



CITY OF PORT ST. LUCIE

Human Resources

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A CITY FOR ALL AGES

MEMORANDUM

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 FEDERATION OF PUBLIC EMPLOYEES (FOPE), A DIVISION OF PUBLIC AND PRIVATE EMPLOYEES, AFL-CIO

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

ECONOMIC ISSUES

This is a one (1) year agreement, 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.
 - b. Inclusion of the American Institute of Certified Planners Certification with a corresponding value of five percent (5%).
 - c. Certification incentive pay shall be limited to no more than two (2) payments for two (2) certifications per bargaining unit member at any given time, however, the two (2) certification maximum shall not apply to bargaining unit members of the City's Building Department.

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):

Contribution rates will remain status quo, with the City providing 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, and Employees contributing one percent (1%) 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