



CITY OF FORT LAUDERDALE, FLORIDA
Significant Cost Drivers of the Fraternal Order of Police
Collective Bargaining Agreement
Officers and Sergeants



Topic	Tentative Agreement	FY 2023 Estimated Cost
Union Representation	Cost of two (2) full-time Union Representatives	\$ 354,008
Cost of Living Adjustment (COLA) ¹	October 1st - Cost of Living Adjustment indexed based on the COLA received by Social Security recipients in January with a min of 3% and a max of 4%. FY 2023: COLA of 4% FY 2024 - FY 2026: COLA adjustment of a min of 3% and a max of 4%	\$ 2,349,906
Police Officer Pay Step Modification ¹	For employees hired prior to 10/1/17 - continue with "double steps" For Law Enforcement Officers hired 10/01/2017 and after - revised pay plan with 11 steps. No change in Steps A through J. Space between J and L eliminated to create a larger step.	\$ 159,322
Comprehensive Health Care Program Contributions	FY 2023 Estimated Cost (Calendar Year 2022 rate) - \$1,089 Per Month Contribution Increased to \$1,185 on January 1, 2023 Future Agreement (FY 2024 - FY 2026) Based on Gallagher's Actuarial Consensus Trend Forecast Report Plus an Additional 2%	\$ 576,708
Clothing Maintenance Allowance	Patrol Officers will receive a monthly \$50 clothing maintenance allowance and Detectives will receive a monthly \$100 clothing maintenance allowance. An annual Consumer Price Index (CPI) adjustment between 3% - 4% will be indexed with salaries.	\$ 267,660
Court Appearances and Call Back Pay	Increasing pay from 2 hours to 3 hours	\$ 83,863
Certification, Assignment, and Specialty Pay	Replace Florida Department of Law Enforcement (FDLE) certification pay with the following specialty pays (Indexed with Salaries): 1) Road Patrol Officers Certification Pay - \$1,800 for less than 10 Years of Service; \$2,400 for more than 10 Years of Service 2) Full-time Unit Assignment Pay - \$2,400 3) Specialty Assignments (up to two assignments) - \$600* 4) 2.5% of Salary for On-Call Units: SWAT, Bomb Squad, and Dive Team* 5) 5% of Salary for other On-Call Units (i.e., Homicide Unit, Violent Crimes Unit, etc.)*	\$ 1,216,230
Holidays - Presidents Day ²	Projected Overtime Needed Citywide for Presidents Day	\$ 393,911
Total**		\$ 5,401,607
Unbudgeted Costs - FY 2023 (with unanimous City Commission approval)		\$ 1,614,890
Increase of Pensionable Overtime [^]	Increase in number of overtime hours that are pensionable each year from 40 hours to 80 hours	\$ 1,600,000
Unbudgeted Costs - FY 2023 (without unanimous City Commission approval)		\$ 3,214,890

[^]This change creates a \$1,600,000 unfunded actuarial accrued liability for both FOP bargaining groups. If the City Commission votes to unanimously approve the item, the unfunded liability can be amortized over 20 years. Otherwise, the full cost of the pension change must be budgeted with the approval of the agreements.

*Effective upon ratification; financial impact will begin in future years

**Overtime related costs for Lieutenants and Captains are incorporated in this cost estimate

¹ Social Security/Medicare related costs are incorporated in the cost estimate

² President's Day Holiday is a Citywide total escalated each year to account for general wage increases