



CITY OF FORT LAUDERDALE, FLORIDA  
Significant Cost Drivers International Association of Firefighters  
Collective Bargaining Agreement  
Battalion Chiefs



| Topic   | Tentative Agreement   | FY 2024<br>Estimated Cost<br>(Year 1) | FY 2025<br>Estimated Cost<br>(Year 2) | FY 2026<br>Estimated Cost<br>(Year 3) |
|---|---|---------------------------------------|---------------------------------------|---------------------------------------|
|   |   | Incremental Budget Increases          |                                       |                                       |
| 75th Percentile Increase<br>(Market Adjustment) | Maintain 75th Percentile increases with<br>a minimum of 2.00% and a maximum of 4.00%<br>for FY 2024 - FY 2026<br><br>FY 2024 represents the estimated increase<br>(Battalion Chiefs - 3.88%)                            | \$ 121,596                            | \$ 126,460                            | \$ 131,518                            |
| Health Insurance Contribution<br>Increase       | (Calendar Year 2023 rate) - \$1,185 Per Month<br>Contribution Increased to \$1,287 on Jan. 1, 2024^<br><br>FY 2025 - FY 2026<br>Based on Gallagher's Actuarial Consensus<br>Trend Forecast Report Plus an Additional 2% | \$ 22,914                             | \$ 24,795                             | \$ 26,847                             |
| Work Hours <sup>+</sup>                         | Adding flex time off for hours worked over the<br>scheduled weekly shifts (40 or 48 hours, depending<br>on the assignment)<br><br>Cost impact will be dependent on flex hours earned                                    | Undetermined<br>Impact                | Undetermined<br>Impact                | Undetermined<br>Impact                |
| Assignment Pay                                  | Equal to five percent (5%) of the employee's pay<br>step  | \$ 143,717                            | \$ 153,777                            | \$ 164,542                            |
| Total*  |   | \$ 288,227                            | \$ 305,032                            | \$ 322,907                            |

\*Overtime and pension related costs are incorporated in the Rank and File cost estimate

+Undetermined impacts have not been calculated due to lack of data

^The FY 2024 health contributions is an estimated increase based on historic trends