



CITY OF FORT LAUDERDALE, FLORIDA

Significant Changes to the Fraternal Order of Police (FOP) – Lieutenants& Captains

Issue	Tentative Agreement	Estimated Cost (Contract Total)
General Wage Increases	Year 1 – Inflationary Adjustment of 1.1% Year 2 – Inflationary Adjustment of 1.25% Year 3 – Inflationary Adjustment of (guarantee of 1.25% ,no greater than 3.75%)	\$ 213,059
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%	\$221,060
Health Insurance	Year 1 -\$834 Includes participants and vacant positions Year 2 - \$800 plus medical/ pharmacy trend forecast plus 2%, (estimated 9.8% or \$878) Year 3 –Year 2 plus medical/ pharmacy trend forecast plus 2%, (estimated 9.8% or \$964)	\$ 39,265
Post-Retirement Pay Steps*		\$ 0
TOTAL		\$ 473,864
<u>*Details of the post-retirement pay steps are included in the post-retirement step breakdown provided within the Fraternal Order of Police - Officers and Sergeants summary.</u>		