

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

**1. MEETING CALLED TO ORDER**

A Federation of Public Employees (FOPE) Association Contract Negotiations meeting was called to order by Attorney Milton Collins on June 23, 2025, at 1:03 PM at Port St. Lucie City Hall, Building B Training Room, 121 SW Port St. Lucie Boulevard, Port St. Lucie, Florida.

Present for City:

Natalie Cabrera, Director, Human Resources  
Kimberly Sala, Assistant Director, Human Resources  
Milton Collins, Attorney/Legal Counsel  
Alyssa Figur, Human Resources  
John Dellacroce, PSLPD  
Louis Johnson, Public Works  
Tracy Valure, Building Department  
Bryan Lloyd, Animal Control  
Mike Kendrick, Parks & Recreation  
Kevin Matyjaszek, Utility Systems  
Caroline Sturgis, OMB

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 initiated the 2<sup>nd</sup> session Federation of Public Employees (FOPE) Association negotiations. He advised that the Articles before them were Article 1, Article 3, Article 4, Article 5, Article 7, Article 14, Article 22, and Article 23. Attorney Collins indicated that there were a few status quo articles for which they would respond today. He noted that they had to make a big change to the certification number of Article 1. Attorney Collins stated that they agreed to confirm the accuracy of the Appendix. He added that the City was not ready to present a wage proposal; once the Union presented their proposal, they would set up an executive session with the City Council to discuss. Attorney Collins inquired if the Union had a proposal on Article 10.

FOPE Vice President Masters advised that they had a proposal for wages. He asked Attorney Collins if the City had a counterproposal on Article 2, to which he responded in the affirmative

and explained that what he had done in other municipalities was to delete the Article to ensure compliance. FOPE Vice President Masters asked if the City would consider adding a paragraph, to which Attorney Collins agreed to review the language.

FOPE Vice President Masters handed out FOPE Handout #1, Wage Proposal, and FOPE Handout #2, Retention Milestone (New Article 24). (**Clerk's Note:** FOPE Handout #1 and 2 are attached.) He discussed Handout #1 and explained that they were basing their proposal on what was provided to the Police Department through their contract. FOPE Vice President Masters discussed the challenges faced with the current wages of the City. Attorney Collins asked why the minimum and maximum were not consistent, to which FOPE Vice President Masters explained that the City sometimes completes pay studies and adjusts pay scales. FOPE Vice President Masters discussed the Union's proposal of Article 8, Hours of Work and Attendance. Attorney Collins asked about the remainder of Article 10, to which FOPE Vice President Masters advised that the proposal was contingent on the medical and were not seeking to change the remainder of the Article.

FOPE Vice President Masters discussed Handout #2, Retention Milestone. He asked that this be added to Article 24 and move the Duration Article to Article 25. Attorney Collins asked if the payment would be a lump sum, to which FOPE Vice President Masters answered in the affirmative. Attorney Collins inquired if, rather than having it under wages, if the preference was having it within a stand-alone Article, to which FOPE Vice President Masters stated he did not care if it got worked into Article 10. Attorney Collins asked if the idea behind the proposal was for the wages to parody with the Police Department's Contract and the fact that the City is losing people. FOPE Vice President Masters clarified that FOPE would not parody with the Police Contract and noted that the increase was going to make the City market adjustable to what is equivalent to the Police.

Attorney Collins asked if it was a package proposal that was tied to the Health Insurance, to which FOPE Vice President Masters responded in the affirmative.

(**Clerk's Note:** Attorney Collins called for a caucus at 1:24 PM and negotiations resumed at 2:01 PM.)

FOPE Vice President Masters indicated that during the caucus, he signed the tentatively approved (TA) articles. He stated that there was an error in Article 4, Page 2, and advised that he had corrected and initialed it. Attorney Collins noted that he would initial as well.

(**Clerk's Note:** The signed TA articles are attached.)

Attorney Collins thanked the Union for their proposal submission and stated they understood it was a package proposal with three years of wages, longevity benefits, and health insurance equivalent to the Police contract. He stated that the City would review FOPE's wage proposal with the City Manager. Attorney Collins noted the rationale behind the Police Contract. He added that the 20+% was not arbitrary and stated it was based on a market study and a certain percentile that they wanted members to be at. Attorney Collins stated that a comprehensive market study had not been done for every position but noted that market

studies are completed for certain positions. He clarified that whenever the City sees an issue, they address it without waiting 3-4 years for a comprehensive study and added that they believe they have taken care of a lot of inequity issues. Attorney Collins inquired if that was insufficient, to which FOPE Vice President Masters explained that many members indicate they are leaving due to the monetary compensation.

Matt Boettcher, Building Department, stated that though the City was the 6<sup>th</sup> largest City, it did not provide sufficient monetary compensation. Mr. Boettcher stated that the Building Inspector position was underpaid and FOPE Vice President Masters advised that many clerical positions also were underpaid. Rubin Rodriguez, Utility Systems shared that Meter Technicians were underpaid and explained that Okeechobee, which is a smaller municipality, pays almost \$20/hour, while the City of Port St. Lucie pays \$18.01 based on a recent increase. FOPE Vice President Masters indicated that isolating some of the issues with certain positions does not take care of the entire workforce and questioned why the City was not using neighboring municipalities, to which Human Resources Director Natalie Cabrera responded that the City does utilize neighboring municipalities in their market studies. FOPE Vice President Masters noted that the City certifies many of their employees, and once they have completed their certificate, they leave for various municipalities due to wages. He noted that many of the job descriptions that have come across his desk now have additional requirements and added that they should have higher compensation based on those additional requirements. Attorney Collins indicated that a potential issue was the size of the bargaining unit, and while some issues may be prevalent in a couple of departments, that issue might not be the case for everyone. He indicated that he did not believe the unit was 25% underpaid but would review the Union's proposal.

Attorney Collins stated they would review the Longevity Bonus and added that if they were to agree, it all would be within the pot of money that the City would be using to fund the contract.

FOPE Vice President Masters indicated that during the caucus, he signed the tentatively approved (TA) articles. He stated that in Article 4, Page 2, there was an error and advised that he had corrected and initialed it. Attorney Collins stated that it was just a scrivener's error and that he would initial as well.

FOPE Vice President Masters announced he signed the Articles that were TA.

**(Clerk's Note:** The signed TA articles are attached.)

**Article 2, Dues Deductions** – Attorney Collins accepted the Union's proposal for Section 1 of the Article. FOPE Vice President Masters indicated that the rest of the article would stay status quo. Attorney Collins stated he would sign off on the Union's proposed language.

Attorney Collins advised that during the last session, the Union was contemplating the Retirement Plan Article, to which FOPE Vice President Masters answered that it was the Retention Milestone Article.

**Article 6, Management Rights** – Attorney Collins advised they were prepared to TA, status quo.

Attorney Collins explained that they would provide a wage proposal. He stated they would provide a comprehensive wage proposal that would comprise the annual increases, health insurance, retirement, and any leave accrual articles. Attorney Collins noted that the Union would receive one package and added that it would take some time. He stated that they would have to meet with the City Council to discuss the proposal and seek direction and the duration of the contract. Attorney Collins advised it would take about 4-6 weeks to discuss their wage proposal with the Union. He explained that they would provide proposals during the next session on some of the other open articles.

FOPE Vice President Masters asked for additional clarification on Article 10, Section 4.

The parties discussed potential meeting dates and agreed to reconvene on Friday, August 15, 2025, at 10:00 AM. Attorney Collins advised that they provide their wage proposal and would have all outstanding articles.

FOPE Vice President Masters inquired if they wished to print out a copy of Article 6 and TA. He asked if the City would have a proposal for Articles 8 and 12, to which Attorney Collins responded in the affirmative. FOPE Vice President Masters questioned if the City would have a proposal for Articles 9 and 16, to which Attorney Collins stated they had not finished reviewing that article.

Attorney Collins announced that they will TA the following:

Article 6 - Status Quo; and  
Article 2 - The City accepted the Union's proposal.

### 3. **ADJOURN**

There being no further discussion, the meeting adjourned at 2:36 PM.

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Daisy Ruiz, Deputy City Clerk