



### Department Name

**To:** Kennie Hobbs, Jr., *City Manager*  
**From:** Ercilia "CiCi" Krempler, Human Resources and Risk Management Director  
**RE:** Memorandum of Understanding between the City of Lauderhill and the Police Benevolent Association, INC  
**Date:** 06/18/2025

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The City of Lauderhill has entered into a Collective Bargaining Agreement ("CBA") with the Police Benevolent Association, INC from October 1, 2024 through September 30, 2027. The CBA covers the City of Lauderhill Police Lieutenants. The parties have agreed to a change in the Wage Article that specifically impacts the Special Assignment pay for a member in the unit. When negotiating, the Professional Standards Unit (PSU) was inadvertently left out of the list of qualifying special assignments.

The following information has been prepared for your consideration:

**I. REQUESTED ACTION**

Seeking City Commission approval for the Memorandum of Understanding (MOU) with the Police Benevolent Association, Inc regarding the Special Assignment provision in the Wages Articles of the Collective Bargaining Agreement. The MOU was established because a specific unit was inadvertently left out of the special assignment category.

**II. SUMMARY AND HISTORY/BACKGROUND INFORMATION**

Why is there a need for this action and provide summary/background?

**III.** The City Commission previously approved and ratified the Collective Bargaining Agreement between the City and the Police Benevolent Association, Inc, which covers the City of Lauderhill Police Lieutenants. Thereafter an amendment is necessary to correct the agreed upon provision for special assignment. Approval is necessary to officially approve the MOU.

**IV. FINANCIAL IMPACT**

Currently this change impacts the member that is in the unit and it would be \$90 per pay period.

**V. RECOMMENDATION/ACTION**

Staff recommends that the Commission approve the MOU to clarify the intent of the clause in the Wages Article of the CBA.

**VI. ATTACHMENTS**

1. *Memo*
2. *MOU*