



CITY OF FORT LAUDERDALE, FLORIDA



Significant Cost Drivers International Association of Firefighters Collective Bargaining Agreement Rank and File

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 3.2%)	\$1,391,728
Step Increases based on employee's anniversary date	No Cost of Living Adjustment	\$1,361,318
Overtime increases associated with wage adjustments	Wage increases based upon prior step increases (Average 4.3%)	\$114,671
Lump Sum Merit Pay	Lump Sum payment for employees at the top of their wage range (1 ½ % or 3%) based upon performance evaluation	\$96,546
City Health Contribution	City's Monthly Contribution per member increased from \$929 to \$1,000 (7.7%) as of January 1, 2021	\$384,027
City no longer contributes to health plan for vacant positions	Assumed average of 7 vacancies	-\$82,516

Total Costs

\$3,265,774

Note: These changes will result in a 2.96% increase or \$189,349 in additional annual cost to the city beginning in FY 2022 for pension contributions.

Unbudgeted Costs

\$1,438,415