

**CITY OF PORT ST. LUCIE
FEDERATION OF PUBLIC EMPLOYEES (FOPE)
ASSOCIATION NEGOTIATIONS
MEETING MINUTES
OCTOBER 3, 2025**

A Federation of Public Employees (FOPE) Association Contract Negotiations meeting was called to order by Attorney Milton Collins at 10:06 AM on October 3, 2025, at Port St. Lucie City Hall, Building B Training Room, 121 SW Port St. Lucie Boulevard, Port St. Lucie, Florida.

1. CALL TO ORDER

Present for City: Natalie Cabrera, Director, Human Resources
 Kimberly Sala, Assistant Director, Human Resources
 Milton Collins, Attorney/Legal Counsel
 Alyssa Figur, Human Resources
 Louis Johnson, Public Works
 Tracy Valure, Building Department
 Bryan Lloyd, Animal Control
 Mike Kendrick, Parks & Recreation
 Traci Mehl, Deputy City Clerk

Present for FOPE: Guy Masters, Vice President, FOPE
 Matt Boettcher, Building Department
 William Diesslin, Parks and Recreation
 Rubin Rodriguez, Utility Systems

2. NEGOTIATIONS

Attorney Collins opened the meeting and briefly brought everyone up to date. He indicated the Union provided their best offer at the last session and the City indicated they did not have the authority to agree to the offer.

Attorney Collins stated the City has been given the authority to provide one final offer. He hoped the Union would caucus and agree to the offer or they would have to leave and be done for the day. Attorney Collins stated the parties usually go back and forth in the interest of good faith bargaining, but he believes they have gone through every provision over the past few months. He indicated the only outstanding issue is regarding wages.

Attorney Collins stated the City's proposal is for a one-year contract, 7% increase for year one effective or retroactive to the first pay period of October 2025, and an adjustment to the minimums and maximums of 7%. He indicated all other provisions negotiated by the parties would remain the same for the first year. Attorney Collins explained that the City's

intent, if FOPE is still the bargaining agent, is to start successor negotiations sooner rather than later.

Attorney Collins indicated he had a handout to reflect the one-year wage proposal. He noted that nothing else has changed other than what he just offered to the Union.

At this point, FOPE Vice President Masters acknowledged there were other individuals in the room and explained they could not be in attendance during the caucus.

Attorney Collins provided the Union with the handout at this time. For the record, FOPE Vice President Masters stated this was the City's counterproposal to the Union's last offer on September 27, 2025, of 7% for the first year, with 4% to the minimum and 5% to the maximum, and 5% for year two, with 4% to the minimum and 5% to the maximum. Attorney Collins indicated that was correct.

Attorney Collins explained, due to the circumstances, the City is giving the Union what it requested for only one year and it may come at a cost in future years. He indicated it was all subject to collective bargaining, as they do not know what the future holds as far as the City's economic position. He stated he wanted the record to reflect this information.

FOPE Vice President Masters noted that the handout reflecting the red-lined language, other than the change to the wages, is the correct language for the contract. He stated any other red-lined language in Article 10 was previously negotiated. Attorney Collins indicated the Union voted on that language.

For Article 11 - Benefits, FOPE Vice President Masters clarified the City is proposing one year at the current rate of the previous proposal. He stated the Union proposed two years and the City offered one year, because of the situation. Natalie Cabrera added that it includes the plan design changes and increases to the health insurance.

(Clerk's Note: FOPE Vice President Masters called for a caucus at 10:12 AM and negotiations resumed at 10:25 AM.)

FOPE Vice President Masters stated the Union reviewed the City's offer, and the Union is agreeable to TAing the offer. Regarding the first year of health insurance, FOPE Vice President Masters indicated he had a copy that shows the rates and increases for the traditional and basic coverages, and he will cross-out the second year.

Attorney Collins confirmed the health insurance information provided by FOPE Vice President Masters was accurate. He provided a clean copy of the insurance rates and increases to FOPE Vice President Masters, which was signed by both parties. Attorney Collins also provided a copy of Article 10 – Wages to FOPE Vice President Masters, which was signed by both parties.

Natalie Cabrera inquired when the Union planned to have ratification. FOPE Vice President Masters stated he would call or email Ms. Cabrera to inform her.

Attorney Collins advised that the City will send the Union a full contract ASAP. FOPE Vice President Masters indicated he only needed the pages just TA'd by both parties for the vote. Attorney Collins stated the Track Changes form will be sent to FOPE Vice President Masters as well for signature, to which FOPE Vice President Masters stated he would approve and send back.

Attorney Collins closed the meeting and asked the Union to keep the City posted.

3. ADJOURN

There being no further discussion, the meeting adjourned at 10:33 AM.

Traci Mehl, Deputy City Clerk