



# CITY OF FORT LAUDERDALE, FLORIDA

## Significant Cost Drivers Fraternal Order of Police Collective Bargaining Agreement Officers & Sergeants



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 2.6%) Year 2 FY 2022 - (Average 3.3%)	\$1,518,470	\$1,568,580	\$3,087,049
Step Increases based on employee's anniversary date	No Cost of Living Adjustment	\$1,592,385	\$1,646,526	\$3,238,912
Overtime increases associated with wage adjustments	Wage increases based upon prior step increases Year 1 FY 2021 - (Average 3.4%) Year 2 FY 2022 - (Average 3.4%)	\$402,405	\$429,367	\$831,772
Lump Sum Merit Pay	Lump Sum payment for employees at the top of their wage range (1 ½ % or 3%) based upon performance evaluation	\$39,631	\$42,287	\$81,918
Florida Department of Law Enforcement Certification (FDLE)	Year 1 - \$100 per month Year 2 - \$100 per month	\$643,316	\$643,316	\$1,286,632
Field Training Sergeant Stipend (Assumes Four (4) Sergeants)	Year 1 - \$100 Bi-weekly Year 2 - \$100 Bi-weekly	\$11,196	\$11,196	\$22,392
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	\$318,536	\$342,897	\$661,433
Police & Fire Pension	Year 2: Annual Required Contributions increase by an estimate of 2.33%	\$0	\$209,230	\$209,230
<b>Total Costs</b>		<b>\$4,525,940</b>	<b>\$4,893,398</b>	<b>\$9,419,338</b>

### Unbudgeted Costs

**\$2,174,380**

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