

1 Introduced by Council Member Salem:
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4 **ORDINANCE 2026-268**

5 AN ORDINANCE AUTHORIZING THE COUNCIL PRESIDENT
6 TO EXECUTE AND DELIVER A CONTRACT WITH
7 SELECTIONLINK, INC. TO CONDUCT A SURVEY OF
8 CERTAIN CURRENT AND FORMER JEA EMPLOYEES AND
9 RELATED SERVICES; INVOKING THE EXEMPTION IN
10 SECTION 126.108(G) (EXEMPTIONS FROM COMPETITIVE
11 SOLICITATION), SUBPART A (GENERAL REGULATIONS),
12 PART 1 (GENERAL REGULATIONS; ETHICS AND
13 TRANSPARENCY IN PUBLIC CONTRACTING), CHAPTER 126
14 (PROCUREMENT CODE), *ORDINANCE CODE*, TO ALLOW FOR
15 A DIRECT CONTRACT WITH SELECTIONLINK, INC.;
16 DECLARING THIS MATTER TO BE RELATED TO AN
17 INVESTIGATION BY A DULY APPOINTED COMMITTEE OF
18 THE CITY COUNCIL; PROVIDING FOR OVERSIGHT BY THE
19 COUNCIL SECRETARY/DIRECTOR; REQUESTING ONE
20 CYCLE EMERGENCY PASSAGE; PROVIDING AN EFFECTIVE
21 DATE.

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23 **BE IT ORDAINED** by the Council of the City of Jacksonville:
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25 **Section 1. Authorization to Execute an Agreement Between**
26 **the City and SelectionLink, Inc.** The Council President has
27 established the Special Investigatory Committee on JEA Matters, a
28 duly appointed committee of the City Council, empowered to conduct
29 an investigation pursuant to Section 5.09, *Jacksonville City Charter*,
30 into certain affairs of JEA. As part of the ongoing investigation,
31 the City Council has deemed it appropriate to engage the services of

1 SelectionLink, Inc. to create and conduct a survey of certain current
2 and former JEA employees related to work culture and environment and
3 to provide additional services related thereto. These services will
4 include, but are not limited to, conducting a stakeholder meeting
5 with appropriate City of Jacksonville executives to develop the survey
6 and identify the target employee population for completion of the
7 survey. Once the survey has been finalized and approved by the City,
8 SelectionLink, Inc. will disseminate said survey and collect data
9 through its online platform. Upon completion of the survey,
10 SelectionLink, Inc. will provide an overall report and will conduct
11 at least one executive presentation of the data found and survey
12 results focusing on Key Performance Indicators to be determined by
13 the City.

14 The Council President is hereby authorized to execute and
15 deliver on behalf of the City an agreement with SelectionLink, Inc.,
16 in an amount not-to-exceed \$9,250, subject to the minimum scope of
17 services described herein, for a term commencing upon the City's
18 execution of the agreement through September 30, 2026, and all other
19 contracts and documents, including extensions, renewals and
20 amendments to the agreement, and to otherwise take all action
21 necessary to effectuate the intent of this Ordinance, subject to
22 appropriate legal review and approval by the Office of General Counsel
23 and the City's Risk Management Division for appropriate insurance and
24 indemnification requirements in accordance with Section 128.601,
25 *Ordinance Code*.

26 **Section 2. Invoking the Exemption in Section 126.108(g),**
27 ***Ordinance Code***. The City is hereby authorized to procure the use of
28 the professional services of SelectionLink, Inc. to create and conduct
29 a survey of certain current and former JEA employees. Pursuant to
30 Section 126.108(g) (Exemptions from competitive solicitation),
31 Subpart A (General Regulations), Part 1 (General Regulations; Ethics

1 and Transparency in Public Contracting), Chapter 126 (Procurement
2 Code), *Ordinance Code*, such procurement is exempt from competitive
3 solicitation because the supplies or services are to be provided by
4 those specifically prescribed within authorizing legislation that
5 appropriates the same. With the exception of the foregoing, all other
6 provisions of Chapter 126, *Ordinance Code*, shall remain in full force
7 and effect.

8 **Section 3. Declaration of Matter Related to Council**
9 **Investigation.** The City Council hereby declares this matter to be
10 related to an investigation by a duly appointed committee of the City
11 Council pursuant to Section 5.09 and subsection 6.05(f), *Jacksonville*
12 *City Charter*, and the agreement and services described herein are
13 being procured pursuant to and in furtherance of that investigation.

14 **Section 4. Oversight.** The Council Secretary/Director shall
15 oversee the agreement described herein.

16 **Section 5. Requesting One Cycle Emergency Passage Pursuant**
17 **to Council Rule 4.901 Emergency.** One cycle emergency passage of this
18 legislation is requested. The nature of the emergency is that the
19 City Council would like to engage the services of SelectionLink, Inc.
20 as soon as possible so the employee survey can be completed in a
21 timely manner with the intent that it be completed and a report made
22 to the City Council regarding the survey results prior to the
23 conclusion of the current Council year on June 30, 2026.

24 **Section 6. Effective Date.** This Ordinance shall become
25 effective upon signature by the Council President and Council
26 Secretary.

1 Form Approved:

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3 /s/ Mary E. Staffopoulos

4 Office of General Counsel

5 Legislation Prepared By: Mary E. Staffopoulos

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