

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



JEFFREY R. CLEMENTS
Chief of Research
(904) 255-5137

117 West Duval Street
City Hall, Suite 425
Jacksonville, FL 32202
FAX (904) 255-5229

Bill Type and Number: Ordinance 2019-727

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

Date of Introduction: October 8, 2019

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

Date of Analysis: October 10, 2019

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves a collective bargaining agreement between the JEA and the American Federation of State, County and Municipal Employees, Florida Council 79, Local 429 (AFSCME) for a term of 3 years from October 1, 2019 through September 30, 2022.

Background Information: The agreement incorporates the following major terms:

- 1) Wage increases to the base of 3.5% annually. If there is a Recapitalization Event, any remaining general increase shall be applied to each employee's rate of pay effective the Closing Date of the Recapitalization Event. For example, should a Recapitalization Event occur and the Closing Date is July 2020, each employee shall receive an increase of an additional 7%.
- 2) Provides for a one-time lump sum payment of 1.5% of base pay.
- 3) Recapitalization Event Provisions - effective only in the event of a recapitalization:
 - Provides for protection of employee pensions in accordance with Ordinance 2019-566.
 - Provides for Employee Protection and Retention Program Agreement: (a) recognizes minimum requirements of the Invitation to Negotiate to provide for three years of substantially comparable wages and benefits; (b) recognizes employee option to enter into a retention program agreement providing for 100% of base pay over the course of two years following a Recapitalization Event, if employed as of July 23, 2019.
 - Provides for disability insurance coverage for up to five years following a Recapitalization Event to bridge to Social Security eligibility threshold.
- 4) New article to afford paid parental leave benefits effective January 1, 2020. Mirrors City of Jacksonville policy allowing up to 6 weeks of paid leave following the birth or adoption of a child.

Policy Impact Area: Collective bargaining

Fiscal Impact: Provides for 3.5% annual base pay increases, a one-time lump sum payment of 1.5% of base pay, and for several Recapitalization Event-triggered provisions.

Analyst: Clements