



# CITY OF FORT LAUDERDALE, FLORIDA

## Changes to the Teamsters Contract



Issue	Tentative Agreement*	Estimated Cost (Contract Total)
General Wage Increases	<b>Year 1</b> - Inflationary Adjustment of 1.0% <b>Year 2</b> - Inflationary Adjustment of 1.5% <b>Year 3</b> - Inflationary Adjustment of 1.5%	<b>\$2,593,501</b>
Lump Sum	No Lump Sum	<b>-\$66,626</b>
City Health Contribution**	<b>Year 1 (January 1, 2020)</b> - \$929 per month <b>Year 2 and 3</b> - Adjusted by medical and pharmacy trend plus 2%	<b>\$2,423,808</b>
Pension	<b>Year 2:</b> Offer Florida Retirement System (FRS) as an option (8.26% Employer Contribution and 3% Employee Contribution)	FRS Review Citywide will be required
		<b>\$4,950,683</b>

*\*Includes Pension and FICA, Does not include Citywide impacts of FRS or the City's Government Employees' Retirement System (GERS) Pension Plans.*

*\*\* City Health Contribution estimates assume that the City will not contribute for vacant positions.*