



# ***CITY OF PORT ST. LUCIE***

## ***Human Resources***

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**A CITY FOR ALL AGES**

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### ***MEMORANDUM***

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TO: RUSS BLACKBURN, CITY MANAGER

VIA: NATALIE CABRERA, HUMAN RESOURCES DIRECTOR

FROM: KIMBERLY SALA, HUMAN RESOURCES ANALYST

DATE: SEPTEMBER 3, 2021

SUBJECT: 2021-2022 (ONE YEAR) COLLECTIVE BARGAINING AGREEMENT WITH THE GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, OPEIU, LOCAL 100, PROFESSIONAL EMPLOYEES UNIT AND SUPERVISORY EMPLOYEES UNIT

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Enclosed herewith, please find the tentative Collective Bargaining Agreements, commencing October 1, 2021 through September 30, 2022 (a one year agreement), between the City and the OPEIU Professionals and Supervisors Units. The Union has advised the City that the Agreements have been ratified by the members as of September 2, 2021.

### **ECONOMIC ISSUES**

These are one (1) year agreements, beginning October 1, 2021 through September 30, 2022, for wages, health care, and retirement. The cost of the economic package remains within the authority granted by the City Council.

The revisions agreed to by the parties are as follows:

#### **Wages (10/1/21-9/30/22):**

1. On October 1, 2021, the minimum and maximum salaries of all pay ranges will be increased by two percent (2.0%);
2. On October 1, 2021, the wage rates of members will be increased by two percent (2.0%) but not to exceed the maximum of the pay range. Bargaining unit members who would exceed the maximum rate for their pay grade will receive a one-time lump sum payment equal to a two percent (2.0%) increase, not to be added to their base salary.
3. Effective the first full pay period of July 2022, bargaining unit members will be eligible to receive a two and one half percent (2.5%) merit increase, not to exceed the maximum of the pay range. Any amount of the merit increase which would increase the member's wage rate beyond the maximum of the pay range will be paid as a one-time lump sum payment not added to the base wage.

4. Educational Incentives and Certification:
  - a. The parties have agreed to establish a Certification Review Committee to review and evaluate any proposed certifications for their potential inclusion on the list for the successor agreement. The Certification Review Committee will produce a recommendation report to the City and Union before the commencement of successor negotiations which will recommend certain certifications for inclusion on the list, including assigning a corresponding monetary value.

**Health Care (10/1/21-9/30/22):**

Employee health care contributions will remain status quo at current rates (11% for single coverage and 18.5% for all other tiers on the Traditional Plan; 8% for single coverage and 16% for all other tiers on the Basic Plan).

**Pension (10/1/21-9/30/22):**

1. Effective October 1, 2021, the City agrees to provide eligible bargaining unit members with a contribution of 11.4% of their gross taxable wages to the ICMA RC 401A, subject to Internal Revenue Code limits. Effective the first full pay period of August 2022, the City agrees to provide eligible bargaining unit members with a contribution of 11.7% of their gross taxable wages to the ICMA RC 401A, subject to Internal Revenue Code limits.
2. Effective October 1, 2021, employees shall be required to contribute one percent (1%) of their gross taxable wages to the ICMA RC 401A program, in addition to the City's contribution. Effective the first full pay period of August 2022, employees shall be required to contribute two percent (2%) of their gross taxable wages to the ICMA RC 401A program, in addition to the City's contribution.

Should any questions or concerns arise relating to that which is contained herein, please do not hesitate to contact me. Thank you.

Enclosure