



CITY OF FORT LAUDERDALE

APPROVED
BUDGET ADVISORY BOARD MEETING
CITY OF FORT LAUDERDALE
VIRTUAL MEETING
NOVEMBER 18, 2020 – 6:00 P.M.

Board Member	Attendance	10/2020 through 9/2021	
		Cumulative Attendance Present	Absent
Brian Donaldson, Chair	P	2	0
Jeff Lowe, Vice Chair	P	2	0
Ross Cammarata	P	2	0
Catherine Graham	P	2	0
Michael Marshall	P	1	1
A. Abidemi Oladipo	P	1	0
Prabhuling Patel	P	2	0
Adam Sabin	P	2	0
Johnnie Smith	P	2	0
Christopher Williams	P	1	1

Also Attending

- Chris Lagerbloom, City Manager
- Tarlesha Smith, Assistant City Manager
- Laura Reece, Director
- Susan Grant, Finance Director
- Diane Lichenstein, Division Manager
- Matthew Cobb, Assistant Risk Manager
- Yvette Matthews, Principal Budget and Management Analyst
- Parth Patel, Budget and Management Analyst
- Charmaine Crawford, Board Liaison
- Jamie Opperee, Prototype Inc. Recording Secretary

Communications to the City Commission

Motion made by Mr. Cammarata, seconded by Mr. Smith to send the following communication to the City Commission:

The Budget Advisory Board (BAB) would like the City Commission to have a formal discussion during their goal setting session regarding the non-profit funding process and to provide the BAB with priority areas for them to use in their ranking process.

The Board agreed unanimously.

Purpose: To Provide the City with input regarding the taxpayers' perspective in the development of the annual operating budget; to review projections and estimates from the City Manager regarding revenues and expenditures for upcoming fiscal year; to advise the City Commission on service levels and priorities and fiscal solvency; and to submit recommendations to the City Commission no later than August 15 of each year regarding a budget for the upcoming fiscal year.

I. Call to Order

The meeting of the Budget Advisory Board was called to order at 6:00 p.m.

Chair Donaldson welcomed new Board member A. Abidemi Oladipo.

II. Roll Call

Roll was called, and it was determined a quorum was present.

III. Approval of Meeting Minutes A. October 21, 2020

Motion made by Mr. Sabin, seconded by Mr. Cammarata, to approve the minutes of the Board's October 21, 2020 meeting. In a voice vote, motion passed unanimously.

IV. Floor Open for Neighbor Input

None

V. New Business

- **City Budget Process Interactive Training ~ Office of Management and Budget**

Ms. Reece provided a PowerPoint presentation, a copy of which is attached to these minutes for the public record.

Regarding revenues, Ms. Reece confirmed that property taxes brought in \$163 million, 44.2% of the General Fund total of \$368.3 million. Chair Donaldson pointed out that the City had many other revenue streams.

Ms. Reece said Franchise Fees came from trash haulers, FPL and gas companies operating in the City, via negotiated long-term agreements. Ms. Reece agreed to provide the Board with a list of vendors, indicating when their agreements were scheduled to expire and the terms.

Chair Donaldson asked about the increase in contributions to the Northwest Progresso CRA. Ms. Reece explained that contributions were based on property values, so growth in property values fed an increase in reinvestment. In the Northwest, there were also increments from the County, the Hospital District and others.

Ms. Reece discussed where the money goes by bargaining group. Chair Donaldson asked when the contracts with the various groups were up for renewal. Ms. Lichenstein stated the Fire contract was up for renewal next year. The Teamsters' and Police contracts were up in 2022.

Ms. Reece discussed health insurance costs and confirmed that there was a surcharge for smokers. Employees also participated in a health assessment to assess their risks for the year. The City also offered gym membership discounts and maintained a health and wellness center with a registered dietician.

Susan Grant, Finance Director, took over the presentation and described the City's retirement plans.

Ms. Grant stated 642 employees (approximately 1/3 of general full-time employees) were still in the (closed) General Employees' Pension Plan. She said both the GERS and Police and Fire pension plans were more than 90% funded, mostly due to the pension obligation bonds issued in 2012 that were recently refinanced.

- **IAFF and FOP Collective Bargaining Agreements**

Mr. Lagerbloom described the bargaining process they had followed. He noted they had been far apart at the beginning but had come to an agreement to present to the City Commission.

Mr. Lagerbloom confirmed that the Fire contract had been negotiated for a one-year term. He did not anticipate that the negotiations in 2021 would be any more difficult.

VI. Old Business

- **Revised Process for Non-Profit Grant Organization Funding**

Chair Donaldson wanted to communicate to the City Commission that the BAB recommends the City Commission devote a specific time in their January goal setting session to their goals regarding non-profits. This would provide the Board with the input they needed. Chair Donaldson said the Board needed to discuss how the Board would weight components of the applications.

Mr. Lowe had not seen a timeline regarding the non-profit application process, but agreed the BAB should make a recommendation. Mr. Lagerbloom said a date had not been set yet for the City Commission's goal setting session. He said the BAB should make

recommendations to him during the budget process. He would then decide if/how to incorporate those recommendations into the budget. Mr. Lagerbloom agreed that the BAB recommendations should align with the Commission's goals.

Ms. Reece thought they could create a framework prior to having input from the Commission's goal setting session.

Mr. Cammarata recalled that the Board had an idea for how to vet the applicants, but it seemed that the Board was not choosing the recipient(s) or how much a recipient received, so he did not know how important input would be from the City Commission. He asked if Board members could ask Commission members individually about their priorities.

Chair Donaldson discussed appropriate meeting dates for the Board to address the non-profit grant process.

Mr. Smith wanted Mr. Lagerbloom and the Commission to ask something specific of the BAB. Mr. Lagerbloom thought it would be effective for the BAB to send a Communication to the City Commission asking them to provide their priorities for non-profit funding the Board could use in their scoring process. He would then use the Board's recommendation in creating the budget.

Board members agreed they would not hold a December meeting.

VII. Communications to/from the City Commission

Motion made by Mr. Cammarata, seconded by Mr. Smith to send the following communication to the City Commission:

The BAB would like the City Commission to have a formal discussion during their goal setting session regarding the non-profit funding process and to provide the BAB with priority areas for them to use in their ranking process.

The Board agreed unanimously.

Chair Donaldson said they needed to decide in January how to score and weight the non-profit applications. They would also need a second meeting in February. After discussion, the Board agreed to meet on February 17 and February 24.

Ms. Reece stated the communication would be presented to the City Commission at their December 2 conference meeting and Chair Donaldson should represent the Board. She advised other Board member not to sign up to speak on the item.

- **Selection of Infrastructure Taskforce Representative**

Mr. Marshall agreed to continue as the Board's representative.

Motion made by Mr. Smith, seconded by Mr. Lowe, to appoint Mr. Marshall as the Board's representative on the Infrastructure Taskforce. In a voice vote, motion passed unanimously.

VIII. Board Member Comments

None

IX. Adjourn

Upon motion duly made and seconded, the meeting was adjourned at 7:54 p.m.

Minutes prepared by J. Opperlee ProtoType Inc.



Budget Advisory Board Interactive Training November 18, 2020



Office of Management and Budget

Overview Of The Budget Process





Office of Management and Budget

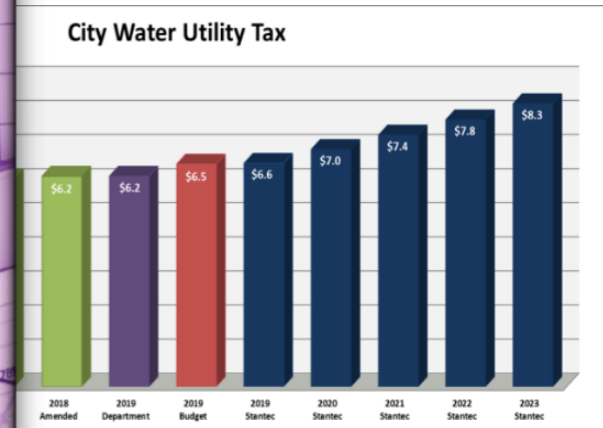
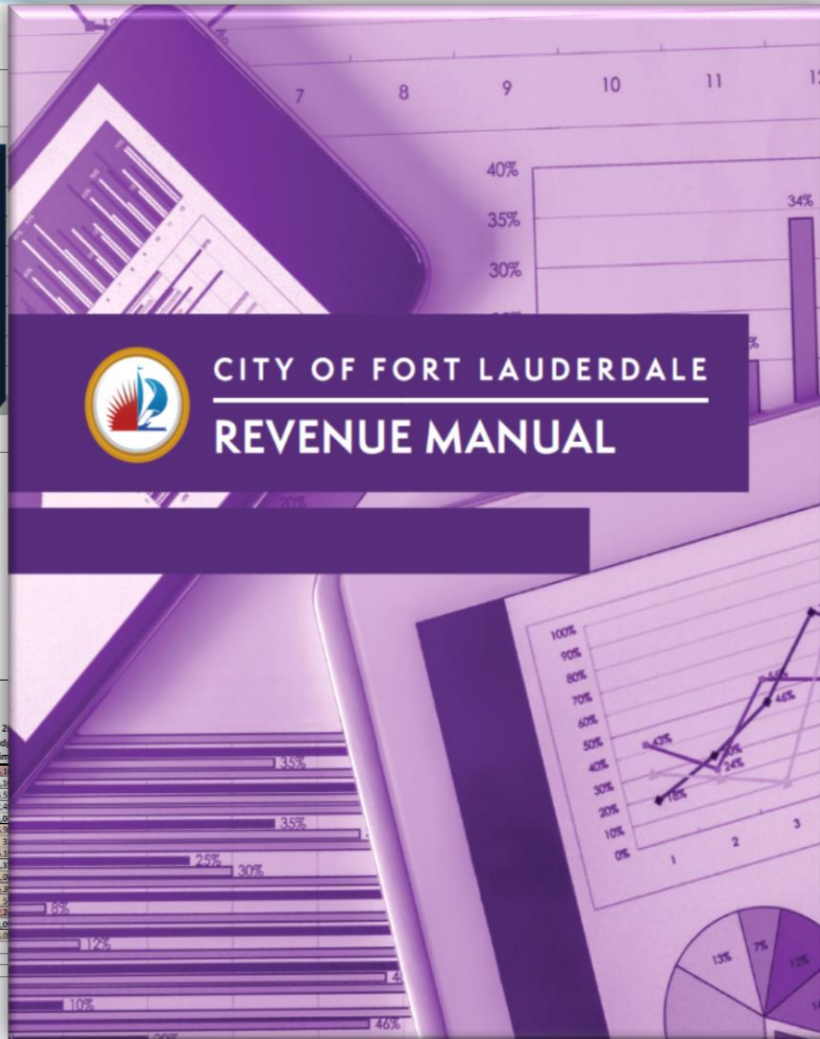
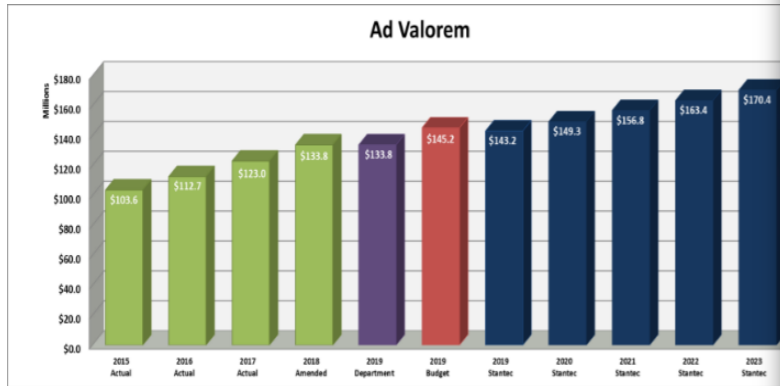
Key Meetings

Meeting	Date
Budget & Community Investment Plan (CIP) Kick-off	January
Goal Setting with the City Commission	January
Budget Narratives and Performance Measures	February - March
Budget and Community Investment Plan Reviews (All Funds)	March - April
Revenue Estimating Conference Committee	March - April
City Manager Departmental Budget Reviews	April
Presentations to the Budget Advisory Board	May
Preliminary Budget to City Commission	June
*Proposed Budget & Five Year CIP to City Commission	July
City Auditor Review of Proposed Budget	July - August
Public Hearing (1 & 2) Adoption City Budget	September

***In this meeting, the City Commission sets maximum millage and special assessment rates, as well as the dates for Public Hearings.**



Office of Management and Budget Revenue Estimating Conference Committee (March – April)



General Fund Revenue Summary

Revenue Source	FY 2015 Actual	FY 20 Actual	Amended	Actual	Amended	Budget	FY 2018 Year To Date	FY 2019 Department Estimate	FY 20 Budget Estimate
A102 Ad Valorem	103,619,084	112,656,399	123,123,471	122,985,339	99.9%	133,789,237	122,771,316	133,789,237	145.1
Property Taxes - Operating	103,619,084	112,656,399	123,123,471	122,985,339	99.9%	133,789,237	122,771,316	133,789,237	145.1
A501 Firefighters Pension Insurance Prem Tax	4,104,583	3,486,000	3,555,160	3,445,970	96.9%	3,486,000	-	3,445,970	3.3
A502 Police Retirement Insurance Premium Tax	2,244,069	2,374,773	2,494,069	2,467,354	98.9%	2,374,773	-	2,467,354	2.4
Sales And Use Tax	6,348,622	5,869,782	6,049,229	5,933,324	97.9%	5,869,782	-	5,933,324	6.0
A601 FPL Franchise Fees	16,503,787	15,966,450	16,778,400	16,305,117	97.2%	16,810,545	5,308,916	16,810,545	16.9
A603 Peoples Gas Franchise	243,999	242,876	245,000	224,597	91.7%	392,700	143,324	242,700	3.1
A610 Sanitation Franchise Fees Private Collector	6,162,029	6,180,284	6,180,000	6,031,645	96.9%	6,200,000	2,895,355	6,290,000	6.1
Franchise Fees	22,968,805	22,389,619	23,123,400	23,561,359	99.6%	23,403,245	8,313,494	23,343,245	23.1
A701 FPL Utility Tax	19,464,714	19,748,678	20,225,800	20,213,066	99.9%	20,500,000	8,673,814	20,500,000	21.0
A703 City Water Utility Tax	5,044,871	5,618,279	5,400,000	6,104,403	113.0%	6,173,000	2,870,244	6,173,000	9.2
A705 Gas Utility Tax	509,807	249,251	242,000	244,039	100.3%	250,000	397,096	250,000	3.1
A715 Communications Services Tax	12,043,826	11,600,863	11,043,376	11,133,921	100.8%	12,247,601	4,197,689	11,099,411	12.2
Utility Taxes	37,622,218	37,517,371	37,220,976	37,996,029	102.1%	39,470,601	16,009,029	39,313,411	40.0
B101 Business Tax	2,400,241	2,666,570	2,900,000	2,908,701	100.3%	3,000,000	2,874,174	3,200,000	3.0
B102 Florida League Of Cities Collections	-	-	6,000	-	0.0%	-	-	-	-
B103 Water Taxi License	2,200	384	1,300	1,600	245.2%	-	-	11,600	11.6
B104 Application Fee - Vehicles For Hire	1,450	1,501	1,500	150	10.0%	1,500	(60)	1,500	1.5



City Manager Meeting Agenda (April)



CITY OF FORT LAUDERDALE
OFFICE OF MANAGEMENT AND BUDGET

City Manager Meeting Agenda Department Meeting Meeting Date

Budget/CIP & Grants

- Fund Overview (If applicable)
- Five Year History of Budget and FTEs
- Key Revenue Changes
- Implementation Status for Budget Mods – FL²STAT Packet
- Key Budget Issues or Variances

Department

- Challenges and Initiatives
- Decision Packages
 - Enhancements
 - Balanced Budget Initiative
- Community Investment Plan Priorities (If applicable)

Follow Up Items



Office of Management and Budget Budget Advisory Board (May)

- Prior Year Direction (Will be Revised)
- Department presentations
- No Power Point Presentations
- Handouts Must be Sent in Advance





Office of Management and Budget

Budget Advisory Board & City Commission Joint Meetings

February

- Discuss Commission Priorities for Budget

June

- BAB Recommendations
 - Millage Rate
 - Non-Ad Valorem Assessments

August

- BAB Recommendations
 - City Manager's Proposed Budget



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Key Roles in the Budget Process

Department/ Charter Offices

- Evaluate programs and services for alignment with strategic goals
- Articulate current service levels (base budget)
- Request service level enhancements (decision package requests)
- Present the City Manager with proposed division level budgets and proposals for budget balancing initiatives

Office of Management and Budget

- Facilitates a consistent budget review and development process
- Assists departments with refining and analyzing budget proposals
- Ensures transparency and accuracy in the budget process

City Manager

- Strategically aligns the budget with Commission priorities
- Apprise the Commission of the City's financial condition and needs
- Submits a balanced Proposed Budget (by Department and Fund) to the City Commission



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Integration of Priorities





General Fund

*The **General Fund** is the general operating fund of the City. All general tax revenues and other receipts that are not allocated by law or contractual agreement to another fund are accounted for in this fund. The general operating expenditures, fixed charges, and capital improvement costs that are not paid through other funds are paid from the General Fund.*



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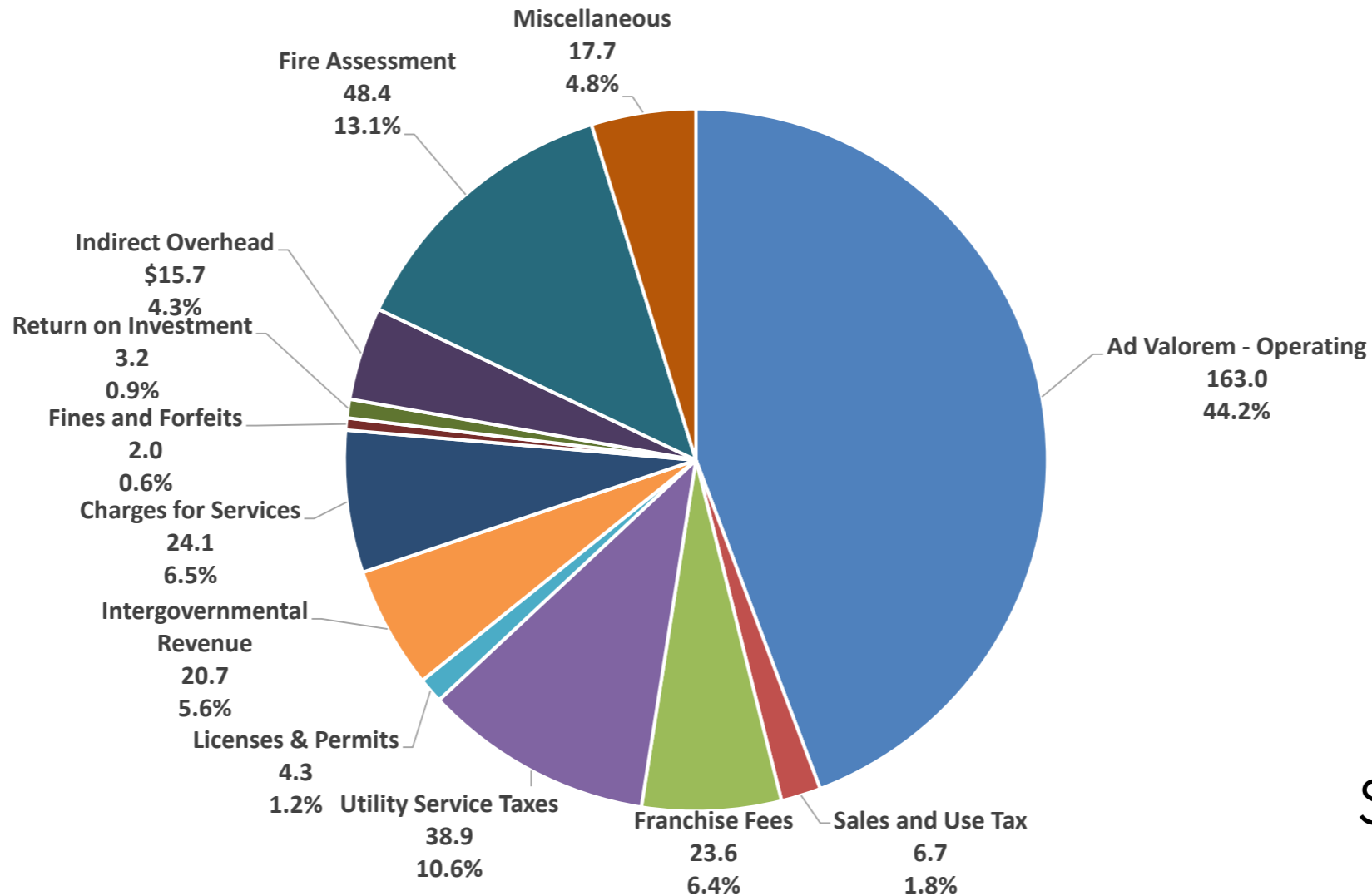
How the City's General Fund Budget is Financed





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Where the Money Comes From



General Fund
Total:
\$368.3 million



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City Controlled Revenue Drivers

- ✓ **Millage Rate** – 4.1193
- ✓ **Fire Assessment** – \$311 per residential unit
- ✓ **Return on Investment (ROI)** - Transfer from Water and Sewer & Central Regional Wastewater Funds to the General Fund was completely eliminated in FY 2020.





Office of Management and Budget

Value of 1 Mill* and Impact on Taxes Assessed

Adopted FY 2021 Value of 1 Mill		
Mills	Gross Revenue	Net Revenue (96%)
1.00	\$41,210,708	\$39,562,279
0.75	\$30,908,031	\$29,671,709
0.50	\$20,605,354	\$19,781,140
0.40	\$16,484,283	\$15,824,912
0.30	\$12,363,212	\$11,868,684
0.25	\$10,302,677	\$9,890,570
0.15	\$6,181,606	\$5,934,342
0.10	\$4,121,071	\$3,956,228

Property Taxes at 4.1193 Mills		
Value of Home	With \$50,000 Homestead Exemption	No Homestead Exemption
\$300,000	\$1,030	\$1,236
\$275,000	\$927	\$1,133
\$250,000	\$824	\$1,030
\$225,000	\$721	\$927
\$200,000	\$618	\$824
\$175,000	\$515	\$721
\$150,000	\$412	\$618
\$125,000	\$309	\$515

*The Value of 1 Mill calculation is based on FY 2020 Values.



Voter Approved Debt

Adopted FY 2021 Millage Rate

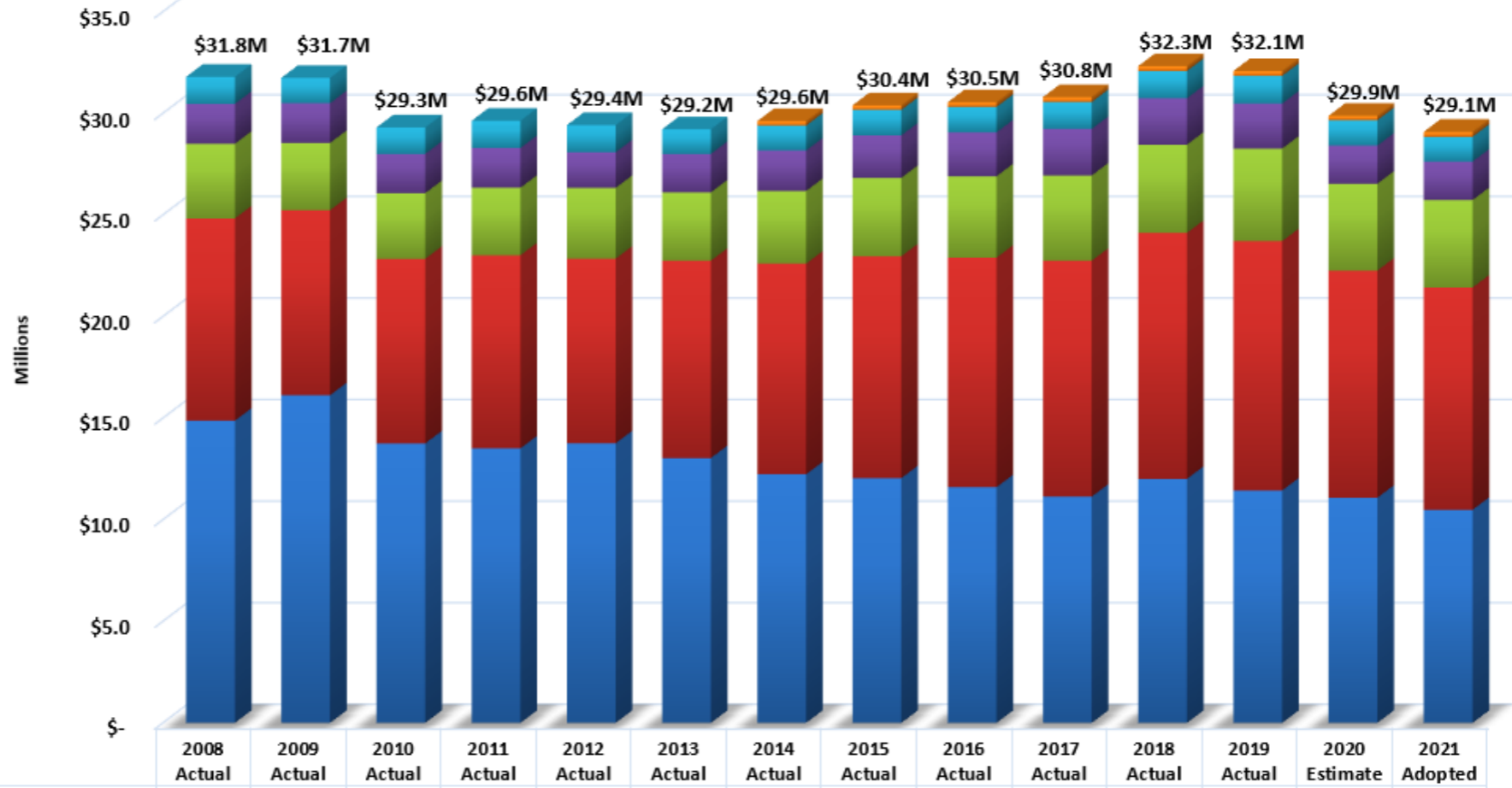
2015 General Obligation Refunding Bond	0.0259
2011A General Obligation Bond	0.0275
Voter Approved Public Safety Bond	0.0936
Voter Approved Parks Bond	0.0748
Combined Debt Service Rate	0.2218
Operating Millage Rate	4.1193
City Total Millage Rate	4.3411

Example: A property with a total assessed value of \$300,000 would contribute \$1,030 if Homesteaded.



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State Shared Revenue History

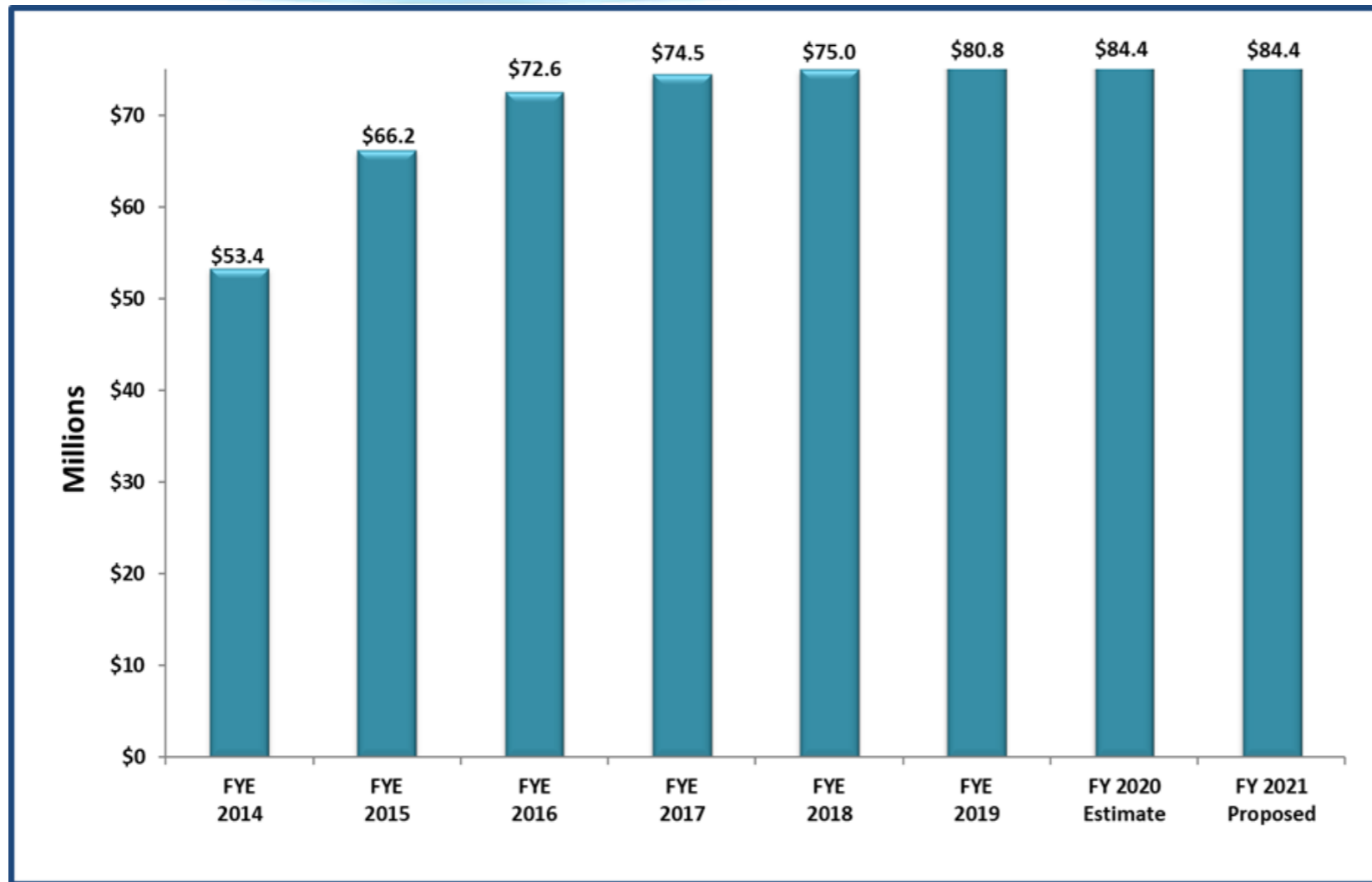


	2008 Actual	2009 Actual	2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 Actual	2015 Actual	2016 Actual	2017 Actual	2018 Actual	2019 Actual	2020 Estimate	2021 Adopted
LOCAL ALTERNATIVE FUEL FEES							222,115	226,061	230,593	241,091	238,818	242,699	215,067	247,814
MOTOR FUEL TAX-REVENUE SHARING	1,332,505	1,245,528	1,299,892	1,340,597	1,334,778	1,211,411	1,226,096	1,252,812	1,249,730	1,323,947	1,342,715	1,356,911	1,250,619	1,218,053
COUNTY SHARED GAS TAX	1,964,224	1,956,006	1,932,069	1,957,399	1,754,049	1,892,288	1,991,768	2,089,825	2,163,317	2,292,220	2,281,261	2,219,891	1,876,079	1,894,662
SALES TAX-REVENUE SHARING	3,671,269	3,308,987	3,231,874	3,322,872	3,482,095	3,365,381	3,575,281	3,858,699	4,005,142	4,192,260	4,341,625	4,552,550	4,274,693	4,303,492
HALF CENT SALES TAX	9,956,766	9,106,401	9,084,883	9,503,251	9,085,424	9,711,686	10,367,671	11,092,228	11,295,855	11,613,987	12,105,676	12,271,528	11,178,287	10,941,384
COMMUNICATIONS SERVICES TAX	14,869,551	16,125,552	13,754,980	13,511,022	13,763,291	13,033,664	12,234,091	12,043,826	11,600,863	11,133,921	12,009,892	11,438,640	11,082,082	10,485,721



Office of Management and Budget

General Fund Balance in Dollars

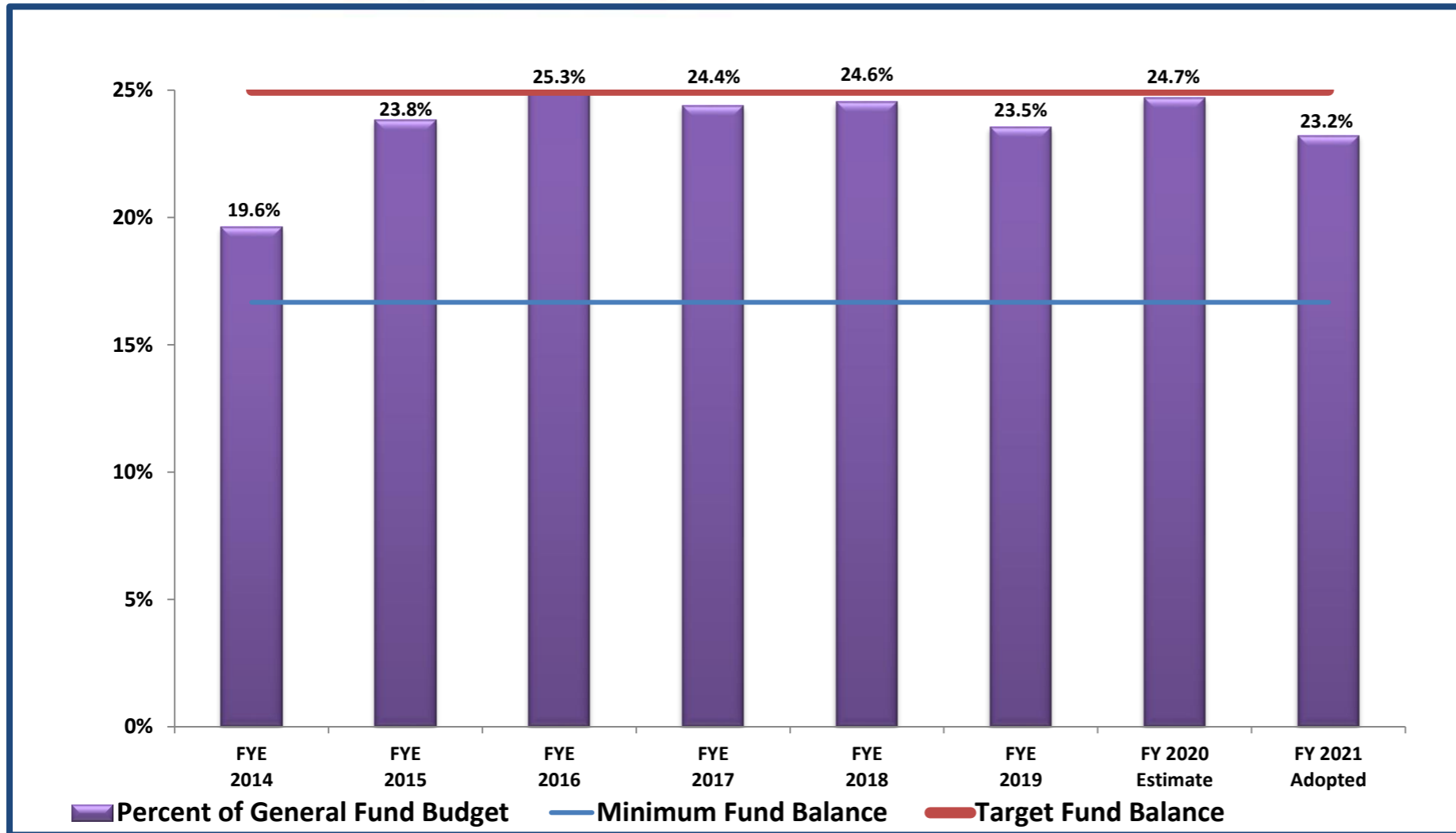


The FY 2021 estimated fund balance exceeds our minimum policy requirement by \$23.8 million.



Office of Management and Budget

General Fund Balance as a Percent of the Operating Budget

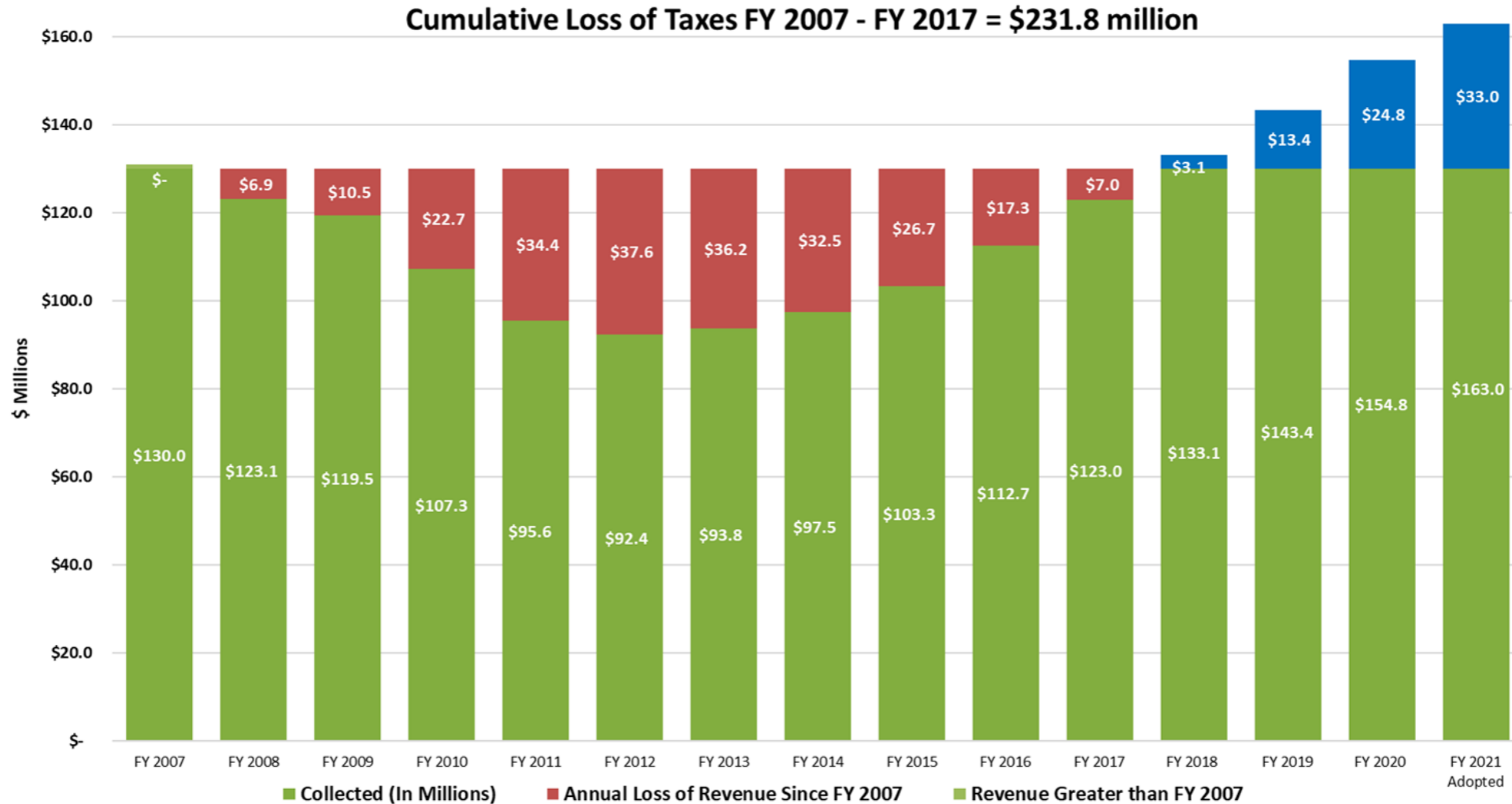


The Adopted
FY 2021 Budget is 1.8%
below our target fund
balance of 25% of the
operating budget.



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City of Fort Lauderdale – Ad Valorem Taxes



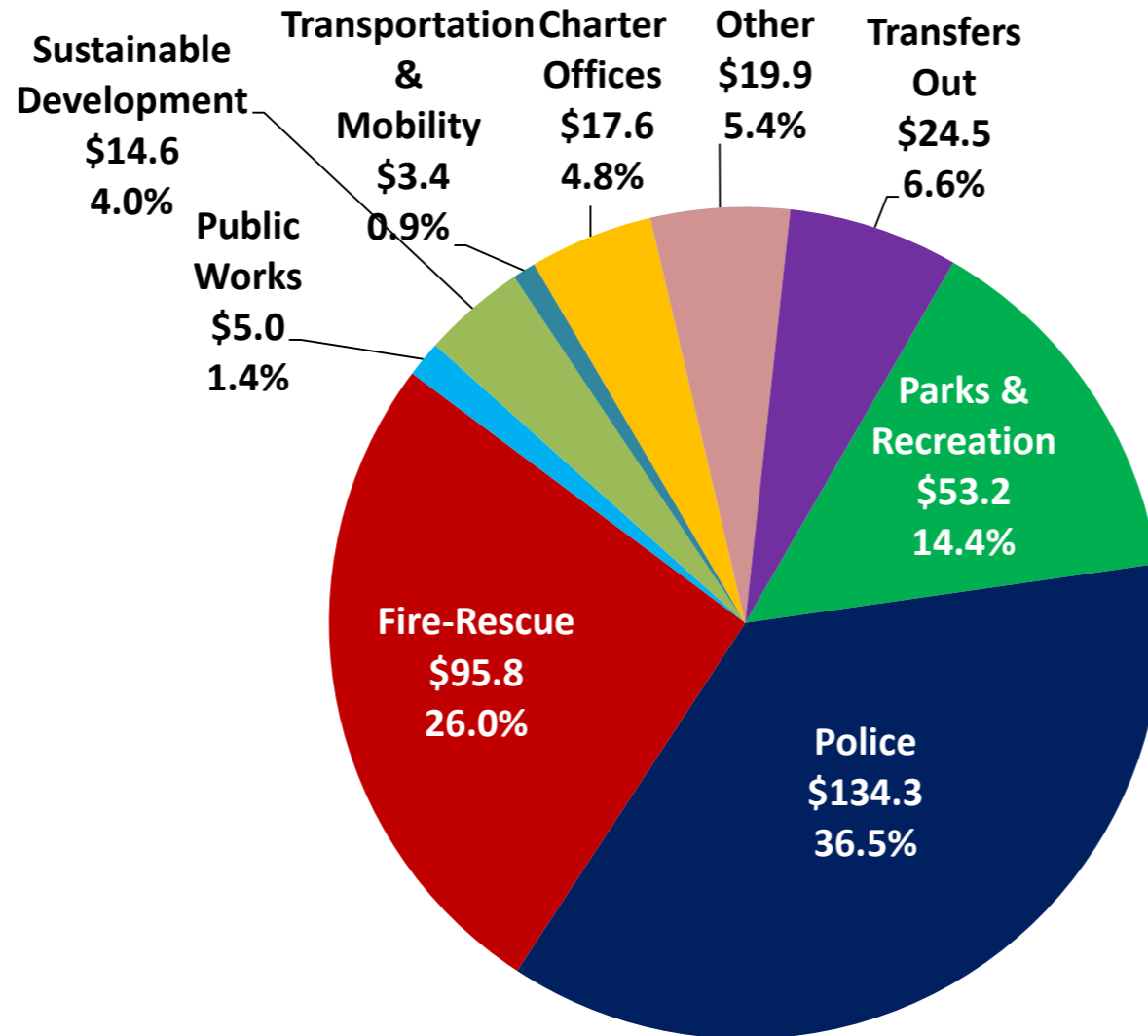
- Holding the City’s millage rate at 4.1193, even when the City’s taxable property values decreased, resulted in a loss of approximately \$232 million from 2007 to 2017.

- Property tax revenue recovered in FY 2018.



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Where the Money Goes

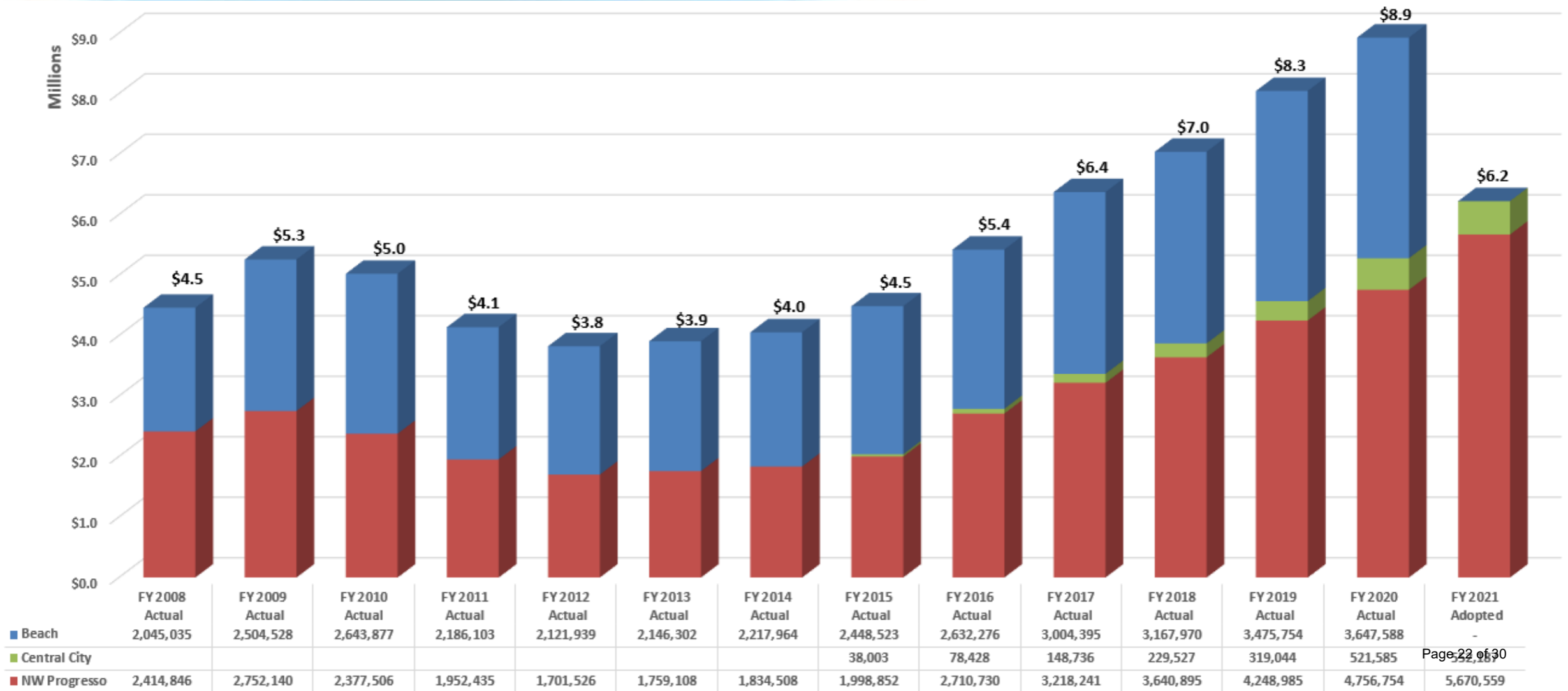


General Fund
Total:
\$368.3 million



Office of Management and Budget

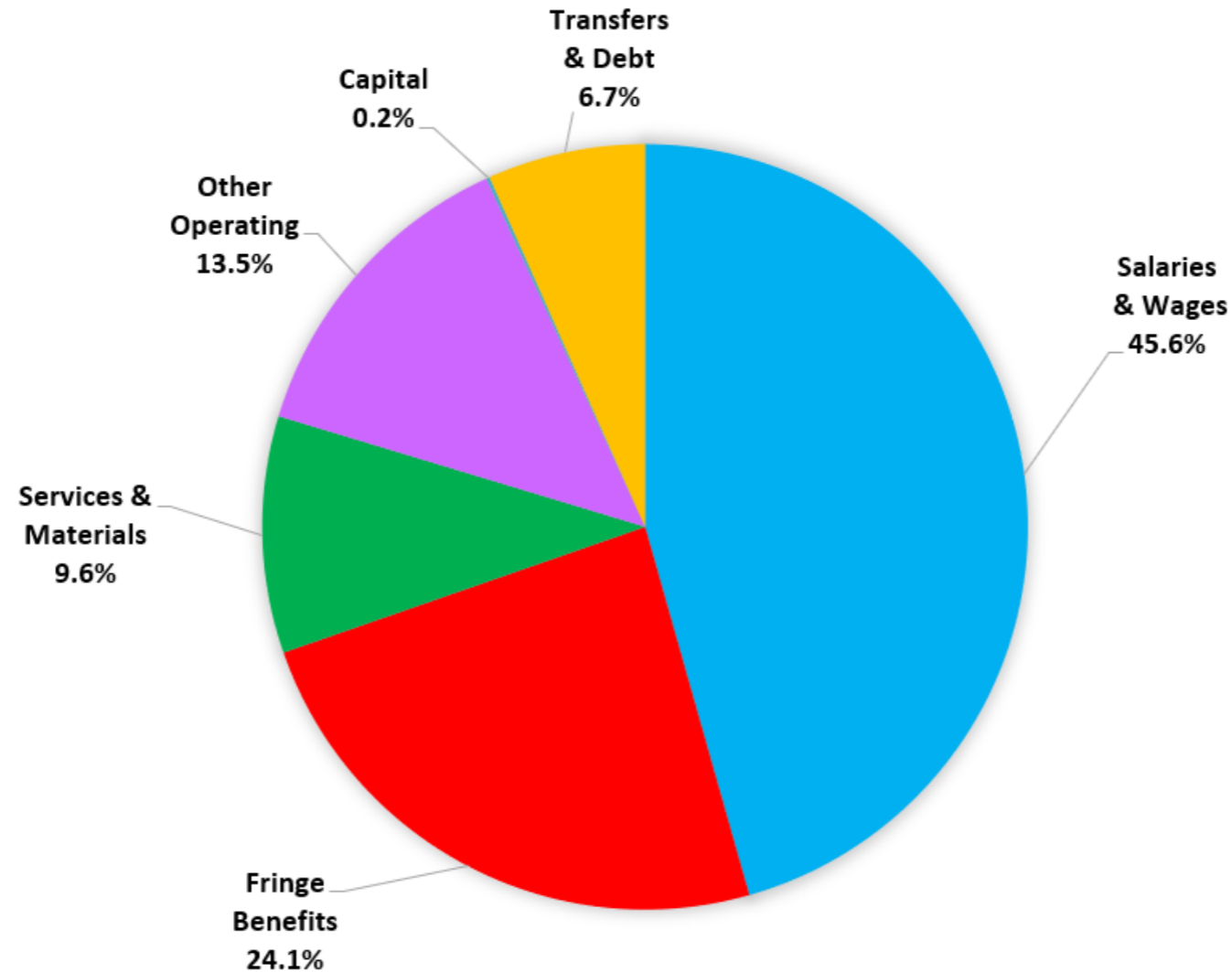
Community Redevelopment Agency Growth in Transfer from General Fund





Office of Management and Budget

Where the Money Goes by Expense Type (General Fund)



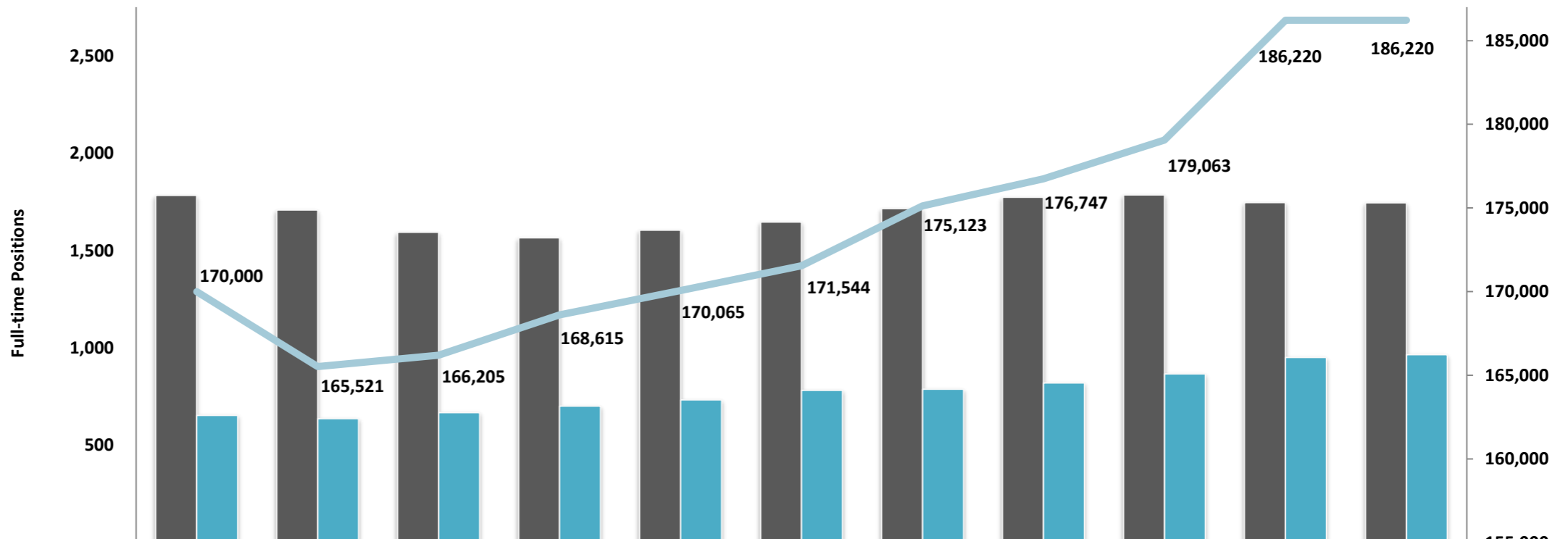
69.7% of the General Fund Budget is for Personal Services



Office of Management and Budget

Full-Time Community Builders

The Number of Full-time Employees and City Population

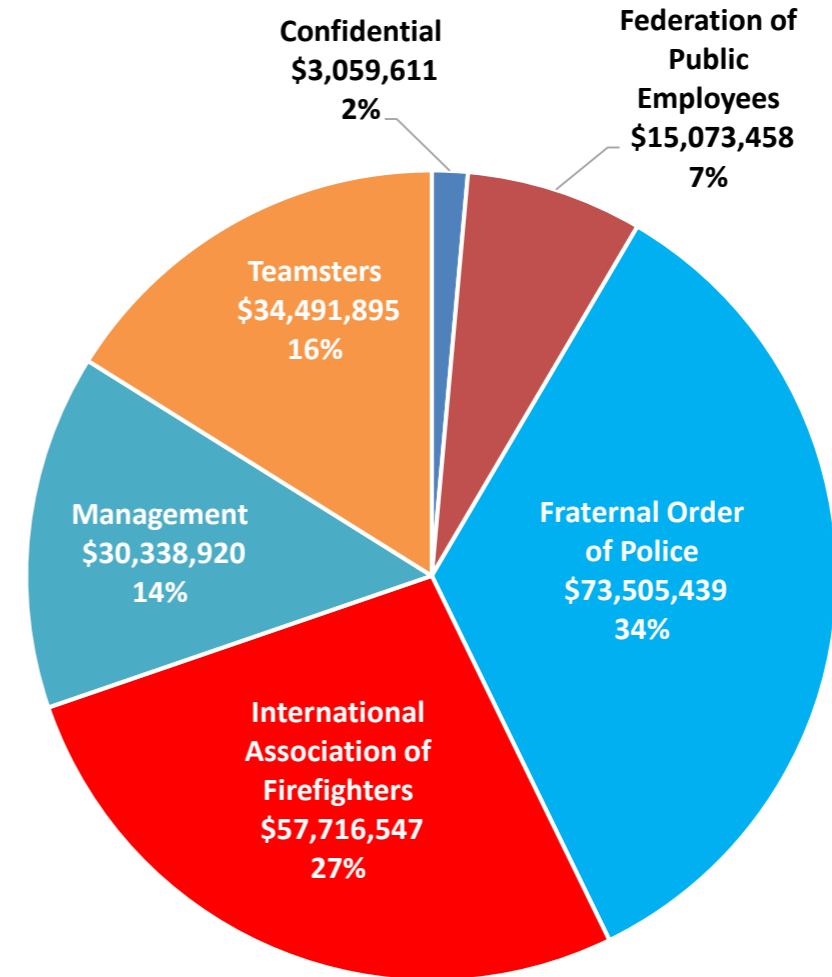
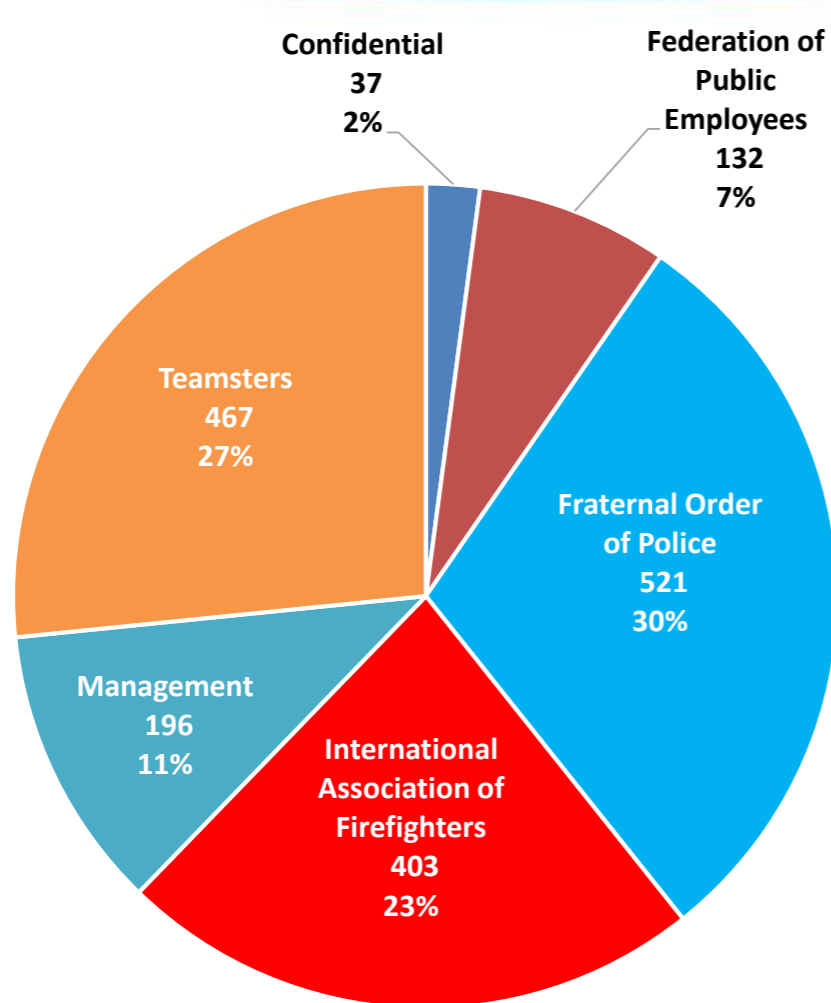


General Fund Employees	1,784	1,709	1,594	1,565	1,605	1,647	1,715	1,774	1,786	1,747	1,745
Other Funds	653	637	668	701	733	782	788	820	867	951	966
Population	170,000	165,521	166,205	168,615	170,065	171,544	175,123	176,747	179,063	186,220	186,220



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Where the Money Goes by Bargaining Group (General Fund)





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General Fund Salary Growth

Department	FY 2017 Amended	FY 2018 Amended	FY 2019 Amended	FY 2020 Amended	FY 2021 Amended	Percent Since FY 2017
Human Resources	\$1,832,639	\$1,806,617	\$2,073,329	\$2,165,986	\$2,172,187	18.5%
Community Redevelopment Agency	\$1,197,479	\$1,217,125	\$1,379,098	\$1,587,330	\$1,169,195	-2.4%
Transportation & Mobility	\$1,137,422	\$1,404,210	\$1,283,072	\$766,014	\$1,019,284	-10.4%
Finance	\$3,337,625	\$3,430,524	\$3,646,883	\$3,855,586	\$3,822,900	14.5%
Public Works	\$4,714,465	\$5,194,562	\$5,544,520	\$1,546,143	\$1,672,278	-64.5%
Sustainable Development	\$5,399,839	\$5,915,302	\$6,389,216	\$6,870,785	\$7,063,244	30.8%
Charter Offices	\$8,768,747	\$9,291,448	\$9,982,741	\$10,337,464	\$10,850,542	23.7%
Parks & Recreation	\$16,441,556	\$17,234,438	\$17,587,123	\$18,006,203	\$18,404,468	11.9%
Fire-Rescue	\$36,544,668	\$38,400,767	\$39,808,747	\$43,754,772	\$44,320,510	21.3%
Police	\$57,214,886	\$62,301,065	\$64,558,892	\$65,934,274	\$67,427,493	17.8%
Total	\$136,589,326	\$146,196,058	\$152,253,621	\$154,824,557	\$157,922,101	15.6%



Office of Management and Budget

Health Insurance Cost Over the Years

	FY 2012 Actual	FY 2013 Actual	FY 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Adopted Budget
General Fund	\$ 13,525,232	\$ 12,222,181	\$ 11,602,317	\$ 12,002,183	\$ 13,246,146	\$ 13,955,159	\$ 15,892,268	\$ 16,763,713	\$ 17,291,011	\$ 18,787,198
Other Funds	\$ 4,367,936	\$ 4,522,130	\$ 4,675,606	\$ 4,863,558	\$ 5,839,695	\$ 5,795,581	\$ 6,966,366	\$ 7,766,537	\$ 8,527,313	\$ 9,314,927
Total Health Insurance	19,756,362	19,756,362	19,756,362	19,756,362	19,756,362	19,756,362	22,852,321	24,518,191	25,801,268	27,990,055
City Health Contribution per Employee*	\$ 8,247	\$ 8,262	\$ 8,262	\$ 8,273	\$ 8,459	\$ 8,597	\$ 9,282	\$ 10,076	\$ 10,833	\$ 11,715

Fiscal Year's 2012 through 2018 are based on an average City Health Contribution per Employee



Office of Management and Budget

Retirement Plan Comparison

	Police Fire Pension Plan	General Employee Pension Plan (Closed)	401 (a)	Florida Retirement System
Eligible	Sworn Police Officers/Certified Firefighters	All other FT employees	All other FT employees	All FT and PT employees hired after 12/31/20
Governed By	Chapters 175/185 of Florida Statutes	City Ordinance	Treasury/IRS Rules	State Statute/Florida Administrative Code
Benefits	Mandatory Subject of Collective Bargaining	Mandatory Subject of Collective Bargaining	Mandatory Subject of Collective Bargaining	Set by State Legislature
Annual Funding	Annual Required Contribution (ARC) determined by Plan Actuary	Annual Required Contribution (ARC) determined by Plan Actuary	9% of compensation	10% of compensation for regular class
Plan Investments	Managed by Board Investment Advisor Fund Managers	Managed by Board Investment Advisor Fund Managers	Accounts Managed by Employee	Pension Plan– Managed by State Investment Plan – Managed by Employee



Office of Management and Budget

Pension Costs FY 2012 – FY 2021 (All Funds)

	2012 Actual	2013 Actual	2014 Actual	2015 Actual	2016 Actual	2017 Actual	2018 Actual	2019 Actual	FY 2020 Actual	FY 2021 Adopted Budget
General Employee Retirement System Annual Contribution	\$ 22,358,550	\$ 13,562,595	\$ 15,061,353	\$ 15,501,180	\$ 14,393,012	\$ 14,650,881	\$ 10,459,835	\$ 8,820,804	\$ 8,164,058	\$ 8,940,886
Police and Fire Annual Contribution	\$ 30,928,447	\$ 15,075,469	\$ 15,388,327	\$ 15,599,916	\$ 13,867,934	\$ 17,325,393	\$ 19,328,568	\$ 18,108,528	\$ 17,923,079	\$ 19,348,197
401(a) Defined Contribution Plan	\$ 1,210,445	\$ 1,600,100	\$ 1,984,272	\$ 2,583,362	\$ 3,118,307	\$ 3,752,128	\$ 4,286,354	\$ 5,180,498	\$ 5,524,456	\$ 7,134,799
Debt Service for Pension Obligation Bonds	\$ -	\$ 27,399,827	\$ 26,453,846	\$ 26,361,882	\$ 26,358,764	\$ 26,362,004	\$ 26,359,124	\$ 26,493,149	\$ 26,886,309	\$ 26,308,984
Florida Retirement System (FRS)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,181,982
Total City Retirement Contributions	\$ 54,497,442	\$ 57,637,991	\$ 58,887,798	\$ 60,046,340	\$ 57,738,017	\$ 62,090,406	\$ 60,433,881	\$ 58,602,979	\$ 58,497,902	\$ 62,914,848

Note: The City issued Pension Obligation Bonds in 2012



Thank You!



FY 2021 Collective Bargaining Agreement Summary International Association of Fire Fighters (IAFF)



FY 2021 COLLECTIVE BARGAINING AGREEMENT IAFF

ESTIMATED IMPACTS

BASE WAGE INCREASE COMPARISON

Position ^Δ	Step Increases ^{*ο}		Impact of 75 th Percentile Wage Adjustment (Market Adjustment)		Total Estimated Increases Under Agreement ^{*ο}	
	Step Increase %	Dollar Increase	Step Increase %	Dollar Increase	Total Increase %	Total Dollar Increase
Captain (48hr) - 73	4.19%	\$240,519	3.49%	\$358,083	7.68%	\$598,602
Captain (40hr) - 6	4.23%	\$16,892	3.49%	\$24,190	7.72%	\$41,082
Battalion Chief - 19	5.24%	\$84,108	0.60%	\$18,437	5.84%	\$102,545
Lieutenant - (48hr) - 15	4.38%	\$59,134	2.87%	\$54,524	7.25%	\$113,658
Lieutenant (40hr) - 1	4.37%	\$2,082	2.87%	\$3,643	7.24%	\$5,725
Driver/Engineer - 75	4.37%	\$211,828	3.36%	\$300,405	7.73%	\$512,233
Paramedic-Firefighter - 165	4.35%	\$494,678	3.00%	\$480,332	7.35%	\$975,010
Firefighter - 33	4.35%	\$86,531	3.00%	\$111,807	7.35%	\$198,338
Fire Safety Captain - 6	4.23%	\$22,309	3.49%	\$29,348	7.72%	\$51,657
Fire Inspector II - 8	4.37%	\$29,030	3.36%	\$22,634	7.73%	\$51,664
Fire Inspector I - 2	4.35%	\$6,068	3.00%	\$6,762	7.35%	\$12,830
Total Est. Wage Increase		\$1,253,179^Δ		\$1,410,165		\$2,633,344

* Average increase percentage represents the average step increase.

ο Average dollar increase includes the estimated step increase in addition to 3% one-time payment for individuals at the final step or between step years.

Δ Position counts and wage increases are developed using the City's February budget development payroll projections.

FY 2021 COLLECTIVE BARGAINING AGREEMENT IAFF

ESTIMATED IMPACTS

75TH PERCENTILE (MARKET ADJUSTMENT) CALCULATION EXAMPLE

PARAMEDIC/FIREFIGHTER COMPARISON

CITY	MAXIMUM ANNUAL RATE OF PAY	RANKING
Hollywood	\$93,374.89	1
Davie*	\$89,860.00	2
Miramar	\$87,813.64	3
BSO	\$86,436.00	4
Fort Lauderdale	\$84,589.00	5
Tamarac	\$84,545.45	6
Lauderhill	\$84,413.64	7
Coral Springs	\$83,174.55	8
Lighthouse Point*	\$82,745.19	9
Oakland Park*	\$81,100.00	10
Pembroke Pines	\$80,772.00	11
North Lauderdale	\$74,992.00	12
Pompano Beach	\$74,650.00	13
Sunrise	\$74,565.00	14
Margate	\$71,977.00	15

* In Bargaining

75TH PERCENTILE CALCULATION FOR PARAMEDIC/FIREFIGHTER POSITION

25% of 15 Cities Rate of Pay	3.75
Difference Between Rate of Pay at Cities 3 and 4	\$ 1,377.64
50% Below City 3 Rate of Pay	\$ 688.82
Subtract 50% from City 3 to get to City's new Rate of Pay	\$ 87,124.82
% Increase Over Current Rate	3.00%

FY 2021 COLLECTIVE BARGAINING AGREEMENT IAFF

ESTIMATED IMPACTS

ESTIMATED TOTAL COST TO THE CITY

Position	Overall Average Increase	Estimated Increases Under Agreement
Wage Adjustment	7.4%	\$2,663,344
Overtime*	7.4%	\$114,671
Other Wage Adjustments [□]	7.4%	\$223,711
Increased Health Contribution [°]	7.7%	\$403,028
Total Cost		\$3,404,754

UNBUDGETED COST

Costs Associated with the 75 th Percentile Market Adjustment [△]	\$1,456,851
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* The overtime calculation reflects the additional cost associated with wage increases.

□ Includes Assignment, Longevity and other wage adjustments.

° The City's monthly health contribution is scheduled to increase by 7.7% in January 2021.

△ Pension contributions impacts will go into effect in future years.



WE BUILD COMMUNITY

QUESTIONS?



WE BUILD COMMUNITY

FY 2021 Collective Bargaining Agreement Summary Fraternal Order of Police (FOP)



FY 2021 COLLECTIVE BARGAINING AGREEMENT FOP

ESTIMATED IMPACTS

BASE WAGE INCREASE COMPARISON

Position	Step Increases* ^o		Impact of 75 th Percentile Wage Adjustment (Market Adjustment)		Total Estimated Increases Under City Proposal* ^o	
	Step Increase	Dollar Increase	Step Increase	Dollar Increase	Total Increase	Dollar Increase
Captain - 10	2.50%	\$43,327	0.83%	\$14,344	3.33%	\$57,671
Lieutenant - 13	2.50%	\$50,024	2.76%	\$55,378	5.26%	\$105,402
Sergeant - 64	2.50%	\$207,556	2.42%	\$204,093	4.92%	\$411,649
Officer - 386	3.56%	\$1,090,206	2.76%	\$1,065,418	6.32%	\$2,155,624
Officer (rookie) - 30	5.10%	\$94,848	2.76%	\$82,805	7.86%	\$177,653
Sergeant (K-9) - 1	2.50%	\$3,635	2.42%	\$3,978	4.92%	\$7,613
Officer (K-9) - 17	3.56%	\$51,887	2.76%	\$54,268	6.32%	\$106,155
Total Est. Wage Increase		\$1,541,483		\$1,480,284		\$3,021,767

* Average increase percentage represents the average step increase.

^o Average dollar increase includes the estimated step increase in addition to 3% one-time for individuals at the final step or between step years.

FY 2021 CITY WAGE PROPOSAL FOR THE FOP

ESTIMATED IMPACTS

75TH PERCENTILE (MARKET ADJUSTMENT) CALCULATION EXAMPLE

POLICE OFFICER COMPARISON			
CITY	MAXIMUM ANNUAL RATE OF PAY	PERCENT	RANKING
Plantation	\$ 100,712.29	100%	1
Davie	\$ 99,018.00	90.9%	2
Coral Springs	\$ 97,934.00	81.8%	3
Coconut Creek	\$ 96,663.84	72.7%	4
Fort Lauderdale	\$ 95,305.60	63.6%	5
Hollywood	\$ 95,044.00	54.5%	6
Sunrise	\$ 92,683.30	45.4%	7
Lighthouse Point	\$ 90,481.00	36.3%	8
Margate	\$ 89,807.00	27.2%	9
BSO	\$ 86,879.00	18.1%	10
Hillsboro Beach	\$ 84,052.00	9.0%	11
Miramar	\$ 80,206.00	0.0%	12

MARKET ADJUSTMENT CALCULATION FOR POLICE OFFICER POSITION

25% of 12 Cities Rate of Pay	3.00
Difference Between City's Current Rate and Rate at City 3	\$ 2,628.40
City's New Rate of Pay	\$ 97,934.00
% Increase Over Current Rate	2.76%

FY 2021 COLLECTIVE BARGAINING AGREEMENT FOP

ESTIMATED IMPACTS

ESTIMATED TOTAL COST TO THE CITY

Position	Overall Average Increase	Estimated Increases Under Proposal
Wage Adjustment	6.2%	\$3,021,767
Overtime*	6.2%	\$373,809
Florida Department of Law Enforcement Certification (FDLE) (\$100/month for Officers & Sergeants)	N/A	\$597,600
Field Training (\$100 per Pay Period for Sergeants)	N/A	\$10,400
Lieutenant Management Vacation (48 hours/year) ⁺	1.7%	\$30,409
Other Wage Adjustments including FICA/Medicare*	6.2%	\$404,222
Increased Health Contribution ^o	7.7%	\$333,247
Total Cost		\$4,771,454

* The overtime calculation reflects the additional cost associated with wage increases.

⁺ Assumes a 75% cash out of management vacation time.

* Includes longevity and other wage adjustments including FICA and Medicare.

^o The City's monthly health contribution is scheduled to increase by 7.7% in January 2021.

FY 2021 COLLECTIVE BARGAINING AGREEMENT FOP

ESTIMATED IMPACTS CONTINUED

UNBUDGETED COST (INCLUDES FICA)

Costs Associated with the 75 th Percentile Market Adjustment	\$1,589,591
FDLE Certification (Officers & Sergeants)	\$643,316
Lieutenant Management Vacation (48 hours/year) ⁺	\$32,735
Sergeant Field Training (\$100/per pay period) [°]	\$11,196
Total Unbudgeted Costs^Δ	\$2,276,838

⁺ Assumes a 75% cash out of management vacation time.

[°] Assumes a maximum of four (4) Sergeants paid \$100 biweekly.

^Δ Pension contributions impacts will go into effect in future years.