



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

#20-0121

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: February 4, 2020

TITLE: Resolution Approving Pay Ranges for Fiscal Years 2020, 2021, and 2022 for the Collective Bargaining Agreement between the City of Fort Lauderdale and Teamsters Local Union No. 769, Affiliated with International Brotherhood of Teamsters, effective November 5, 2019 through September 30, 2022 and Incorporating the Pay Ranges into the Collective Bargaining Agreement. - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

It is recommended that the City Commission adopt a resolution approving pay ranges for fiscal years 2020, 2021, and 2022 for the Collective Bargaining Agreement between the City of Fort Lauderdale and Teamsters Local Union No. 769, Affiliated with the International Brotherhood of Teamsters (Teamsters), effective November 5, 2019 through September 30, 2022 and incorporating the pay ranges into the Collective Bargaining Agreement.

Background

On November 5, 2019, the City Commission ratified the Collective Bargaining Agreement (CBA) between the City of Fort Lauderdale and Teamsters. The ratified agreement provides for a general wage increase of 1.0% effective October 6, 2019, a general wage increase of 1.5% effective October 4, 2020, and a general wage increase of 1.5% effective October 3, 2021. The pay ranges have been tabulated and are attached hereto as Exhibit 1. The effective date on the attached Exhibit is October 6, 2019, because the language in the CBA dictates the effective date as "the first full pay period beginning October 2019," which began on October 6, 2019.

Resource Impact

Funding for the FY2020 wage increase was achieved through savings realized during Teamsters contract negotiations.

Strategic Connections

This item supports the *Press Play Fort Lauderdale 2024 Strategic Plan*, specifically advancing:

- The Internal Support Focus Area
- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees.
- Objective: Establish and organizational cultural that fosters rewarding, professional careers
- Goal 8: Build a leading government organization that manages all resources wisely and sustainably.
- Objective: Maintain financial integrity through sound budgeting practices, prudent fiscal management, cost effective operations, and long-term planning.

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

Attachments

Exhibit 1 - Appendix D to the Collective Bargaining Agreement between the City of Fort Lauderdale and Teamsters effective November 5, 2019 through September 30, 2022

Exhibit 2 - Resolution

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