



CITY OF FORT LAUDERDALE, FLORIDA



Significant Cost Drivers International Association of Firefighters Collective Bargaining Agreement

Battalion Chiefs

Issue	Tentative Agreement	One Year Agreement Estimated FY 2021 Cost (Contract Total)
75th Percentile based on first payroll in October (Market Adjustment)	75th Percentile market based wage adjustment (Average 0.6%)	\$18,437
Step Increases based on employee's anniversary date	No Cost of Living Adjustment Wage increases based upon prior step increases (Average 5.8%)	\$84,847
Lump Sum Merit Pay	Lump Sum payment for employees at the top of their wage range (1 ½ % or 3%) based upon performance evaluation	\$16,695
City Health Contribution	City's Monthly Contribution per member increased from \$929 to \$1,000 (7.7%) as of January 1, 2021	\$19,001
Total Costs		\$138,980
Unbudgeted Costs		\$18,436