

**CITY OF PORT ST. LUCIE
AMALGAMATED LOCAL 298
CONTRACT NEGOTIATIONS MEETING MINUTES
FEBRUARY 2, 2026**

A Joint Meeting of the AMALGAMATED LOCAL 298 and the CITY OF PORT ST. LUCIE Negotiating Teams was called to order by Attorney Milton Collins on Monday February 2, 2026, at 10:32 a.m. in Room 366, Building A, 121 SW Port St. Lucie Boulevard, Port St. Lucie, Florida 34984.

1. CALL TO ORDER

2. ROLL CALL

Present for City:

Milton Collins, Attorney/Labor Counsel
Natalie Cabrera, Human Resources Director
Kimberly Sala, HR Labor & Benefits Division Administrator
Alyssa Figur, HR Manager
Caroline Sturgis, OMB Director
Karen Russell, Finance Assistant Director
Reyna Hahn, Retirement Analyst
Tracy Valure, Building Deputy Director
Danny Segui, Senior Assistant to the Utilities Director
Louis Johnson, Public Works Assistant Director
Bryan Lloyd, Animal Control Operations Manager

Present for Amalgamated 298:

Richard Weiner, Attorney/Union Counsel
Sheri Preece, Funds Counsel/Local 298
Joseph Giovinco, Secretary Treasurer/Local 298
Cosmo Lubrano, Business Agent/Local 298
Ahasuerus Nalls, Utilities
Ruben Rodriguez, Utilities
Nelson Concepcion, Public Works
Karlene Cooks, Police Department
Chase Williams, Police Department
Genell Ramirez, Police Department
Matt Boettcher, Building
Brian Capp, Parks & Recreation
Charles Cerami, Neighborhood Services

Others Present:

Guy Masters, FOPE Vice President

3. NEGOTIATIONS

Attorney Collins discussed the ground rules for negotiations. Attorney Weiner inquired about the rule regarding engagement with the media, to which Attorney Collins replied that within the meeting, they must follow Sunshine Laws, and they did not recommend holding discussions with those outside the organization.

Attorney Weiner then presented the Union's proposals, stating that they were open to starting immediately or waiting to the next Fiscal Year, and that they were looking for a 3-year contract. He proposed the following:

Article 2 Section 3: Remittance – A placeholder in the event that Legislation changes to allow for funds to be deducted directly from the payroll. The language added was to ensure that if the dues deduction was reinstated, the Union had the ability to audit/review the City's deduction calculations to monitor accuracy.

Article 4: Representation and Activities – Expand the number of Bargaining Unit Members to 10.

Article 4 Section 3 – Provision regarding the City withholding access to Union members. Attorney Weiner stated that the Union Negotiation Team was not allowed access to Union members, and Mr. Lubrano asked for reasonable time and accommodation at City buildings to speak to Union members during working hours. Attorney Weiner also requested the use of bulletin boards to expand access to information, with a location in each department. Attorney Collins inquired if they would purchase and erect the bulletin boards, to which Attorney Weiner stated that they would discuss this.

Article 4 Section 9 – Union orientation for new hires provided by Union staff.

Article 6: Management Rights – Ensure employees have protection for their job classification based upon their length of tenure within that classification, and they are also protected if they are a Bargaining Unit representative, which creates uniformity and stability.

Article 8 Section 3: Compensatory Time – Increase and replenish compensatory time to 80 hours.

Article 8 Section 6: Stand-By Status – Increase from 1.5 to 3 hours.

Article 9 Section 4: Bereavement – An increase in the amount of time allocated for bereavement.

Article 10: Wages – Rectify the freeze on wages that was enacted a few years ago and a 10% catch-up provision. Attorney Collins inquired about the wage freeze, to which Attorney Weiner replied that it was to cover any years that the freeze was implemented, but he was more than welcoming to modifying this per the year(s) that the freeze occurred. Attorney Collins inquired if

they wanted the City to go back 15 years to rectify the situation, to which Attorney Weiner responded in the affirmative.

Article 10 Section 2: Wages – A 10% increase to the pay ranges and that pay within those ranges for existing employees be adjusted upward of 10% over the course of 3 years. Attorney Collins and Ms. Cabrera informed that HR conducts daily job title audits. Attorney Weiner requested the audits from the last 6 months to a year.

Article 10 Section 3: Longevity – Added to the base pay.

Article 10 Section 4: Training - \$2/hr while training/in training. Employees fluent in another language should be compensated for their fluency.

Article 10 Section 5: Certifications – Attorney Weiner stated that there were multiple certifications not included, and he inquired if the City had a master list, to which Attorney Collins responded in the negative, but stated that they would caucus on this.

Article 10 Section 5: Duration – Deletion of this section.

Article 11 Section 2: Health Contributions – Attorney Weiner stated that employees were looking to save money with a comparable health plan to the one that was offered, and that this would include non-represented and exempt employees so the plan would be Citywide. He noted that the new plan could save the City millions of dollars. **(Clerk's Note:** Clarification was made for Article 11 that FIT should be F/T for Full-Time and PIT should be P/T for Part-Time.)

Attorney Collins stated that he had spoken to Attorney Weiner about potentially conducting a stand-alone session on health and pension only and discussed that they needed further information.

Ms. Preece stated that the proposed plans are an increased benefit, but also a cost-savings, and she reviewed page 27. She also briefly mentioned a Participation Agreement for Non-Bargaining Unit members to obtain the benefits, and stated that when the plans were compared, it would be just under a \$3 million savings. Attorney Collins requested to see the analysis that was done to determine the savings, and Ms. Preece stated that they could also take their utilization numbers and compare it to the rates on page 27, and it was a direct comparison.

Attorney Collins inquired about the Union's Board of Trustees, to which Ms. Preece replied that half of the Board was on the Union side and half was on the employee side. She also confirmed that the City would only be responsible for funding contributions and HR forms. Attorney Collins then inquired to the Union's position on the Employee Clinic since it was on the City's Health Plan. Ms. Preece questioned if it was owned and operated by the City, to which Attorney Collins stated that it was a contract with a health provider and that it shifts the cost to the clinic, which gives the City a cost-savings.

Article 11 Section 7: Contributions – Increase in up to 7% each year.

Attorney Collins inquired how often the Board of Trustees meets, to which Ms. Preece replied quarterly and that they are not open to the public, with no minutes produced. Attorney Weiner inquired about the retiree health insurance subsidy and requested to see it in writing. Attorney Collins inquired if the health plan would be open to retired employees, to which Ms. Preece replied that they would need more information. Attorney Collins advised that they were required by Florida Law to cover retirees.

Article 11 Section 10: Holidays – Make Martin Luther King, Jr. Day a floating holiday, and the addition of the Juneteenth holiday.

Article 12: Retirement Plans – Attorney Weiner stated that they could hold off on discussions for this and have a separate Workshop.

Articles 13 and 15 – These articles remained status quo.

Article 14: Probationary Periods & Performance Evaluations – Reduce the probationary period from 9 months to 6 months.

Article 16: Seniority – Attorney Weiner provided clarification on the different types of seniority, and Attorney Collins requested a list with the name of stewards.

Article 17: Safety – Clarification added that if you work during an emergency, those hours would be included with the calculations for the 16 hours limitation.

Article 18 Section 2: Layoff & Recall – Referencing different types of seniority.

Article 19: Discipline – Insertion of the word ‘promptly’.

Article 19 Section 4 – Modified language.

Article 20: Grievance Procedure – Changing references.

Article 21: Arbitration – Specified who picks first, and who picks each time after that.

Article 22: Savings Clause – This article remained status quo.

Article 23: Service to Local 298 – Request for a roster list for the need to communicate to the Union members about dues. Attorney Weiner noted that using their work email subjects the employee to discipline for using that email for Union business.

Article 24 Section 4: Duration – Open to variations of the 3 years, with additional periods until the successors negotiate.

Appendix: Victor LaGreca, President of the Union, would sign the agreements and be the only Union representative to sign besides Attorney Weiner. Only the City Manager and Counsel would sign for the City.

Appendix B: Step Pay Plan – Will hold further discussions.

A caucus was called at 11:49 a.m., and negotiations resumed at 12:38 p.m.

Attorney Collins stated that he had changes for many articles, but he wanted to take a pause in responding to the Union's proposed contract. He also stated that health insurance was a bigger topic requiring more discussion and briefly mentioned the 60% threshold needed for Union members. He declared that the wage proposal was a tough sell as he was not optimistic that they could come anywhere near the proposal. Attorney Collins then stated that they were not in favor of the wage freeze retroaction, noting that at that time, they saved jobs and did what was best for the City.

Attorney Weiner requested to see the agreements and operating costs of the Employee Health Clinic, as well as a master list of incentive pay. He stated that if the City wanted to give less for wages, they would listen and try to reach a medium. They also discussed finding demographic information for the civilian employees of the Bargaining Unit. Attorney Weiner then inquired about the competitiveness of wages, to which Ms. Cabrera replied that they place positions in the 3rd quartile based on the data that is collected.

Attorney Collins expressed concerns about the administration for the health plan and giving money to a board of trustees that doesn't meet in Sunshine Law or give minutes, so he wants to obtain a legal opinion. Attorney Weiner inquired if the plan of benefits that was currently being provided was pursuant to a plan that the City had established with the purchase of insurance in a network with the assistance of a guarantor, to which Attorney Collins replied that they had a Trust Fund, and they discussed the terms of this. The Union negotiating team then stated that they would like to meet again before February 25th, to which Attorney Collins replied that he would look into scheduling.

4. ADJOURN

There being no further discussion, negotiations were adjourned at 1:11 p.m.

Jasmin De Freese, Deputy City Clerk