

Memo

To: Honorable Mayor and Members of the City Commission

From: Desorae Giles-Smith, City Manager
Brett J. Schneider, Esq., Labor Counsel

Date: July 8, 2024 Commission Meeting

RE: Proposed Resolution Providing for Ratification of the Collective Bargaining Agreement Between the City and the Teamsters Local 769 Union

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 Lauderhill (the “City”) and the Teamsters Local 769 Union (“Union”).

AGREEMENT HIGHLIGHTS AND SUMMARY

The Agreement, which applies to the City’s general employees, is for a three (3) year term commencing October 1, 2024 and expiring September 30, 2027. The three (3) year agreement will allow for all unions in the City to be on the same negotiation rotation. The following key sections of the Agreement have been summarized for the Commission’s convenience:

- **Definitions/Holiday Pay.**
 - (a) Holiday Pay. Effective October 1, 2024, probationary employees will begin to receive holiday pay.
- **Union Security.**
 - (a) Union Dues. Effective October 1, 2024, employees who wish to join the union may submit authorization to do so directly to the Union using a link provided in the Agreement.
- **Wages.**
 - (a) Cost of Living Increases. Effective October 1, 2024, the Teamsters pay plan will increase by 3.5%. Effective October 1, 2024 bargaining unit members shall receive a cost of living salary increase equal to the change in the CPI, except that if the CPI

is more than three percent (4%), the increase will be four percent (4%), and if the CPI is lower than one percent (1%), the increase will be one percent (1%).

(b) Changes to Pay Plan. Effective October 1, 2024, the following positions will be reclassified in the Pay Plan as follows:

- Accounting Clerk I from Grade 11 to Grade 13
- Accounting Clerk II from Grade 12 to Grade 14
- Accounting Clerk III from Grade 13 to Grade 15
- Administrative Specialist from Grade 8 to Grade 10
- Bus Driver from Grade 8 to Grade 10
- Cashier from Grade 8 to Grade 10
- Crime Scene Technician I from Grade 15 to Grade 16
- Crime Scene Technician II from Grade 16 to Grade 17
- Heavy Equipment Operator from Grade 14 to Grade 16
- Lift Station Mechanic from Grade 15 to Grade 17
- Maintenance Worker I from Grade 10 to Grade 11
- Maintenance Worker IV from Grade 13 to Grade 14
- Meter Reader I from Grade 10 to Grade 11
- Meter Reader II from Grade 12 to Grade 13
- Meter Reader III new position in Grade 14
- Meter Reader IV new position in Grade 15
- Police Service Aide I from Grade 11 to Grade 14
- Police Service Aide II from Grade 12 to Grade 15
- Police Service Aide III from Grade 13 to Grade 16
- Property and Evidence Coordinator from Grade 13 to Grade 14
- Utility Service Worker I from Grade 10 to Grade 12
- Utility Service Worker II from Grade 12 to Grade 13
- Utility Service Worker III from Grade 13 to Grade 14
- Utility Service Worker IV from Grade 14 to Grade 15

On October 1, 2024, Employees in the aforementioned positions will be slotted into the step in their new grade as follows: (i) they will be moved to the lowest step in the new grade that constitutes an increase in pay from what the Employee would make on October 1, 2024 in the old grade; and (ii) they will move up one step from that step in the new grade on the same date.

(c) Longevity. Employees with eight (8) to fourteen (14) complete years of service as of October 1, 2024, shall receive a lump sum longevity payment equal to 2.5% of their base pay as of that date (increased from 2.0%). Similarly, full-time employees with fifteen (15) or more completed years of service as of October 1, 2024, shall receive a lump sum longevity payment equal to 3.5% of their base pay as of that date (increased from 3.0%). Part-time employees with fifteen (15) or more completed years of service as of October 1, 2024, shall also start to receive a lump

sum payment equal to 3.5% of their base pay (they currently do not receive longevity pay).

- **Pension.**

- (a) Tier 1 Members. All tier one (1) members who were not eligible for Normal Retirement on October 1, 2018, will be permitted to retire upon reaching 20 years of City service regardless of age.

- (b) Tier 2 and 3 Members. All tier two (2) and tier (3) members will be allowed to enter the DROP upon reaching normal retirement.

- **Educational Assistance.** For employees who are required to obtain a Commercial Driver's License ("CDL") as a condition of employment with the City, the City shall pay the employee's CDL training on a one-time basis. However, any employee who fails the CDL test or who does not remain employed by the City for at least three years after completion of such training will be required to reimburse the City for the full cost of such training. The parties understand that the City may use any legal avenue to collect reimbursement for such training, including withholdings from wages or leave payouts.