



## Memorandum

**Memorandum No: 25-139**

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

**FROM:** Rickelle Williams, City Manager *RW*

**DATE:** August 6, 2025

**SUBJECT:** Collective Bargaining Updates

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The purpose of this memorandum is to provide an update on the City's collective bargaining progress with the Federation of Public Employees (Federation) and the Teamsters Local Union 769 (Teamsters). The previous Federation and Teamsters collective bargaining agreements (CBA) expire on September 30, 2025. The City began negotiations for successor agreements in May 2025.

The City and Federation reached a tentative agreement on July 24, 2025, for a three-year CBA effective October 1, 2025, through September 30, 2028. Federation is holding a vote with its membership to potentially ratify the CBA on August 13, 2025, and, assuming the CBA is ratified, the City will bring the CBA to the City Commission for approval and ratification at the September 3, 2025, Regular Commission Meeting.

The City and Teamsters reached a tentative agreement on August 4, 2025, for a three-year CBA effective October 1, 2025, through September 30, 2028. The Teamsters are working on selecting a date for the ratification vote sometime in August 2025. Assuming the vote is held timely and is successful, the City will bring the CBA to the City Commission for approval and ratification at the September 16, 2025, Regular Commission Meeting.

Copies of the tentative CBAs will be included as an exhibit to the Commission Agenda Memorandums for those meetings. Any changes to the terms of the contract that are economic in nature will, if ratified, go into effect on October 12, 2025, which is the start of the first full pay period after October 1, 2025.

Thanks for your feedback and continued support during this process. Special thanks to the City, Federation, and Teamsters negotiation teams for ensuring timely progress. For any questions regarding this update please reach out to Kristin Milligan, Deputy Human Resources Director, at [kmilligan@fortlauderdale.gov](mailto:kmilligan@fortlauderdale.gov) or 954-828-5735.

c: D'Wayne M. Spence, Interim City Attorney  
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