

# Memo

**DT:** June 24, 2019 Commission Agenda

**TO:** Honorable Mayor and Members of the City Commission

**FR:** Chuck Faranda, City Manager  
Brett J. Schneider, Esq., Labor Counsel

**RE:** Proposed Resolution Providing For Ratification of the Collective Bargaining Agreement Between the City and the Broward County Police Benevolent Association, Inc.

---

## RECOMMENDATION

It is recommended that the City Commission adopt the enclosed resolution which authorizes and approves the ratification of the Collective Bargaining Agreement (the “Agreement”) between the City of Lauderdale (the “City”) and the Broward County Police Benevolent Association.

## AGREEMENT HIGHLIGHTS AND SUMMARY

The Agreement, which applies to the City’s police lieutenants, is for a 3-year term commencing October 1, 2019 and expiring September 30, 2022. The following key sections of the Agreement have been summarized for the Commission’s convenience:

- **Wages.**
  - (a) **Step Pay Plans.** Bargaining unit employees will continue to be paid pursuant to a step pay plan. Effective October 1, 2019, employees shall be slotted into a new pay plan, which reflects increases necessary to pay the City’s police lieutenants in a manner more competitive with similar agencies in Broward County. Effective October 1, 2020, each of the 13 steps comprising the step pay plan has been adjusted, with each step increasing by \$2,681. Effective October 1, 2021, employees will receive a cost of living increase tied to the change in the Consumer Price Index, with a floor of two percent and a ceiling of three percent.
  - (b) **Promotional Increase.** Employees promoted to the lieutenant position shall be slotted into the step level that provides at least a 5% pay increase. Currently, the slotting of promotion does not provide for a minimum increase.
- **Drug testing.**
  - (a) Testing cutoff levels have been updated in accordance with applicable law, and the drug testing panel used by the City explicitly references different types of opiates and opiate

derivatives. Further, testing will now include reviewing the presence of certain adulterants that may provide a false result.