



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#20-0122

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 Schedules for Fiscal Years 2020, 2021, and 2022 for the Collective Bargaining Agreement between the City of Fort Lauderdale and the Federation of Public Employees, a Division of the National Federation of Public and Private Employees, AFL-CIO, effective December 3, 2019 through September 30, 2022 and Incorporating the Pay Schedules 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 schedules for fiscal years 2020, 2021, and 2022 for the Collective Bargaining Agreement between the City of Fort Lauderdale and the Federation of Public Employees, a Division of the National Federation of Public and Private Employees, AFL-CIO (Federation), effective December 3, 2019 through September 30, 2022 and incorporating the pay schedules into the Collective Bargaining Agreement.

Background

On December 3, 2019, the City Commission ratified the Collective Bargaining Agreement (CBA) between the City of Fort Lauderdale and Federation. 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 schedules 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 approved with the FY2020 budget.

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 Federation effective December 3, 2019 through September 30, 2022

Exhibit 2 - Resolution

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