



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

#26-0397

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

FROM: Rickelle Williams, City Manager

DATE: May 5, 2026

TITLE: Resolution Approving and Ratifying a Memorandum of Understanding
Between the City of Fort Lauderdale and Federation of Public Employees
to Amend Article 34, Section 1 of the Collective Bargaining Agreement
Related to Health Insurance Contributions - **(Commission Districts 1, 2, 3
and 4)**

Recommendation

Staff recommends the City Commission adopt a resolution approving and ratifying a Memorandum of Understanding (MOU) between the City of Fort Lauderdale and Federation of Public Employees amending Article 34, Section 1 of the Collective Bargaining Agreement (CBA) related to health insurance contributions and authorize the City Manager to execute the agreement.

Background

The City of Fort Lauderdale and the Federation of Public Employees are parties to a Collective Bargaining Agreement (CBA) effective October 1, 2025, through September 30, 2028, which establishes the terms and conditions of employment for bargaining unit employees.

Article 34, Section 1 of the CBA addresses health insurance coverage and includes a methodology for adjusting the City's contributions based on an actuarial trend forecast previously provided by Arthur J. Gallagher & Co., which is no longer available.

To address this, the parties negotiated an MOU to amend Article 34, Section 1 of the CBA. The MOU establishes updated contribution amounts and provides that, beginning in 2027 and continuing in 2028, the City's health insurance contribution will increase by the weighted average annual trend as determined by an annual report by the City's actuary, plus an additional two percent (2%).

The MOU has been ratified by the Federation on March 31, 2026, and is now presented to the City Commission for approval.

Resource Impact

There is no fiscal impact associated with this action.

Strategic Connections

This item supports the Press Play Fort Lauderdale 2029 Strategic Plan, specifically advancing:

- Guiding Principles, Fiscal Responsibility

This item advances the Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United

This item supports the Advance Fort Lauderdale 2040 Comprehensive Plan, specifically advancing:

- The Internal Support Focus Area
- Implementation Element
- Goal 1: The Fort Lauderdale Comprehensive Plan shall accomplish the City's Fast Forward Fort Lauderdale 2035 Vision Plan regarding the City's future growth and the six Cylinders of Excellence and shall be the City's primary policy document to guide all of its activities and development.

Attachments

Exhibit 1 – The City of Fort Lauderdale and Federation CBA MOU – Health Insurance Contributions

Exhibit 2 – Resolution

Prepared by: Nisa McFarlane, Administrative Supervisor, Human Resources

Department Director: Jerome Post, Human Resources