

LEGISLATIVE FACT SHEET

DATE: 09/25/25

BT or RC No: BT 26-011
(Administration & City Council Bills)

SPONSOR: Office of General Counsel
(Department/Division/Agency/Council Member)

Contact for all inquiries and presentations: Rita Mairs

Provide Name: Rita Mairs

Contact Number: 904-614-4187 or 904-255-5055

Email Address: mairsr@coj.net

PURPOSE: White Paper (Explain Why this legislation is necessary? Provide; Who, What, When, Where, How and the Impact.) Council Research will complete this form for Council introduced legislation and the Administration is responsible for all other legislation.

(Minimum of 350 words - Maximum of 1 page.)

This Bill approves a settlement agreement between the City and Candice O'Connell (a current JFRD Rescue Captain) pertaining to a federal lawsuit, Case No.: 3:24-cv-419-MMH-MCR. The lawsuit was filed by O'Connell against the City, Baptist Hospital and Megan Griffith (Baptist nurse). The allegations against Baptist and Nurse Griffith pertain to HIPAA violations. The allegations against the City stem from the City's decision to not grant O'Connell's request in September 2022, to be given a special makeup District Chief promotional exam due to medical issues she was experiencing. Though the City granted O'Connell other accommodations to account for her medical issues, the City did not grant the request for a special makeup exam, as the City did not believe it was a reasonable accommodation. O'Connell alleges that the City discriminated against her on the basis of disability and gender (based on claims that males with comparable medical issues were granted makeup exams in the past), retaliated against her for requesting an accommodation and filing a charge of discrimination with EEOC/FCHR (by allegedly denying her appointed positions, subjecting her to an Internal Affairs investigation, etc.) and interfered with her FMLA leave (by allegedly forcing her to take a promotional exam after she had notified the City of her intent to request FMLA leave). After completing the discovery process, it is my advice that it is in the best interest of the City to resolve the matter short of trial for the agreed upon settlement terms. The principal terms of the settlement agreement are as follows: O'Connell agrees to enter the City's DROP on the earliest date possible following the effective date of the settlement agreement. In exchange for O'Connell executing the settlement agreement and a general release, the City agrees to pay an amount of \$175,000 to her attorney's trust account. The City additionally agrees to, within sixty (60) days of the effective date, offer to O'Connell an administrative position with JFRD which is defined for purposes of this settlement agreement as a position: 1) with a 40-hour work week; 2) with a default schedule of 8 AM – 5 PM unless a flex schedule is requested and granted; 3) coded for payroll purposes as a special assignment; 4) within the divisions of Rescue, EPD, or Administrative Services, both division and position to be determined by JFRD. The settlement agreement is contingent upon council approval. Legislation is expected to be filed October 22.

APPROPRIATION: Total Amount Appropriated: \$175,000.00 as follows:

List the source name and provide Object and Subobject Numbers for each category listed below:

(Name of Fund as it will appear in title of legislation)

Name of Federal Funding Source(s):	From:	Amount:
	To:	Amount:
Name of State Funding Source(s):	From:	Amount:
	To:	Amount:
Name of City of Jacksonville Funding Source(s):	From: <u>Fund Balance</u>	Amount: <u>\$175,000.00</u>
	To: <u>Office of General Counsel</u>	Amount: <u>\$175,000.00</u>

Name of In-Kind Contribution(s):	From: _____	Amount: _____
	To: _____	Amount: _____

Name & Number of Bond Account(s):	From: _____	Amount: _____
	To: _____	Amount: _____

PLAIN LANGUAGE OF APPROPRIATION / FINANCIAL IMPACT / OTHER:

Explain: Where are the funds coming from, going to, how will the funds be used? Does the funding require a match? Is the funding for a specific time frame? Will there be an ongoing maintenance? ... and staffing obligation? Per Chapters 122 & 106 regarding funding of anticipated post-construction operation costs.

(Minimum of 350 words - Maximum of 1 page.)

The settlement payment will be funded as follows:
 \$175,000.00 settlement amount will come from the General Fund - General Service District,
 Account# 00111.191009.389010.000000.00000526.00000.00000000 ✓
 and be transferred to Judgments, Claims & Losses over \$50,000,
 Account# 00111.102101.549045.000000.00000637.00000.00000000 ✓

ACTION ITEMS: Purpose / Check List. If "Yes" please provide detail by attaching justification, and code provisions for each.

ACTION ITEMS:

	Yes	No	
Emergency?	☐	☒	Justification of Emergency: If yes, explanation must include detailed nature of emergency.
Federal or State Mandate?	☐	☒	Explanation: If yes, explanation must include detailed nature of mandate including Statute or Provision.
Fiscal Year Carryover?	☐	☒	Note: If yes, note must include explanation of all-year subfund carryover language.
CIP Amendment?	☐	☒	Attachment: If yes, attach appropriate CIP form(s). Include justification for mid-year amendment.
Contract / Agreement Approval?	☒	☐	Attachment & Explanation: If yes, attach the Contract / Agreement and name of Department (and contact name) that will provide oversight. Indicate if negotiations are on-going and with whom. Has OGC reviewed / drafted? Settlement agreement is attached. Rita Mairs, OGC, will provide oversight in complete
Related RC/BT?	☒	☒	Attachment: If yes, attach appropriate RC/BT form(s).
Waiver of Code?	☐	☒	Code Reference: If yes, identify code section(s) in box below and provide detailed explanation (including impacts) within white paper.
Code Exception?	☐	☒	Code Reference: If yes, identify code in box below and provide detailed explanation (including impacts) within white paper.
Related Enacted Ordinances?	☐	☒	Code Reference: If yes, identify related code section(s) and ordinance reference number in the box below and provide detailed explanation and any changes necessary within white paper.

ACTION ITEMS CONTINUED: Purpose / Check List. If "Yes" please provide detail by attaching justification, and code provisions for each.

ACTION ITEMS:

	Yes	No	
Continuation of Grant?	☐	☒	Explanation: How will the funds be used? Does the funding require a match? Is the funding for a specific time frame and/or multi-year? If multi-year, note year of grant? Are there long-term implications for the General Fund?
Surplus Property Certification?	☐	☒	Attachment: If yes, attach appropriate form(s).
Reporting Requirements?	☐	☒	Explanation: List agencies (including City Council / Auditor) to receive reports and frequency of reports, including when reports are due. Provide Department (include contact name and telephone number) responsible for generating reports.

BUSINESS IMPACT ESTIMATE

Pursuant to Section 166.041(4), F.S., the City is required to prepare a Business Impact Estimate for ordinances that are NOT exempt from this requirement. A list of ordinance exemptions are provided below. Please check all exemption boxes that apply to this ordinance. If an exemption is applicable, a Business Impact Estimate IS NOT required.

- ☐ The proposed ordinance is required for compliance with Federal or State law or regulation;
- ☐ The proposed ordinance relates to the issuance or refinancing of debt;
- ☐ The proposed ordinance relates to the adoption of budgets or budget amendments, including revenue sources necessary to fund the budget;
- ☒ The proposed ordinance is required to implement a contract or an agreement, including, but not limited to, any Federal, State, local, or private grant or other financial assistance accepted by the municipal government;
- ☐ The proposed ordinance is an emergency ordinance;
- ☐ The ordinance relates to procurement; or
- ☐ The proposed ordinance is enacted to implement the following:
 - a. Part II of Chapter 163, Florida Statutes, relating to growth policy, county and municipal planning, and land development regulation, including zoning, development orders, development agreements and development permits;
 - b. Sections 190.005 and 190.046, Florida Statutes, regarding community development districts;
 - c. Section 553.73, Florida Statutes, relating to the Florida Building Code; or
 - d. Section 633.202, Florida Statutes, relating to the Florida Fire Prevention Code.

If none of the boxes above are checked, then a Business Impact Estimate IS REQUIRED to be prepared by the using agency/office/department and submitted in the MBRC filing packet along with the memorandum request, legislative fact sheet, etc. A Business Impact Estimate form can be found at: <https://www.coj.net/departments/finance/budget/mayor-s-budget-review-committee>

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Division Chief:

(signature)

Date:

10/2/25

Prepared By: Rita Mairs

(signature)

Date:

9/25/2025

ADMINISTRATIVE TRANSMITTAL

To: MBRC, c/o the Budget Office, St. James Suite 325

Thru: Brittany Norris, Director of Intergovernmental Affairs, Office of the Mayor

(Name, Job Title, Department)

Phone: 255-5000

E-mail: BNorris@coj.net

From: Brittany Norris, Director of Intergovernmental Affairs, Office of the Mayor

Initiating Department Representative (Name, Job Title, Department)

Phone: 255-5000

E-mail: BNorris@coj.net

Primary
Contact

Brittany Norris, Director of Intergovernmental Affairs, Office of the Mayor

(Name, Job Title, Department)

Phone: 255-5000

E-mail: BNorris@coj.net

CC:

Brittany Norris, Director of Intergovernmental Affairs, Office of the Mayor

Phone: 255-5000

E-mail: BNorris@coj.net

COUNCIL MEMBER / INDEPENDENT AGENCY / CONSTITUTIONAL OFFICER TRANSMITTAL

To: Mary Staffopoulos, Office of General Counsel, St. James Suite 480
Phone: 904-255-5062 E-mail: mstaff@coj.net

From: _____
Initiating Council Member / Independent Agency / Constitutional Officer
Phone: _____ E-mail: _____

Primary Contact _____
(Name, Job Title, Department)
Phone: _____ E-mail: _____

CC: Brittany Norris, Director of Intergovernmental Affairs, Office of the Mayor
Phone: 255-5000 E-mail: BNorris@coj.net

Legislation from Independent Agencies requires a resolution from the Independent Agency Board approving the legislation.

Independent Agency Action Item:

Boards Action / Resolution?

Yes	No
☐	☐

Attachment: If yes, attach appropriate documentation. If no, when is board action scheduled?

FACT SHEET IS REQUIRED BEFORE LEGISLATION IS INTRODUCED