

CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY



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Bill Type and Number: Ordinance 2025-877

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: This bill approves the 2025-2028 Collective Bargaining Agreement between JEA and the Professional Employees' Association (PEA) for a three-year period ending September 30, 2028.

Background Information: PEA is a certified collective bargaining unit representing approximately 377 JEA professional employees and supervisors in fields such as accounting, engineering, and IT. General Increase: Fiscal Years 1-3: 1.5%; Performance Pay Fiscal Years 1-3: 2.5%. Performance pay increases will be based on a 2.5% budget effective October 1 each fiscal year or when administratively feasible.

Policy Impact Area: Collective Bargaining Agreement - Professional Employees' Association

Fiscal Impact: Total cost for the changes: FY1 \$1,975,352, FY2 \$2,053,146, FY3 \$2,056,541

Analyst: Hampsey