



**CITY OF FORT LAUDERDALE, FLORIDA**  
**Significant Cost Drivers of the Teamsters Local Union No. 769**  
**Collective Bargaining Agreement**



Topic	Tentative Agreement	FY 2023 Estimated Cost	FY 2024 Estimated Cost	FY 2025 Estimated Cost
General Wage Increases <sup>1</sup>	Year 1 - Cost of Living Adjustment of 3% Year 2 - Cost of Living Adjustment of 3% Year 3 - Cost of Living Adjustment of 3%	\$ 2,159,350	\$ 4,514,986	\$ 7,080,803
Lump Sum Payments	Year 1 - Lump Sum Pay of 1.5% for Satisfactory and 3% for Above Satisfactory Year 2 - Lump Sum Pay of 1.5% for Satisfactory and 3% for Above Satisfactory Year 3 - Lump Sum Pay of 1.5% for Satisfactory and 3% for Above Satisfactory	\$ 51,272	\$ 212,076	\$ 306,936
Pay Increase of \$1 Per Hour for Employees Earning Less Than \$20 Per Hour <sup>2</sup>	Hourly Increase of \$1 Per Year in FY 2023 and FY 2024 for Employees Making Less Than \$20 Per Hour	\$ 258,632	\$ 450,716	\$ 477,759
Safety Shoes Increase <sup>3</sup>	Current Rate of \$125 Moving to Proposed Rate of \$250	\$ 57,389	\$ 57,389	\$ 57,389
Comprehensive Health Care Program Contributions	Year 1 (FY 2022) - \$1,089 Per Month Contribution Increasing to \$1,185 on January 1, 2023 Year 2 and Year 3 - Based on Gallagher's Actuarial Consensus Trend Forecast Report Plus an Additional 2%	\$ 962,496	\$ 2,285,928	\$ 3,722,988
Holidays - Presidents' Day <sup>4</sup>	Projected Overtime Needed Citywide: Presidents' Day	\$ 393,911	\$ 417,545	\$ 442,598
Ocean Rescue - Certification Pay	\$100 Per Month x 36 Beach Lifeguards	\$ 51,650	\$ 51,650	\$ 51,650
Ocean Rescue - Equipment Stipend	\$150 Per Year for Sunglasses/Safety Equipment x 36 Beach Lifeguards	\$ 5,400	\$ 5,400	\$ 5,400
Reclassification of Licensed Plumbers and Electrical Assistants	Increase by One (1) Pay Grade for Each Job Classification (Increase Pay by 5%)	\$ 18,031	\$ 19,113	\$ 20,260
<b>Total</b>		\$ <b>3,958,132</b>	\$ <b>8,014,803</b>	\$ <b>12,165,784</b>

The agreement also increases emergency meal allowances from \$12 to \$15 and allows for confined spaces hazard pay for additional employees. The costs are expected to be immaterial.

<sup>1</sup> Social Security, Medicare and pension related costs are incorporated as well as the City's new 11.91% contribution rate for the Florida Retirement System (FRS).

<sup>2</sup> Hourly pay increases are escalated in FY 2025 to account for general wage increases

<sup>3</sup> Based on historic utilization trend

<sup>4</sup> Presidents' Day Holiday is a Citywide total escalated each year to account for general wage increases