



CITY OF FORT LAUDERDALE, FLORIDA
Significant Cost Drivers of the Fraternal Order of Police
Collective Bargaining Agreement
Lieutenants and Captains



Topic	Tentative Agreement	FY 2023 Estimated Payout
Cost of Living Adjustment (COLA) ^{1, 2}	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%	\$ 181,122
Pay Step Modification ^{1, 2}	Amend the Lieutenant and Captain pay range to collapse Steps N and O so that the Step O amount will be the new Step N	\$ 11,985
Management Availability Differential ^{1, 2}	Bargaining Unit members shall be paid a differential of 5.0% of their base rate of pay and be subject to stand by/call out as determined by the Chief of Police.	\$ 218,856
Lieutenant Hours	Expand Lieutenant hours accruals to include Lieutenants hired or promoted on or after October 1, 2020. Beginning January 1 of each year, each Lieutenant shall receive forty-eight (48) "Lieutenant" hours.	\$ 21,822
Total*		\$ 433,785
Unbudgeted Costs - FY 2023		\$ 433,785

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

² Costing does not include future pension liabilities

*Overtime costs were incorporated in the Officers and Sergeants cost estimate