



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

**#20-0792**

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

**FROM:** Chris Lagerbloom, ICMA-CM, City Manager

**DATE:** October 20, 2020

**TITLE:** Resolution Approving and Ratifying a Collective Bargaining Agreement  
Between the City of Fort Lauderdale and the Fraternal Order of Police,  
Lodge 31 - Police Officers and Sergeants Effective October 1, 2020  
Through September 30, 2022 and Authorizing Execution of the Collective  
Bargaining Agreement - **(Commission Districts 1, 2, 3 and 4)**

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**Recommendation**

Staff recommends the City Commission adopt a resolution approving and ratifying a Collective Bargaining Agreement between the City of Fort Lauderdale and the Fraternal Order of Police (FOP), Lodge 31 - Police Officers and Sergeants effective October 1, 2020 through September 30, 2022.

**Background**

The previous FOP Collective Bargaining Agreement for Officers and Sergeants expired on September 30, 2020. The City and the FOP began negotiations for a successor agreement in July 2020 and met eight times. Through these negotiations, the City and the FOP came to a tentative agreement. The tentative agreement was presented to the FOP membership for ratification and the FOP advised the City that the respective employees voted to ratify the agreement.

**Resource Impact**

The FY 2021 impact of this agreement is \$4,525,940. Of this amount, \$2,174,380 is unbudgeted and is contingent upon the approval of the Consolidated Budget Amendment CAM 20-0688. Exhibit 2 provides details of the significant cost drivers included in the agreement.

**Strategic Connections**

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

- The Public Safety Focus Area
- Goal 6: Build a safe and well-prepared community.
- Objective: Prevent and solve crime in all neighborhoods

- The Internal Support Focus Area
- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees.
- Objective: Establish an organizational culture that fosters rewarding, professional careers

The item advances the *Fast Forward Fort Lauderdale 2035* Vision Plan: We Are Community.

**Related CAMs**

#20-0688

#20-0791

#20-0793

#20-0794

**Attachments**

Exhibit 1 - Tentative Agreement with the Fraternal Order of Police, Lodge 31 - Police Officers and Sergeants, effective October 1, 2020 through September 30, 2022

Exhibit 2 - Significant Cost Drivers FOP- Officers and Sergeants

Exhibit 3 - Resolution

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Prepared by: Janeen Richard, Employee Relations Manager, Human Resources

Department Director: Tarlesha W. Smith, Esq., Human Resources Director