

**SUMMARY OF
AMALGAMATED LOCAL 298
HEALTH BENEFIT AND PENSION BENEFIT PLAN
BARGAINING PROPOSALS**

I. Amalgamated Local 298 Health Benefit Plan

Port St. Lucie has confirmed during negotiations that it has budgeted for a nine percent (9%) increase in premiums payable for Blue Cross Blue Shield health insurance coverage during the 2026-27 Fiscal Year.

Local 298 has offered the City significant costs savings (Millions of Dollars) by affording the City to switch its health insurance coverage for the Bargaining Unit employees and their dependents, all other City employees, as well as retirees to coverage under the Local 298 ASO 500 Plan or the Local 298 ASO Plan.

A. CURRENT FISCAL YEAR 2025-2026 (MONTHLY PREMIUM RATES)

Option 1 for Employees:

Florida Blue Choice Basic

	City	Employee	Total Cost
Employee Only	\$815.70	\$70.93	\$886.63
Employee/Spouse	\$1,861.92	\$354.65	\$2,216.57
Employee/Child(Ren)	\$1,377.82	\$262.44	\$1,640.26
Employee/Family	\$2,792.88	\$531.98	\$3,324.86

Local 298 ASO Plan 500

	City	Employee	Total Cost	Savings per <u>EE / Dependent</u>
Employee Only	\$800.00	No Cost	\$800.00	\$86.63
Employee/Spouse	\$1,800.00	\$177.00	\$2,154.00	\$62.57
Employee/Child(Ren)	\$1,300.00	\$132.00	\$1,564.00	\$76.26
Employee/Family	\$2,700.00	\$265.00	\$3,230.00	\$94.86

Option 2 for Employees:

Florida Blue Choice Traditional

	City	Employee	Total Cost
Employee Only	\$836.51	\$147.62	\$984.13
Employee/Spouse	\$2,005.23	\$455.17	\$2,637.40
Employee/Child(Ren)	\$1,483.86	\$336.83	\$1,820.69
Employee/Family	\$2,927.62	\$664.55	\$3,592.17

Local 298 ASO Plan

	City	Employee	Total Cost	<u>Savings per EE / Dependent</u>
Employee Only	\$815.00	\$75.00	\$890.00	\$94.13
Employee/Spouse	\$1,975.00	\$230.00	\$2,205.00	\$432.40
Employee/Child(Ren)	\$1,453.00	\$170.00	\$1,623.00	\$197.69
Employee/Family	\$2,850.00	\$333.00	\$3,183.00	\$409.17

B. UPCOMING FISCAL YEAR 2026-2027 (MONTHLY PREMIUM RATES)

Option 1 for Employees:

Florida Blue Choice Basic

	City	Employee	Total Cost
Employee Only	\$889.11	\$77.31	\$966.43
Employee/Spouse	\$2,029.49	\$386.57	\$2,416.06
Employee/Child(Ren)	\$1,501.82	\$286.06	\$1,787.88
Employee/Family	\$3,044.24	\$579.86	\$3,624.10

Local 298 ASO Plan 500

	City	Employee	Total Cost	<u>Savings per EE / Dependent</u>
Employee Only	\$872.00	No Cost	\$872.00	\$94.43
Employee/Spouse	\$1,962.00	\$177.00	\$2,331.93	\$84.13
Employee/Child(Ren)	\$1,417.00	\$132.00	\$1,692.88	\$95.00
Employee/Family	\$2,943.00	\$265.00	\$3,496.85	\$127.25

Option 2 for Employees:

Florida Blue Choice Traditional

	City	Employee	Total Cost
Employee Only	\$911.80	\$160.91	\$1,072.70
Employee/Spouse	\$2,185.70	\$496.14	\$2,681.84
Employee/Child(Ren)	\$1,617.41	\$367.15	\$1,984.55
Employee/Family	\$3,191.11	\$724.36	\$3,915.47

Local 298 ASO Plan

	City	Employee	Total Cost	<u>Savings per EE / Dependent</u>
Employee Only	\$888.35	\$75.00	\$888.35	\$184.35
Employee/Spouse	\$2,152.75	\$230.00	\$2,152.75	\$529.09
Employee/Child(Ren)	\$1,583.77	\$170.00	\$1,583.77	\$400.78
Employee/Family	\$3,106.50	\$333.00	\$3,106.50	\$808.97

TOTAL EXPECTED SAVINGS 2026-27

Assuming 12 Mos. Contributions for 661 Bargaining

Unit Employees and Covered Participants

ASO Plan 500 (174)	\$321,137.02
ASO Plan (487)	\$1,300,043.08
GROSS (661)	\$1,6217,180.10

TOTAL EXPECTED SAVINGS 2026-27

Assuming 12 Mos. Contributions Extended to All

1,368 Eligible City Employees and Covered Participants

ASO Plan 500 (285)	\$603,959.47
ASO Plan (1,083)	\$3,248,506.10
GROSS (661)	\$3,852,465.57

As is abundantly clear, Local 298's proposal that the City switch from its Blue Cross Blue Shield ("BCBS") health insurance coverage for its Bargaining Unit Employees, as well as all other City employees, and its retirees, will result in significant annual savings for the City, by **reversing the trend through lowering its total obligation** from the FY 2025-26 rates to the Local 298 proposed rates for FY 2026-27.

Remember, that future fiscal years' rates will be calculated based upon the lower rates being offered from FY 2026-27, versus the level of insurance premium rates that would form the base for future years if the City does not switch from BCBS to Local 298 Plans. **This should yield additional savings in FY 2027-28, FY 2028-29, etc.**

Also, it is important to note that the information in this summary does not address **additional savings that can be achieved for the City's retirees** who currently participate in the City-offered BCBS health insurance coverage options.

DISRUPTION REPORT: The report generated by Anthem Blue Cross and Blue Shield, dated May 19, 2026, reflects that the Local 298 Health Fund's network of providers matches with approximately ninety-eight percent (98%) of all current providers that your employees and their dependents utilize for services and treatments.

Non-Bargaining Unit Employee Participation:

Local 298 has proposed that the City agree to provide health insurance coverage for all City employees, and their eligible dependents with the Local 298 Health Fund. By their participation in the Local 298 Health Fund, all of such non-bargaining unit employees, and their participating eligible dependents, shall 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.

Retiree Coverage:

Local 298 has proposed that the City agree to provide its retired employees, and their eligible dependents, health insurance coverage with the Local 298 Health Fund. By their participation in the Local 298 Health Fund, all of such retirees, and their participating eligible dependents, shall 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.

Local 298 has proposed that for retirees who had previously worked in a bargaining unit classification, who had retired prior to the effective date of a collective bargaining agreement which is entered into between the City and Local 298, shall continue to pay the same amounts for their participation in the selected Local 298 plan, as the amounts currently being charged by the City for their health insurance coverage provided through Blue Cross Blue Shield.

For bargaining unit employees who retire on or after the effective date of a collective bargaining agreement which is entered into between the City and Local 298, those retirees will pay the same amounts being charged to active bargaining unit employees for their participation in either the Local 298 ASO 500 Plan or the Local 298 ASO Plan.

Retirees shall be assessed and be required to pay any applicable participation amount/percent increases assessed and required to be paid by active bargaining unit employees for their continued coverage through either the Local 298 ASO 500 Plan or the Local 298 ASO Plan.

Administrative Fees for Non-Members and Retirees:

All employees who are not members of Local 298, and participating retirees, shall be obligated to pay a monthly administrative fee in the sum of forty dollars (\$40.00).

NOTE: The copy of the Formulary Disruption Report previously provided reflected information from two (2) formularies, however, the Local 298 benefit plans only use the HarmonyRx Select Formulary. So, the Formulary Disruption Report provided today is updated to reflect only the applicable formulary.

II. LOCAL 298 PENSION PLAN

Your general employees deserve to earn a defined benefit pension just as your sworn police officers are afforded. Accordingly, we have proposed that eight percent (8%) of the City and employee contributions currently being paid, be redirected from the ICMA RC Section 401A benefit plan provided by the City, into the Local 298 Pension Plan.

The Local 298 Pension Plan has sufficient assets and liquidity and is currently funded at a rate in excess of one hundred and twenty percent (120%) of the amount required to pay all currently accrued retirement benefits.

Local 298, **as an issue of fundamental fairness for its membership**, has offered to allow the City to afford covered bargaining unit employees a **one-time election to opt out** of participating in the Local 298 Pension Plan, if they would prefer to continue to participate solely in the City's ICMA RC 401A benefit plan.