

Introduced by the Council President at the request of JEA:

ORDINANCE 2025-879

AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN JEA AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, FLORIDA COUNCIL 79, LOCAL 429 (AFSCME), SUCH AGREEMENT COMMENCING OCTOBER 1, 2025, AND ENDING SEPTEMBER 30, 2028; PROVIDING AN EFFECTIVE DATE.

WHEREAS, on November 18, 2025, the JEA Board met to take action on an agenda item regarding the 2025-2028 Collective Bargaining Agreement between JEA and the American Federation of State, County and Municipal Employees, Florida Council 79, Local 429 (AFSCME) (the "Agreement"), and a copy of the JEA Board Agenda Memorandum is attached hereto as **Exhibit 1**; and

WHEREAS, the JEA Board has approved the Agreement and authorized the JEA Chief Executive Officer to execute said Agreement on behalf of JEA, and to otherwise take all steps necessary to obtain the City Council's approval of the Agreement as evidenced by Board Resolution 2025-62, dated November 18, 2025, attached hereto as **Exhibit 2**; and

WHEREAS, AFSCME has represented that its members ratified the Agreement on November 6, 2025; and

WHEREAS, JEA hereby requests that the City Council approve the Collective Bargaining Agreement between JEA and AFSCME; now therefore

BE IT ORDAINED by the Council of the City of Jacksonville:

Section 1. Proposed Agreement between JEA and AFSCME Approved. That certain proposed Collective Bargaining Agreement between JEA and AFSCME, a copy of which is **On File** with the Legislative

1 Services Division and by this reference made a part hereof, is hereby
2 approved. Said Agreement is for a term commencing October 1, 2025,
3 and ending September 30, 2028.

4 **Section 2. Effective Date.** This Ordinance shall become
5 effective upon signature by the Mayor or upon becoming effective
6 without the Mayor's signature.

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8 Form Approved:

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10 /s/ Mary E. Staffopoulos

11 Office of General Counsel

12 Legislation Prepared By: Kristy Gavin

13 GC-#1721924-v4-Ordinance_-_JEA-AFSCME_CBA_2025-2028