

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF FORT LAUDERDALE AND
FEDERATION OF PUBLIC EMPLOYEES**

This Memorandum of Understanding ("MOU") is entered into this _____ day _____ 2025, by and between the City of Fort Lauderdale, Florida, a Florida municipal corporation, hereafter referred to as the "City," and The Federation of Public Employees, AFL-CIO, hereafter referred to as the "Union." The City and the Union are collectively referred to as the "Parties."

WHEREAS, the City and the Union are parties to a Collective Bargaining Agreement ("CBA") for the period October 1, 2025, to September 30, 2028, which sets forth the terms and conditions of employment for the bargaining unit of City employees represented by the Union; and

WHEREAS, Article 34, Section 1 of the CBA, which addresses health insurance coverage for bargaining unit employees, references the Arthur J. Gallagher & Co. GBS Actuarial Consensus Trend Forecast for purposes of calculating annual health insurance contributions made by the City; and

WHEREAS, the Arthur J. Gallagher & Co. GBS Actuarial Consensus Trend Forecast no longer exists; and

WHEREAS, the Parties wish to amend Article 34, Section 1 of the CBA to address how the City's annual health contribution will change each year now that the Arthur J. Gallagher & Co. GBS Actuarial Consensus Trend Forecast no longer exists.

NOW, THEREFORE, the Parties agree as follows:

1. The above recitals are true and correct and incorporated herein by reference.
2. The Parties agree to amend the following language to Article 34, Section 1 of the CBA:

Section 1. The City agrees to make comprehensive healthcare available to employees and eligible dependents and contribute one thousand four hundred forty-three dollars (\$1,443) per month toward monthly premium costs for each eligible employee in the Bargaining Unit who elects to participate in the City-sponsored medical plan.

Effective January 1, 2026, the City agrees to make comprehensive healthcare available to employees and eligible dependents and will contribute one thousand five hundred ninety-nine dollars (\$1,599) per month toward monthly premium costs for each eligible employee in the Bargaining Unit who elects to participate in the City-sponsored medical plan. contribution shall adjust by the Total Medical and Pharmacy Trend for Plans with a Medium Level of Member Cost sharing plus 2%, as published in the Arthur J. Gallagher & Co. GBS Actuarial Consensus Trend Forecast for the 2nd Quarter of 2025.

Effective January 1, 2027, the City contribution shall ~~adjust by the Total Medical and Pharmacy Trend for Plans with a Medium Level of Member Cost sharing plus 2%, as published in the Arthur J. Gallagher & Co. GBS Actuarial Consensus Trend Forecast for the 2nd quarter of 2026.~~ be adjusted by the weighted average annual trend for Health Maintenance Organization (HMO)/high-deductible consumer-driven plan plus two percent (2%), as published in a healthcare trend report provided by the City's actuary.

Effective January 1, 2028, the City contribution shall ~~adjust by the Total Medical and Pharmacy Trend for Plans with a Medium Level of Member Cost sharing plus 2%, as published in the Arthur J. Gallagher & Co. GBS Actuarial Consensus Trend Forecast for the 2nd quarter of 2027.~~ be adjusted by the weighted average annual trend for Health Maintenance Organization (HMO)/high-deductible consumer-driven plan plus two percent (2%), as published in a healthcare trend report provided by the City's actuary.

3. Other than as explicitly set forth herein, this MOU does not modify the CBA.
4. The Parties agree that this MOU represents the Parties' entire agreement, and it cannot be amended or modified without the express consent of the Parties.
5. The Parties have had the opportunity to consult with legal counsel of their choosing.
6. The Parties signify their agreement with this Memorandum of Understanding by affixing their signatures below.
7. This MOU shall become effective upon ratification by both Parties.

CITY OF FORT LAUDERDALE

FEDERATION OF PUBLIC EMPLOYEES

By: _____

Rickelle Williams
City Manager

By: Willie Bailey 3/31/26

Willie Bailey
Business Representative