



## CITY OF FORT LAUDERDALE, FLORIDA

### Significant Changes to the International Association of Firefighters Contract

Issue	Tentative Agreement	Estimated Cost (Contract Total)
General Wage Increases	<b>Year 1</b> – Inflationary Adjustment of 1.1% <b>Year 2</b> – Equal to the Consumer Price Index for All Urban Consumer (CPI-U) for the South Urban Region not less than 1.25% or to exceed 3.75%. <b>Year 3</b> –Equal to the Consumer Price Index for All Urban Consumer (CPI-U) for the South Urban Region not less than 1.25% or to exceed 3.75%.	<b>\$1,123,017</b>
Assignment Pay	<b>Increase:</b> Marine Team: 5%	<b>\$115,200</b>
Fire Lieutenant	Add rank of Fire Lieutenant at 3% above Driver-Engineer	<b>\$0</b>
Post Retirement Pay Steps	Pension Cost Reduction (Annual Required Contribution)	<b>(\$855,148)</b>
	Transfer to OPEB	<b>\$855,148</b>
	Net Impact	<b>\$0</b>
Elimination of the bottom two steps for Fire Fighters (40 hour and 48 hour)	Employees in steps F1-01 or F1-02 will move to step F1-03, and employees in steps F4-01 or F4-02 will move to step F4-03. Employees in Steps F1-03 and F4-03 will move up one step respectively; all changes effective October 1, 2017.	<b>\$452,894</b>
One-time lump sum payment for employees at the top of the established pay ranges based on performance evaluation	Above Satisfactory - 1.5%  Outstanding - 3%	<b>\$1,789,720</b>

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Health Insurance	<p><b>Year 1</b> - \$800 per month toward monthly premium costs for each eligible employee who elects to participate in the City-sponsored medical plan and for each vacant position in the Bargaining Unit.</p> <p><b>Year 2</b> –Year 2 adjusted by the Total Medical and Pharmacy Trend for plans with a medium level member cost sharing plus 2%, as published in the Arthur J. Gallagher &amp; Co. GBS Actuarial Consensus Trent Forecast for the 2nd quarter of 2018 (estimated increase by 9.8% to \$878).</p> <p><b>Year 3</b> –Year 2 adjusted by the Total Medical and Pharmacy Trend for plans with a medium level member cost sharing plus 2%, as published in the Arthur J. Gallagher &amp; Co. GBS Actuarial Consensus Trent Forecast for the 2nd quarter of 2019 (estimated increase by 9.8% to \$964).</p>	\$2,171,577
<b>TOTAL</b>		<b>\$5,652,408</b>