



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

#20-0793

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 Fort Lauderdale Professional Firefighters, Inc., International Association of Firefighters (IAFF), AFL-CIO-CLC, Local 765 Effective October 1, 2020 through September 30, 2021 and Authorizing Execution of the Collective Bargaining Agreement - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission adopt a resolution approving and ratifying a Collective Bargaining Agreement between the City of Fort Lauderdale and the Fort Lauderdale Professional Firefighters, Inc., International Association of Fire Firefighters (IAFF), AFL-CIO-CLC, Local 765 effective October 1, 2020 through September 30, 2021.

Background

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

Resource Impact

The FY 2021 impact of this agreement is \$3,265,774. Of this amount, \$1,438,415 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: Provide quick and exceptional fire, medical, and emergency response

- 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

#20-0792

#20-0794

Attachments

Exhibit 1 - Tentative Agreement with the Fort Lauderdale Professional Firefighters, Inc., International Association of Fire Firefighters (IAFF), AFL-CIO-CLC, Local 765 effective October 1, 2020 through September 30, 2021

Exhibit 2 - Significant Cost Drivers IAFF Rank and File

Exhibit 3 - Resolution

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