

**CITY OF FORT LAUDERDALE, FLORIDA**  
**Significant Changes to the Teamsters Contract**

Issue	Tentative Agreement	Estimated Cost (Contract Total)
General Wage Increases	<b>Year 1</b> – Inflationary Adjustment of 0.5% <b>Year 2</b> – Inflationary Adjustment of 1.1% <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%. (Preliminary Estimate 2.05%)	<b>\$3,677,754</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>\$1,664,903</b>
Health Insurance	<b>Year 2</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.  <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 & Co. GBS Actuarial Consensus Trent Forecast for the 2nd quarter of 2018 (estimated increase by 9.8% to \$878).	<b>\$3,324,214</b>
Paramedic Pay for Ocean Rescue (Beach Patrol) Lifeguards	15% Assignment pay for paramedic certification	<b>\$273,509</b>
<b>TOTAL</b>		<b>\$8,940,380</b>