



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



Topic	Tentative Agreement	FY 2024 Estimated Cost (Year 1)	FY 2025 Estimated Cost (Year 2)	FY 2026 Estimated Cost (Year 3)
		Incremental Budget Increases		
Cost of Living Adjustment (COLA) ^{1, 2, 3}	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 2024: COLA of 4%	\$ 190,817	\$ 159,615	\$ 210,540
Pay Step Modification ^{1,2,3}	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	\$ 36,017	\$ 62,907	\$ 44,481
Management Availability Differential ^{1,2,3}	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.	\$ 241,051	\$ 250,079	\$ 264,627
Comprehensive Health Care Program Contributions	(Calendar Year 2023 rate) - \$1,185 Per Month Contribution Increased to \$1,287 on Jan. 1, 2024 [^] FY 2025 - FY 2026 Based on Gallagher's Actuarial Consensus Trend Forecast Report Plus an Additional 2%	\$ 32,562	\$ 35,235	\$ 38,151
Health Premium Holiday	City will not be required to pay the premium for the months of October 2023 and October 2024	\$ (31,995)	\$ (34,749)	\$ -
Clothing Maintenance Allowance	Captains and Lieutenants will receive a monthly \$86.70 clothing maintenance allowance, which will increase by two percent (2%) the first full pay-period of October 2024 and an additional 2% the first full pay-period of October 2025.	\$ 551	\$ 562	\$ 573
Longevity Pay ³	Amend Article 20 to clarify that longevity benefit is based on a flat rate per year of continuous service with the Police Department, not years from promotion into the Lieutenant & Captain bargaining unit	\$ 18,000	\$ 20,652	\$ 23,304
Lieutenant Hours ³	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.	\$ 23,241	\$ 24,565	\$ 26,162
Court Appearances and Call Back Pay ³	Increasing pay from 2 hours to 3 hours for Lieutenants	\$ 6,516	\$ 6,724	\$ 6,993
Post-Retirement Healthcare*	Amend Article 60 to adjust pre-Medicare retiree healthcare stipend from \$400 to \$1,200 per month, and apply the benefit to all bargaining unit members regardless of date of hire	Undetermined Impact	Undetermined Impact	Undetermined Impact
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
Disaster/Special Event Pay*	Amend Article 30 to provide straight-time overtime pay for Captains who are called out for disasters or for City-sponsored special events	Undetermined Impact	Undetermined Impact	Undetermined Impact
Total**		\$ 516,760	\$ 525,589	\$ 614,832
Unbudgeted Costs - FY 2024				\$ 324,825

*Undetermined impacts have not been calculated due to lack of data or actuarial studies

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

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

² Costing does not include future pension liabilities

³ FY 2025 cost-of-living adjustment is estimated at 3.2% based on the Social Security Administration's announcement; FY 2026 is being estimated at 4%

[^]The FY 2024 health contributions is an estimated increase based on historic trends

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Exhibit 3

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