



CITY OF FORT LAUDERDALE, FLORIDA
Significant Cost Drivers of the Federation of Public Employees
Collective Bargaining Agreement



Topic	Tentative Agreement	FY 2023 Estimated Cost	FY 2024 Estimated Cost	FY 2025 Estimated Cost
General Wage Increases ¹	Year 1 - Cost of Living Adjustment of 3% Year 2 - Cost of Living Adjustment of 3% Year 3 - Cost of Living Adjustment of 3%	\$ 1,004,802	\$ 2,100,940	\$ 3,294,881
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%	\$ 287,712	\$ 683,316	\$ 1,112,886
Holidays - Presidents' Day ²	Projected Overtime Needed Citywide: Presidents' Day	\$ 393,911	\$ 417,545	\$ 442,598
Total		\$ 1,686,425	\$ 3,201,801	\$ 4,850,365

¹ 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).

² Presidents' Day Holiday is a Citywide total escalated each year to account for general wage increases