



CITY OF FORT LAUDERDALE, FLORIDA
Estimated Impact of the Significant Cost Drivers
Federation of Public Employees 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%	\$ 1,206,409	\$ 1,284,826	\$ 1,368,339
Holidays - Juneteenth ²	Projected Overtime Needed Citywide: Juneteenth	\$ 531,447	\$ 589,906	\$ 654,796
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%	\$ 514,285	\$ 742,284	\$ 823,932
Parental Leave	Addition of Citywide Parental Leave benefits	\$ 103,949	\$ 113,824	\$ 120,653
Beach Patrol Lieutenants - Certification Pay ^{1*}	\$100 per month for being certified with the United States Lifeguard Association	\$ 11,681	\$ 11,681	\$ 11,681
Deferred Retirement Option Plan (DROP) Extension	Extend DROP to 5 years for any employee enrolled in the General Employees' Retirement System (GERS)	No Impact	No Impact	No Impact
Total		\$ 2,367,771	\$ 2,742,521	\$ 2,979,402

*Beach Patrol Lieutenant - Certification Pay is the only proposal that is not included in the FY 2026 Proposed 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.