. The annual impact for FY 2020 is estimated at \$2,912,679, excluding pension impacts to be estimated by

an actuary.

| Funds available as of March 27, 2019 | | | | | |
|---|---------------------------------|--|---|--|--------------------|
| ACCOUNT NUMBER | INDEX NAME (Program) | CHARACTER CODE/ SUB-OBJECT NAME | AMENDED BUDGET (Character) | AVAILABLE BALANCE (Character) | AMOUNT |
| 001-FIR030101-1801 | Fire-Rescue Support | Salaries & Wages / Core Adjustment | \$42,840,244 | \$24,844,827* | \$5,650,319 |
| TOTAL AMOUNT ► | | | | | \$5,650,319 |

*Available balance as of 3/7/19. Financial System was unavailable to update this figure.

Strategic Connections

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

- Goal 12: Be a leading government organization, managing 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 Community*.

Attachments

Exhibit 1 – Collective Bargaining Agreement between the City of Fort Lauderdale and the International Association of Firefighters Local 765

Exhibit 2 – Class Action Grievance #18-03

Exhibit 3 – Settlement Agreement

Prepared by: Tarlesha Smith, Human Resources

Department Director: Tarlesha Smith, Human Resources