



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



Topic	Tentative Agreement	FY 2024	FY 2025	FY 2026	Future Unfunded Liability
		Estimated Cost (Year 1)	Estimated Cost (Year 2)	Estimated Cost (Year 3)	
Incremental Budget Increases					
Union Representation	Cost of two (2) full-time Union Representatives	\$ 381,691	\$ 411,539	\$ 443,721	Not Applicable
Cost of Living Adjustment (COLA) <sup>1</sup>	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%	\$ 2,382,421	\$ 2,502,460	\$ 2,646,375	Not Applicable
Police Officer Pay Step Modification <sup>1</sup>	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.	\$ 143,175	\$ 107,112	\$ 25,836	Not Applicable
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%	\$ 636,768	\$ 689,040	\$ 746,064	Not Applicable
Health Premium Holiday	City will not be required to pay a health premium for the months of October 2023 and October 2024	\$ (625,680)	\$ (679,536)	\$ -	Not Applicable
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.	\$ 278,366	\$ 289,501	\$ 301,081	Not Applicable
Court Appearances and Call Back Pay	Increasing pay from 2 hours to 3 hours	\$ 87,218	\$ 90,706	\$ 94,334	Not Applicable
Temporary Assignment*	Eliminate the "40 consecutive work hour" trigger for reassignment pay, and instead provide such pay for all hours worked in the temporary reassignment after a minimum of three (3) consecutive shifts	Undetermined Impact	Undetermined Impact	Undetermined Impact	Not Applicable
Emergency Medical Technician (EMT) Pay	2.5% of salary for patrol officers only and limited to a maximum of forty (40) positions	\$ 6,026	\$ 125,338	\$ 130,352	Not Applicable
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.)* *	\$ 1,966,716	\$ 2,045,384	\$ 2,127,200	Not Applicable
Holidays - Presidents Day <sup>2</sup>	Projected Overtime Needed Citywide for Presidents Day	\$ 417,545	\$ 442,598	\$ 469,154	Not Applicable
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 24 years	\$ -	\$ 900,000	\$ 1,000,000	\$ 1,900,000
Increase of Pensionable Overtime****	Increase in number of overtime hours that are pensionable each year from 40 hours to 80 hours	\$ -	\$ 300,000	\$ 321,000	\$ -
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	Not Applicable
<b>Total</b>		<b>\$ 5,674,246</b>	<b>\$ 7,224,142</b>	<b>\$ 8,305,117</b>	<b>\$ 1,900,000</b>

\*Undetermined impacts have not been calculated due to lack of data

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

\*\*\*The City's future unfunded liability will grow annually.

\*\*\*\*Assumes that the \$1,600,000 unfunded liability will be paid in FY 2023

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

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