



CITY OF FORT LAUDERDALE, FLORIDA



Significant Changes to the Federation Contract

Issue	Tentative Agreement*	Estimated Cost (Contract Total)
General Wage Increases	Year 1 - Inflationary Adjustment of 1.0% Year 2 - Inflationary Adjustment of 1.5% Year 3 - Inflationary Adjustment of 1.5%	\$1,218,483
City Health Contribution**	Year 1 (January 1, 2020) - \$929 per month Year 2 and 3 - Adjusted by medical and pharmacy trend plus 2%	\$721,935
Pension	Year 2: Offer Florida Retirement System (FRS) as an option (8.26% Employer Contribution and 3% Employee Contribution)	FRS Review Citywide would be required
		\$1,940,418
<i>*Includes Pension and FICA, Does not include Citywide impacts of FRS or the City's Government Employees' Retirement System (GERS) Pension Plans.</i>		
<i>** City Health Contribution estimates assume that the City will not contribute for vacant positions.</i>		