

ARTICLE 11

BENEFITS

The following benefits are available to eligible bargaining unit members as

- +Medical Insurance Plan
- +Vision Care Plan
- +Dental Insurance Plan
- +Prescription Drug Plan
- Short-Long-Term Disability Insurance
- \$50,000 Group A.D. &D. Insurance
- \$50,000 Group Term Life Insurance
- *Uniforms and Maintenance
- ** Credit Union Membership
- *Employee Assistance Program
- Voluntary Supplemental Plans
- ** Prepaid Legal Plan
- ** Identity Theft Plan
- + Voluntary Life Insurance Policies

- * *FIT* and *PIT* Employees
- ** *FIT* and *PIT* Employees- pay all costs through payroll deduction
- + *FIT* employees only - pay contributions through payroll deduction No Symbol: *FIT* Employees Only

Section 2: ~~City and Employee~~ Health Contributions. Upon ratification of this Agreement, or an employee's completion of their first thirty (30) days employment, whichever occurs first, the City will contribute to the Local 298 Health Fund 1 ("Heath Fund") to provide health benefits to unit employees. The City agrees to be bound by the provisions of the Agreement and Declaration of Trust governing the Plan and the interpretations thereof by the Board of Trustees of the Fund, as the same may be amended from time to time and made a part hereof. Decisions of the Board of Trustees of the Health Fund regarding the application of this article to the City and its employees shall be final and binding on all parties.

Section 3. At the end of each month, prior to the fifteenth (15th) day of the following month, the City will provide the Union with a remittance report indicating name of employee, employee start date, indicate which plan employee is enrolled in and contributions made on employee's behalf.

Section 4. Contributions shall be paid by the fifteenth (15th) day of the month for benefit provided in that month. The City agrees to deduct any contributions owed by the employee from the employees' payroll and remit those contributions along with the City's contributions to the Health Fund. Any contributions not paid within thirty days (30) days of the due date, as detailed above, will be charged interest at a rate two percent (2%) per month to the City.

Section 5. To the extent that the City is obligated to provide access to coverage to retired, former employees, and is obligated to remit contributions on their behalf, the City shall timely remit contributions on their behalf as provided for consistent with the manner required in this Article for its current employees. For those retired, former employees eligible for benefits coverage under this Article, but for whom the City is not obligated to remit contributions, such retirees shall be obligated to timely remit their own contribution payments to the Health Fund, as is provided for consistent with the manner required in this Article for its current employees.

Section 6. The monthly contribution rates for the Health Fund, pursuant to the different Plans of benefits are as follows:

ASO 500 PLAN

FY 2026-2027

<u>Tier</u>	<u>City Contribution:</u>	<u>Employee Contribution:</u>	<u>Total Contribution:</u>
<u>Single:</u>	<u>\$872.00</u>	<u>\$0.00</u>	<u>\$872.00</u>
<u>Employee/Spouse</u>	<u>\$1,962.00</u>	<u>\$177.00</u>	<u>\$2,139.00</u>
<u>Employee/Child</u>	<u>\$1,417.00</u>	<u>\$132.00</u>	<u>\$1,549.00</u>
<u>Family:</u>	<u>\$2,943.00</u>	<u>\$265.00</u>	<u>\$3,208.00</u>

ASO PLAN

FY 2026-2027

<u>Tier</u>	<u>City Contribution:</u>	<u>Employee Contribution:</u>	<u>Total Contribution:</u>
<u>Single:</u>	<u>\$888.35</u>	<u>\$75.00</u>	<u>\$963.35</u>
<u>Employee/Spouse</u>	<u>\$2,152.75</u>	<u>\$230.00</u>	<u>\$2,382.75</u>
<u>Employee/Child</u>	<u>\$1,583.77</u>	<u>\$170.00</u>	<u>\$1,753.77</u>
<u>Family:</u>	<u>\$3,106.50</u>	<u>\$333.00</u>	<u>\$3,439.50</u>

Section 7. Non-members, whether currently employed by the City, or retired from employment with the City, will pay an additional forty dollar (\$40.00) monthly administration fee to the Health Fund in addition to the applicable contribution rates listed above.

Section 8. The contribution rates may increase by up to ten percent (10%) each year, as may be determined by the Board of Trustees, in its sole and exclusive discretion. The City and the employees will pay their proportionate share of the increase pursuant to the percentages utilized above.

Section 39: Clinic On-Duty Program

The City will continue to allow employees to use on-duty time to visit the clinic.

Section 410: Short- and Long-Term Disability Benefits.

Additional benefits under the City's Short and Long-Term Disability policies will be offered to all eligible full-time bargaining unit members. These benefits pay a bargaining unit member sixty percent (60%) of his average weekly earnings during periods of covered illness or disability, pursuant to the Plan guidelines. A bargaining unit member may use the benefits provided under this plan to supplement his accrued sick leave. In no case shall a bargaining unit member receive more than one hundred percent (100%) of his gross wages during periods of illness or disability.

Section 511: Holidays

A. The City will observe the following holidays:

New Year's Day	January 1 st
Martin Luther King, Jr. Day*	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
<u>Juneteenth</u>	<u>June 19th</u>
Independence Day	July 4 th
Labor Day	First Monday in Sept.
Veterans' Day	November 11 th
Thanksgiving Day	Fourth Thursday in Nov. Fri.
Day after Thanksgiving	after Thanksgiving
Christmas Eve	December 24 th
Christmas Day	December 25 th
New Year's Eve	December 31 st

LOCAL 298 proposes that the existing Martin Luther King, Jr. Day Holiday be changed to a floating holiday to be selected by employees, such to scheduling needs within their respective departments. Approval shall not be unreasonably withheld by employees' directors/managers.

Or any day declared by the City as a holiday.

B. When a holiday falls on a Saturday, the preceding Friday shall be observed as the official holiday. When a holiday falls on a Sunday, the following Monday shall be observed as the official holiday.

C. All bargaining unit members shall receive holiday pay, at their regular rate of pay.

- D. If a bargaining unit member works on a City-recognized holiday, he shall be paid time and one-half (1.5) his regular rate for all hours worked and receive the normal holiday compensation up to the hours of their scheduled shift (e.g. 8, 10, or 12 hours).
- E. When a City-recognized holiday and a full time bargaining unit member's day off coincide, the bargaining unit member shall be granted another day off, have his vacation leave credited the hours of the employee's scheduled shift (e.g. 8; 10; or 12 hours), or receive compensation for the amount of hours of the employee's scheduled shift at their regular rate of pay, subject to the approval of the department head or his designee.
- F. When a holiday falls within a period of paid leave, the holiday shall not be counted as a workday in computing the amount of leave debited.
- G. When a holiday falls within a period of an unpaid leave of absence, the bargaining unit member shall not be paid for the holiday.

Section [612](#): All eligible newly-hired bargaining unit members can participate in City-provided benefit plans on the first day of the month following sixty (60) days of continuous employment. In no case should the waiting period exceed ninety (90) days. Pension plans may have other length of employment requirements.

Section [713](#): Classified bargaining unit members (those who have passed their initial probationary period) who are assigned to duties that require safety shoes shall receive an annual allowance of one hundred fifty dollars (\$150.00) for the purchase of safety shoes. The shoe allowance shall be paid out to the employee during the first full pay period of the fiscal year. The bargaining unit member shall be on active duty at the time of payment, (i.e., not on any type of paid or unpaid leave-of- absence), in order to receive payment.

Upon ratification if a newly-hired bargaining unit member's position requires safety shoes, the newly hired bargaining unit member will be issued a \$50.00 stipend in their first check to cover the purchase of said safety shoes.

Any other employees that are required to wear a certain uniformed color/sneaker/shoe shall receive an annual allowance of twenty-five dollars (\$25.00) for the purchase of such uniformed shoe.

Section [814](#): The City agrees to continue to pay the applicable employer portion of the bargaining unit members' health insurance benefit costs if the bargaining unit member is permanently disabled as a result of job-related injury. The bargaining unit member shall continue to pay the applicable employee portion of the health insurance benefit costs. The City reserves the right, at its expense, to have any bargaining unit member applying for this benefit examined by a physician selected by the City. Furthermore, if the bargaining unit member passes away in the line of duty, the surviving spouse and dependents will not be required to pay the employee's elected monthly contribution for medical, dental and/or vision insurance for a period of two (2) years following the death of the employee. After two years

from the death of the employee, the bargaining unit members spouse and dependent children, will continue to pay the employee's elected portion of the health insurance costs at the rates set by the City annually, and in accordance with eligibility requirements and applicable state and federal law.

~~Section 9: Health Insurance Review Committee~~

~~The City shall utilize the Health Insurance Review Committee to examine the costs associated with the provision of health insurance. A representative chosen by the FOPE shall serve as a committee member. The City agrees to pay up to one (1) representative to attend during normally scheduled City business hours and the employee shall be permitted to attend the meeting. The representative's schedule shall be flexed, if needed, to reflect the hours of the meeting so as to not create additional hours worked above and beyond the normal shift.~~

Section ~~10~~15: Pre-Paid Required Course Work

If a bargaining unit member is required as part of his job to take either a correspondence course or attend classes, the bargaining unit member's department shall pay one hundred percent (100%) of the cost. Payment shall be made at the time the bargaining unit member enrolls in the program. All required courses shall first be approved by the bargaining unit member's department head or designee as appropriate. Time spent in class shall be considered time worked, and therefore, employees shall be compensated in accordance with the Fair Labor Standards Act (FLSA). The City shall have the exclusive right to determine what constitutes required training. Management shall make a good faith effort to flex members' schedules whenever required training takes place during their off-duty hours.

Section ~~11~~16: Reimbursable/Payable Certification Licensing Fees

To be eligible for licensing fee reimbursement/payment, the following guidelines must be met:

1. The license requirement must be a prerequisite by the State of Florida for a bargaining unit member to maintain his professional, skilled craft or technical status to perform his job duties and responsibilities.
2. The department for which the bargaining unit member works shall provide funding for licensing fee reimbursement/payment.
3. A licensing fee may be paid directly by the City for the bargaining unit member, provided the bargaining unit member submits his application in sufficient time to allow for approval and processing of payment to the appropriate licensing agency. The City shall not be responsible for any penalty or other fee, which may be assessed due to a late payment of the licensing fee.

Section ~~42~~17: Use of City Vehicles.

The use of vehicles owned by the City of Port St. Lucie shall be in accord with the provisions and restrictions contained in Ordinance 79-27. Take-home vehicle privileges are to ensure the prompt response of a bargaining unit member in the implementation of his duties.