



CITY OF FORT LAUDERDALE, FLORIDA
Significant Cost Drivers International Association of Firefighters
Collective Bargaining Agreement
Rank and File



Topic	Tentative Agreement	FY 2024 Estimated Cost (Year 1)	FY 2025 Estimated Cost (Year 2)	FY 2026 Estimated Cost (Year 3)	Future Unfunded Liabilities
		Incremental Budget Increases			
75th Percentile Increase (Market Adjustment)	Maintain 75th Percentile increases with a minimum of 2.00% and a maximum of 4.00% for FY 2024 - FY 2026	\$ 1,701,017	\$ 1,769,057	\$ 1,839,820	Not Applicable
Overtime increases associated with wage adjustments		\$ 80,391	\$ 83,606	\$ 86,950	Not Applicable
Overtime 159 Rule	Reduce the overtime threshold from 159 hours to 144 hours effective April 1, 2025	\$ -	\$ 447,303	\$ 953,649	Not Applicable
Fire Inspector - Standby Pay	Increase paid hour(s) of standby from 1hr to 2hrs (for Weekdays) or 3hrs (for Weekends)	\$ 32,339	\$ 34,474	\$ 36,749	Not Applicable
Medical Preceptor Pay	Increase base hourly rate when training from 1% to 5%	\$ 10,000	\$ 10,400	\$ 10,816	Not Applicable
Health Insurance Contribution Increase	(Calendar Year 2023 rate) - \$1,185 Per Month Contribution Increased to \$1,287 on Jan. 1, 2024^ FY 2025 - FY 2026 Based on Gallagher's Actuarial Consensus Trend Forecast Report Plus an Additional 2%	\$ 511,344	\$ 553,320	\$ 599,112	Not Applicable
Health Fund Transition	The City will pay from the self-insured health benefits fund reserves in the amount of \$500,000 for startup costs (indexed for inflation) for IAFF members if they choose to separate from the City's health plan	\$ -	\$ -	\$ -	\$ 500,000
Restoration of Pension Benefits for Tier 2**	Reinstate pension benefits to all members hired after October 1, 2014. The proposed changes would be the following: Increase the multiplier from 3.0% to 3.38% Change average final compensation (AFC) from highest five years to highest two years Change the maximum benefit from 75% of AFC to 81% of AFC Increase years of service for normal retirement from 20 to 25 years	\$ -	\$ 700,000	\$ 800,000	\$ 1,900,000
Holidays - Presidents Day***	Projected Overtime Needed Citywide for Presidents Day	\$ 417,545	\$ 442,598	\$ 469,154	Not Applicable
Administrative Fee for Detail Pay*	City coordinates off-duty details and charges a \$5 per hour surcharge that will be payable to the Union Health Trust fund to supplement retiree health care	Undetermined Impact	Undetermined Impact	Undetermined Impact	Not Applicable
Total		\$ 2,752,636	\$ 4,040,758	\$ 4,796,250	\$ 2,400,000

*Undetermined impacts have not been calculated due to lack of data
**The City's future unfunded liability will grow annually.
***President's Day Holiday is a Citywide total escalated each year to account for general wage increases
^The FY 2024 health contributions is an estimated increase based on historic trends