

 CITY OF FORT LAUDERDALE, FLORIDA Significant Cost Drivers of the International Association of Firefighters Collective Bargaining Agreement Rank and File 			
Topic	Proposal	FY 2027 Estimated Cost	Future Unfunded Liability*
Cost of Living Adjustment (COLA)	October 1, 2026 - 4% Cost of Living Adjustment	\$ 2,328,112	\$ -
Comprehensive Health Care Program Contributions - Hospitalization Insurance Plan	\$1,599 Per Month Contribution Increasing to \$1,788 on January 1, 2027	\$ 764,681	\$ -
Holidays - Juneteenth ¹	Projected Overtime Needed Citywide: Juneteenth	\$ 589,906	\$ -
Modifications to the Retirement System - Normal Retirement Date	Amend Section 12.B to change the normal retirement date for Firefighters from 25 years of service to 24. If the member separates service prior to their normal retirement date, no pension benefit will be administered until their normal retirement date is satisfied	\$ 100,000	\$ 300,000
Parental Leave	Amend the contract to add two (2) weeks of paid parental leave following the birth or adoption of a child	\$ 92,642	\$ -
Day Assignment Pay	5% pay differential for a forty (40)-hour work assignment and removes Schedule B - Assignment Pay	\$ 23,457	\$ -
Fire Investigator Assignment Pay	5% pay differential for personnel assigned to Fire Investigations	\$ 19,758	\$ -
Fire Inspector Plans Review Assignment Pay	5% pay differential for Fire Inspectors assigned to Plans Review	\$ 17,790	\$ -
Modifications to the Retirement System - Optional DROP Period	Add an additional clause dictating that Firefighters can voluntarily elect an optional DROP period not to exceed 120 months. Those entering this period must also elect the self-directed DROP.	\$ -	\$ -
Total		\$ 3,936,346	\$ 300,000

Note: Social Security/Medicare related costs are incorporated in the cost estimate

¹ *Juneteenth is a Citywide total escalated each year to account for general wage increases*

**Future unfunded liability would need to be unanimously approved by the City Commission in order to be amortized*