



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#26-0796

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

FROM: Christopher Cooper, Acting City Manager

DATE: August 18, 2026

TITLE: Resolution Approving and Ratifying a Collective Bargaining Agreement Between the City of Fort Lauderdale and International Association of Firefighters AFL-CIO-CLC Representing the Rank and File Effective October 1, 2026, Through September 30, 2027, 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 (CBA) between the City of Fort Lauderdale and International Association of Firefighters (IAFF) AFL-CIO-CLC representing the Rank and File effective October 1, 2026, through September 30, 2027, attached as Exhibit 2.

Background

The previous IAFF CBA expires on September 30, 2026. The City and IAFF began negotiations for a successor agreement in February 2026 and met eight (8) times. Through these negotiations, the City and the IAFF came to a tentative agreement for a one (1) - year contract commencing on October 1, 2026, and expiring on September 30, 2027. The tentative agreement was presented to the IAFF membership for ratification and IAFF advised the City that the respective employees voted to ratify the agreement on August 4, 2026.

Resource Impact

The estimated FY 2027 impact of this agreement is \$3,936,346. Funding required to implement this contract is included in the FY 2027 Budget. Exhibit 4 provides details of the significant cost drivers included in the agreement.

Strategic Connections

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

- Business Growth and Support Focus Area, Goal 6: Build a diverse and attractive economy

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: Fort Lauderdale Comprehensive Plan shall accomplish 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 – Tentative Agreement with IAFF, effective October 1, 2026 through September 30, 2027 (redline)

Exhibit 2 – Tentative Agreement with IAFF, effective October 1, 2026 through September 30, 2027 (clean)

Exhibit 3 – Table of IAFF CBA changes

Exhibit 4 – Impact of Significant Cost Drivers

Exhibit 5 – Resolution

Prepared by: Kristin Milligan, Deputy Director of Human Resources

Department Director: Jerome Post, Director of Human Resources