



CITY OF FORT LAUDERDALE, FLORIDA
Estimated Impact of Significant Cost Drivers
Teamsters Collective Bargaining Agreement



Topic	Proposals	FY 2026 Proposal	FY 2027 Proposal	FY 2028 Proposal
General Wage Increases - Cost of Living Adjustment (COLA) Increase ¹	COLA Increases in Year 1: 3% Year 2: 3.5% Year 3: 3.5%	\$ 2,438,799	\$ 2,597,321	\$ 2,766,146
Comprehensive Health Care Program Contributions	Year 1 (FY 2026) - \$1,443 Per Month Contribution Increasing to \$1,602 on January 1, 2026 Year 2 and Year 3 - Based on a healthcare trend report provided by the City's actuary plus an additional 2%	\$ 1,589,998	\$ 2,294,895	\$ 2,547,323
Holidays - Juneteenth ²	Projected Overtime Needed Citywide: Juneteenth	\$ 531,447	\$ 589,906	\$ 654,796
Parental Leave	Addition of Citywide Parental Leave benefits	\$ 103,949	\$ 113,824	\$ 120,653
Shift Differential Pay - Afternoon and Night Shifts	Afternoon shift increases from \$15 to \$25; and night shift increases \$25 to \$35	\$ 89,833	\$ 95,672	\$ 101,890
Union Representation	Increase the number of employees for union representation from 5 to 6 (up to an additional 300 hours)	\$ 11,135	\$ 11,859	\$ 12,630
Clothing Allowance*	Public Safety Aides will receive a \$250 stipend per year	\$ 9,958	\$ 9,958	\$ 9,958
Equipment (Clothing) Allowance - Ocean Rescue*	Beach Lifeguards stipend increasing from \$150 to \$250 per year	\$ 3,875	\$ 3,875	\$ 3,875
Deferred Retirement Option Plan (DROP) Extension	Extend DROP to 5 years for General Employees' Retirement System (GERS) members	No Impact	No Impact	No Impact
Emergency Meal Allowance	The employee will only be reimbursed for meals in accordance with the General Services Administration (GSA) rate in effect at the time of the emergency. Prior maximum reimbursement was at \$15.	Undetermined Impact	Undetermined Impact	Undetermined Impact
Compensatory Time	Increasing the maximum amount of compensatory time from 80 Hrs. to 100 Hrs. and allow rollovers from year to year	Undetermined Impact	Undetermined Impact	Undetermined Impact
Total		\$ 4,778,994	\$ 5,717,309	\$ 6,217,272

*The Clothing Allowance and Equipment (Clothing) Allowance - Ocean Rescue are not included in the FY 2026 Proposed Budget, but have been incorporated in the FY 2026 Tentative Budget.

¹ Social Security, Medicare, and pension related costs, estimated at the Florida Retirement System rate, are incorporated.

² Juneteenth is a Citywide total escalated each year to account for general wage increases.