

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



COLLEEN HAMPSEY
Chief of Research
(904) 255-5151
CHampsey@coj.net

117 West Duval Street
City Hall, Suite 425
Jacksonville, FL 32202

Bill Type and Number: Ordinance 2025-879

Introducer/Sponsor(s): Council President at the request of JEA

Date of Introduction: November 25, 2025

Committee(s) of Reference: NCSPHS, R, F

Date of Analysis: November 25, 2025

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the 2025-2028 Collective Bargaining Agreement between the JEA and AFSCME Florida Council 79 for a three-year period ending September 30, 2028.

Background Information: AFSCME represents approximately 269 JEA employees who are clerical and technical workers. Among the major provisions of the agreement are: General Pay Base Increases: FY1 4% retroactive to October 1, 2025; FY2 3.5%; FY3 3%.

Policy Impact Area: Collective bargaining - AFSCME Florida Council 79

Fiscal Impact: Total cost for the changes: FY1 \$908,244, FY2 \$834,889, FY3 \$725,940.

Analyst: Hampsey