



CITY OF FORT LAUDERDALE, FLORIDA



Significant Cost Drivers Fraternal Order of Police Collective Bargaining Agreement Lieutenants & Captains

Issue	Tentative Agreement	FY 2021 Estimated Cost (Year 1 Total)	FY 2022 Estimated Cost (Year 2 Total)*	Two Year Agreement Estimated Cost (Contract Total)
75th Percentile based on first payroll in October (Market Adjustment)	75th Percentile market based wage adjustment Year 1 FY 2021 - (Average 1.8%) Year 2 FY 2022 - (Average 2.2%) No Cost of Living Adjustment	\$75,056	\$76,707	\$151,763
Step Increases based on employee's anniversary date	Wage increases based upon prior step increases Year 1 FY 2021 - (Average 2.5%) Year 2 FY 2022 - (Average 2.5%)	\$103,464	\$106,050	\$209,514
Lump Sum Merit Pay	Lump Sum payment for employees at the top of their wage range (1 ½ % or 3%) based upon performance evaluation	\$19,548	\$20,467	\$40,015
Management Vacation	Year 1 - 48 hours To be used or Cashed out at 75% Year 2 - 48 hours To be used or Cashed out at 75%	\$32,735	\$34,274	\$67,009
City Health Contribution	Year 1 - City's Monthly Contribution per member increased from \$929 to \$1,000 (7.7%) as of January 1, 2021 Year 2 - City's Monthly Contribution per member increased from \$1,000 to \$1,077 (7.7%) as of January 1, 2022	\$14,711	\$15,837	\$30,548
		\$245,514	\$253,334	\$498,848

Unbudgeted Costs

\$102,458

*FY 2022 75th Percentile comparitors are based upon current contracts that do not expire by September 30, 2021.