

**TOWN OF DAVIE  
TOWN COUNCIL AGENDA REPORT**

**TO:** Mayor and Councilmembers

**FROM/PHONE:** Mark Alan, Human Resources Director (954) 797-1169

**SUBJECT:** Resolution ratifying the Federation of Public Employees (FPE) Letter of Understanding (LOU) and Amendment of Collective Bargaining Agreements (CBAs)

**TITLE OF AGENDA ITEM:**

A RESOLUTION OF THE TOWN OF DAVIE, FLORIDA, RATIFYING THE LETTER OF UNDERSTANDING (LOU) AND AMENDMENT OF COLLECTIVE BARGAINING AGREEMENTS (CBAs) BETWEEN THE TOWN OF DAVIE AND THE BLUE COLLAR UNIT AND THE WHITE COLLAR UNIT OF THE FEDERATION OF PUBLIC EMPLOYEES (FPE).

**REPORT IN BRIEF:**

This resolution ratifies the negotiated Letter of Understanding (LOU) and Amendment of Collective Bargaining Agreements (CBAs) between the Town of Davie and the Blue Collar Unit and the White Collar Unit of the Federation of Public Employees (FPE), a copy of which is attached as Exhibit "A". Articles 31 of the current CBAs between the Town and the Blue and White Collar Units of the FPE include a provision for a re-opener. Agreement on the terms of the LOU and Amendment of CBAs was reached during the June 21, 2002, negotiation session regarding the re-openers. On June 28, 2002, the membership of FPE Blue Collar and White Collar Units voted to accept this LOU and Amendment of CBAs which will take effect upon adoption of this resolution.

**PREVIOUS ACTIONS:** Not Applicable

**CONCURRENCES:** Not Applicable

**FISCAL IMPACT:**

Has request been budgeted?            Yes (for FY01/02)  
Account Name: Employee Salary and Benefits Accounts

**RECOMMENDATION(S):** Motion to approve the Resolution

**Attachment(s):**

- Resolution
- Exhibit "A" - negotiated LOU and Amendment of CBAs

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE TOWN OF DAVIE, FLORIDA, RATIFYING THE LETTER OF UNDERSTANDING (LOU) AND AMENDMENT OF COLLECTIVE BARGAINING AGREEMENTS (CBAs) BETWEEN THE TOWN OF DAVIE AND THE BLUE COLLAR UNIT AND THE WHITE COLLAR UNIT OF THE FEDERATION OF PUBLIC EMPLOYEES (FPE).

WHEREAS, the Collective Bargaining Agreements (CBAs) between the Town of Davie and the Blue Collar Unit and the White Collar Unit of the Federation of Public Employees (FPE) include provisions for re-openers; and

WHEREAS, a Letter of Understanding (LOU) and Amendment of CBAs between the Town of Davie and the Blue Collar Unit and the White Collar Unit of the FPE addressing issues negotiated during the re-openers has been agreed upon and ratified by the Blue Collar Unit and the White Collar Unit of the FPE; and

WHEREAS, the above will serve to provide harmonious relations between the Town and the FPE. NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF DAVIE, FLORIDA:

SECTION 1. The Town Council of the Town of Davie does hereby ratify the Letter of Understanding (LOU) and Amendment of Collective Bargaining Agreements (CBAs) between the Town of Davie and the Blue Collar Unit and the White Collar Unit of the Federation of Public Employees (FPE), attached hereto as Exhibit "A."

SECTION 2. The Town Administrator is hereby authorized to execute the LOU and Amendment of CBAs.

SECTION 3. This resolution shall take effect immediately upon its passage and adoption.

PASSED AND ADOPTED THIS \_\_\_\_ DAY OF \_\_\_\_\_, 2002

\_\_\_\_\_  
MAYOR/COUNCILMEMBER

ATTEST:

\_\_\_\_\_  
TOWN CLERK

APPROVED THIS \_\_\_\_ DAY OF \_\_\_\_\_, 2002

July 10, 2002

Federation of Public Employees  
1700 N.W. 66th Ave., Suite 100-B  
Plantation, FL 33313

Re: Letter of Understanding (LOU) and  
Amendment of Collective Bargaining Agreements (CBAs)

Dear Ladies and Gentlemen:

The Town of Davie and the Blue Collar Unit and the White Collar Unit of the Federation of Public Employees (FPE) hereby agree to the following:

1. Effective the first day of the first full pay period in October 2001, employee members of the Blue and White Collar Units of the FPE will receive a three percent (3%) base pay increase.
2. Effective the first day of the first full pay period in October 2002, employee members of the Blue and White Collar Units of the FPE will receive a three percent (3%) base pay increase.
3. Effective the first day of the first full pay period in October 2002, the Town of Davie will increase its contributions to FPE Blue and White Collar Unit employee members' Internal Revenue Code 401 defined contribution plan from five percent (5%) of each employee's base pay to six percent (6%) of each employee's base pay.
4. Employee non-elective pension contributions to the employee's FPE Blue and White Collar Unit employee member's Internal Revenue Code 401 defined contribution plan will remain at three percent (3%) of the employee's base pay. The language in Article 26 of the FPE Blue and White Collar Unit CBAs entitled 'Pension,' which states "*the employee may contribute up to four percent (4%)*" is stricken.

This Letter of Understanding and Amendment of Collective Bargaining Agreements is hereby ratified by the Blue Collar Unit and the White Collar Unit of the Federation of Public Employees on June 28, 2002, and by the Town of Davie July 10, 2002.

By:

\_\_\_\_\_  
Federation of Public Employees  
Representative

\_\_\_\_\_  
Thomas J. Willi  
Town Administrator

Exhibit "A"