

## MARCH 19, 2026 IMPASSE HEARING PROCEDURES AND SCRIPT

1. **CLERK:** Read agenda item title indicating it is a quasi-judicial hearing.
2. **MAYOR:** City Attorney, please explain the procedures for the hearing before us.
3. **CITY ATTORNEY:** The Teamsters union represents a bargaining unit consisting of many of the civilian personnel employed by the City. The Teamsters and the City have engaged in collective bargaining to negotiate the terms of Article 22 – Wages of the current Collective Bargaining Agreement pursuant to a provision requiring this specific article to be re-opened during the contract term to negotiate wages for the current fiscal year; however, the parties have been unable to reach an agreement and the Teamsters have declared impasse. Florida Statutes require that the City Commission, as the legislative body, resolve the impasse. Both the Teamsters and the City have agreed to the procedures that will be utilized for today's hearing and these procedures are in compliance with Section 447.403, Florida Statutes.

This is a public hearing conducted pursuant to the requirements of Section 447.403 (4)(c), Florida Statutes, in order for the City Commission to resolve one issue at impasse between the City and the Teamsters. Each side will have a total of 30 minutes for their presentation, with the Teamsters going first and being allowed to reserve any remaining time for a rebuttal. The City Commission members will be afforded the opportunity to ask questions of the City and the Teamsters during each of their presentations. Following the close of presentations, there will then be a period for public participation. The usual rules for public participation in terms of time limits for speakers will be followed. Each side will then be afforded 3 minutes for final comments with the Teamsters going first and being allowed an additional 1 minute for a response to the City's final comments. The City Commission will then deliberate in public and base its decision on competent substantial evidence. Following deliberations, the City Commission will vote to resolve the impasse issue as it deems to be in the public interest, including the interest of the public employees involved.

By way of background, since June 25, 2025, the Teamsters and the City engaged in negotiations related to Article 22 – Wages of the City of Fort Pierce Union Contract with Teamsters Local Union Number 769, the only term open for negotiations. The City and the Teamsters were unable to reach an agreement through negotiations. An impasse was declared, which invoked the procedures for resolving impasse set forth in Section 447.403, Florida Statutes. The Teamsters and the City mutually agreed to waive, in writing, mediation and the appointment of a special magistrate by the Florida Public Employees Relations Commission to conduct a hearing and render a recommendation to resolve the issue at impasse, and elected to proceed directly to a decision by the City Commission as the legislative body pursuant to Section 447.403(4)(d), Florida Statutes.

The Teamsters and the City have mutually agreed to provide written recommendations to the City Commission, which were provided prior to this hearing. This hearing is being

conducted for the parties to explain their positions with respect to the one impasse issue, Article 22 - Wages.

Finally, no one should approach any member of the City Commission on the dais, the City Attorney, or the City Clerk during the hearing. If documents are to be given to the City Clerk, please give them to the sergeant-at-arms which are any of the police officers in the chamber.

4. **MAYOR:** These proceedings are now called to order. Will the City Clerk please confirm compliance with the notice requirements?

5. **CITY CLERK:** The notice requirements have been met for this item.

6. **MAYOR:** At this time, any ex-parte communications should be disclosed by each member of the City Commission, as well as any investigations or site visits that have been conducted, or any expert opinions received. Madam Clerk, please call the roll.

[Clerk will call roll]

7. **MAYOR:** We will now proceed to open the hearing on this matter. Will the City Clerk please swear in the witnesses?

8. **CITY CLERK:** Will anyone wishing to speak on this item, please stand and raise your right hand. Do you swear or affirm to tell the truth, the whole truth, and nothing but the truth?

When you come forward, please state your name and address clearly for the record, sign in, and confirm you have been sworn-in.

9. **MAYOR:** The Teamsters will now make their presentation on this matter. The Teamsters have a maximum of 30 minutes, excluding any questions from the City Commission. The Teamsters may reserve any time remaining following their presentation for rebuttal. The City Clerk will keep track of the time and will provide a five-minute warning.

[Teamsters Presentation]

10. **MAYOR:** The City will now make its presentation on this matter. The City has a maximum of 30 minutes, excluding any questions from the City Commission. The City Clerk will keep track of the time and will provide a five-minute warning.

[City Presentation]

11. **MAYOR:** The Teamsters will now have the opportunity to present a rebuttal, limited to the time remaining from their initial presentation. Will the City Clerk please state the remaining time?

12. **CITY CLERK:** The Teamsters have \_\_\_\_ remaining.

[Teamsters Rebuttal, if Needed]

13. **MAYOR:** The Teamsters and City are now excused. At this time, any other member of the public who wishes to submit relevant information to the City Commission may come forward and speak for a maximum of three minutes each. For each person that comes forward, please state your name and address, sign in, and indicate whether or not you have been sworn-in. Anyone wishing to speak should now line up in the center aisle.

[General Public Comment]

14. **MAYOR:** The Teamsters may now make final comments, which are limited to 3 minutes.

[Teamsters Final Comments]

15. **MAYOR:** The City may now make final comments, which are limited to 3 minutes.

[City Final Comments]

16. **MAYOR:** At this time, if desired, the Teamsters may respond to the City's final comments, which is limited to 1 minute.

[Teamsters Response, if Needed]

17. **MAYOR:** The time for presentations, questions, public participation, and comments is now closed. The City Commission will now proceed to deliberations and a vote to resolve the one impasse issue as it deems to be in the public interest, including the interest of the public employees involved.