

**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 August 15, 2025, at 10:27 a.m., 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 (arrived at 12:02 p.m.)
Kevin Matyjaszek, Utility Systems

Present for FOPE:

Guy Masters, Vice President, FOPE
Matt Boettcher, Building Department
Rubin Rodriguez, Utility Systems

2. NEGOTIATIONS

Milton Collins, Attorney for City, provided options for City's Wage Proposal. He explained that two proposals were a 14.66% total increase over three years, while the third was a 17.40% increase and added that the three proposals were contingent upon accepting the City's Healthcare proposal. He explained that under Proposal 1, in Year 1, there would be a 5% increase across the board in October and a 5% increase to the min/max; Year 2, a 4% increase across the board in October and a 4% increase to the min/max; Year 3- 5% increase across the board in October and a 5% increase to the min/max. Under Proposal 2, in Year 1, a 6% increase across the board in October and 5% increase to the min/max; Year 2, a 4% increase across the board in October and 4% increase to the min/max; Year 3, a 4% increase across the board in October and 4% increase to the min/max. Under Proposal 3, Year 1, a 7% increase across the board in March and 5% increase to the min/max; Year 2, a 4 % increase across the board in March and 4% increase to the min/max in March; Year 3, a 5.5% increase across the board in March and 5% increase to the min/max in October. Attorney Milton explained that the City's Healthcare was increasing by 8% in Year 1, 9% in Year 2 and 10% in Year 3. Natalie Cabrera, Human Resources

Director, explained that the co-pays and deductibles had to increase otherwise there would have been a 20% increase to healthcare costs. She explained that healthcare costs were on the rise due to higher prescription costs, increased chronic conditions, and an ageing population. She stated that they would be looking to expand the clinic's services in the future. She informed FOPE that the City verified that the Union's lowest paid employee would come out with a net under the proposals. Attorney Collins stated that the City would accept the Union's shift differential with the package.

Director Cabrera informed FOPE that the City did not have the option to adjust the sworn Police Department salaries throughout the year, unlike civilians. She stated that when departments voice that they are losing employees to other counties, staff will conduct market studies to ensure that the City remains competitive.

Rubin Rodriguez, Utility Systems, stated that certain positions did more work & were more technical but received less pay than other counties who didn't do as much work; the City and FOPE discussed equity issues.

Guy Master, FOPE Vice President, requested the other proposed articles to view the whole package. He stated that the cost of living in the City was very high, and the City was losing experienced, knowledgeable staff since the pay was not fair. He informed the City that North Palm Beach had just ratified their contract with a 21% increase and he felt that the City was in a better financial situation than North Palm Beach. He stated that the Union would have won in court regarding the last contract's negotiating incident but because the City & Union had a long-standing relationship, the Union did not bring it to court.

A caucus was called at 10:55 a.m., and negotiations resumed at 12:02 p.m.

Attorney Collins informed the Union that there was a scrivener's error in the Traditional Plan document, Hospital Services, in Year 2 it should mirror Year 1, 30% after CYD, etc. He stated that Articles 1-7 were previously TA'd. Under Article 8, Hours of Work and Attendance, the City accepted the Union's proposal under Section 8. Attorney Collins stated that the call back section would also apply to remote IT workers as it was the current practice. Mr. Masters stated that it should apply to all remote workers; the article was TA'd.

Article 9, Leave Provisions, was remaining status quo. Attorney Collins handed out the proposal for Article 10, Wages. He advised that the Union had already received the proposals for Section 1 & 2. He referred to the Certification section and explained the proposed language with examples. He stated that the City would be revising the approval form which he would provide to the Union.

Under Article 11, Benefits, Attorney Collins advised that the City provided their healthcare proposal but he addressed Section 7, Safety Shoes, with proposed new language regarding the payout period.

Article 12, Retirement was remaining status quo.

Under Article 13, Sick Time, Attorney Collins handed out a document and addressed clean up language as well as Section 7 & 8. Under Section 7, Attorney Collins stated that they had to address a fitness for duty issue and evaluate the least restrictive means first. Under Section 8, Attorney Collins stated that donated sick time could only be used for approved consecutive FMLA qualifying events.

Article 14 was previously TA'd.

Under Article 15, Attorney Collins stated that the City wanted to address the issue of transfers, therefore they wanted to delete all the references to voluntary transfers within the section; he would send the Union the proposal. Under Section 4, Attorney Collins proposed to increase the probationary period to 120 days, to which Mr. Matyjaszek and Mr. Llyod gave examples of why they were prosing the increase. Mr. Masters replied that he wanted to lower the initial probation period from nine months to six months.

Article 16, Seniority, was remaining status quo therefore the parties TA'd the article.

Under Article 17, Safety, Attorney Collins handed out documents which pertained to random drug tests, the City was adding certain trainee positions. The parties agreed to the article; therefore, the article was TA'd.

Article 18, Layoff, was remaining status quo therefore the parties TA'd the article.

Under Article 19, Discipline, under Section 3, Attorney Collins proposed removing the 24-hour waiting period related to written reprimand as it was low level discipline, to which Mr. Masters replied that the waiting period gave everyone time to review the documents. He added that the City should then decrease the length of time a written reprimand is kept in an employee's file. Attorney Collins read the proposed language & stated that they would send the Union the proposal.

Article 20, Grievance Procedure, was remaining status quo therefore the parties TA'd the article.

Under Article 21, Arbitration, Attorney Collins stated that the City wanted to provide a definition for "just cause" and he would send the Union the proposal.

Attorney Collins stated that the remaining contract had been TA'd except for "Duration".

A caucus was called at 12:53 p.m., and negotiations resumed at 1:00 p.m.

(Clerk's Note: FOPE handed out documents at this time.)

Mr. Masters stated that the Union's Wage Proposal was contingent upon the City's proposal medical proposal. He stated that they wanted to add "me-too" language into the contract, to which Director Cabrera and Kim Sala, Assistant Human Resources Director, replied that me-too language was already included in the contract & was located on page 28 of the contract. Mr. Masters then explained the Union's wage proposal; Year 1, a 15% increase to base wages, and

5% increase to the pay minimum and a 15% pay maximum increase effective October 1, 2025. Year 2, a 7% increase to base wages, 5% increase to the pay minimum and a 7% pay maximum increase effective October 1, 2026. Year 3, 7% increase to base wages, 5% increase to the pay minimum and a 7% pay maximum increase effective October 1, 2027.

Matt Boettcher, Building Department replied that the 5% increase to the minimum pay would appease the hiring process and the maximum increases were aligned with the raise to address equity issues.

Mr. Masters stated that the Union agreed with Article 8, Section 8, Differential Pay. Attorney Collins stated that the City had proposed their best offer, to which Mr. Master inquired if the City was declaring their final offer, to which Attorney Collins replied that he would have to caucus. The City & the Union discussed classification studies & equity issues. Mr. Masters noted that transitioning to FRS could help address staff concerns and ultimately save the City money.

A caucus was called at 1:15 p.m., and negotiations resumed at 1:41 p.m.

(Clerk's Note: The City handed out documents at this time.) Attorney Collins stated that the document he was handing out was the City's best and final offer, 14.5%. He noted that the City was willing to partner with the Union to develop an innovative solution for distributing the 14.5%. Mr. Masters replied that the Union was looking for a total of 21%. Mr. Boettcher added that the Police Department had a 50% increase with their contract. Mr. Masters stated that the Union would work with the City if the total increase was 21%. Attorney Collins & Mr. Masters discussed the upcoming ballot. Attorney Collins requested the Union's priorities so that the City could work on a plan.

The next negotiating session was set for August 28, 2025, at 10:00 a.m.

3. **ADJOURN**

There being no further discussion, the meeting adjourned at 2:06 p.m.

Shanna Donleavy, Deputy City Clerk