



BOARD RESOLUTION: 2025-64

November 18, 2025

A RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN JEA AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL #2358 (IBEW), AND AUTHORIZING THE MANAGING DIRECTOR/CEO, OR DESIGNEE, TO EXECUTE THE AGREEMENT AND PRESENT IT TO CITY COUNCIL FOR FINAL APPROVAL

RECITALS

WHEREAS, IBEW is a certified collective bargaining unit representing approximately 516 JEA employees who are skilled craft workers primarily in JEA's electric utility operations; and

WHEREAS, the current collective bargaining agreement between JEA and IBEW expired on September 30, 2025; and

WHEREAS, in accordance with applicable provisions of Chapter 447, Florida Statutes and Article 19 of the Charter of the City of Jacksonville (Charter), the parties met extensively to conduct negotiations, which resulted in a new agreement that IBEW represents will be submitted to its membership for a ratification vote on November 14, 2025 (Agreement), a copy of which is attached hereto and incorporated herein; and

WHEREAS, prior to submission to the City Council for final approval, the Agreement is subject to review and approval by the Board; and

WHEREAS, subject to approval, the new agreement will be effective beginning on October 1, 2025, through September 30, 2028, and includes the following substantive changes to the *status quo*:

General Pay Base increases:

- Fiscal Year 1: 4%*
- Fiscal Year 2: 3.5%
- Fiscal Year 3: 3.0%

*The base pay increase of 4% will be made retroactive to October 1, 2025, upon final approval of City Council. In addition, CPI considerations were removed.

Hours of Work and Overtime:

- Removal of extended work week schedule and assignment to an extended work week schedule as this type of scheduling is no longer used by JEA.
- Unused compensatory time (overtime) earned each calendar year will be paid out, or rolled into a reserve bank, or a 457(b) Deferred Compensation Plan, subject to IRS limitations, or into an HSA Account, subject to IRS limitations.

General Working Conditions

- Clarified the term holiday from "legal" to JEA "observed".
- Advised of the voucher increase for safety footwear – \$50 increase for either standard or climbing boots.

Supplemental Pay:

- Clarified Instructor Compensation Supplement for employees assigned by management to perform training duties.

Holidays

- Ensures if the employee fails to take their Personal Leave Day prior to the end of the fiscal year, the employee will be paid out at the end of the fiscal year.
- Added shift workers required to work on a holiday and on a shift that contains built-in-overtime will be paid at 2.5 times ("holiday worked 2.5") the straight time hourly rate for all built-in-overtime hours worked on the holiday.

Rights of Employees

- Removal of dues deduction language as no longer permitted by State statute. However, if F.S. Ch. 447 authorizes public employer collection of dues through payroll deduction on behalf of a bargaining unit JEA or IBEW may, within sixty (60) calendar days of the effective date request reopening of the Article to negotiate (solely) regarding dues collection.
- Clarified notice and response time for any recommended changes to classification, departmental policy/ procedure and/or organizational changes.

Alcohol and Controlled Substance Abuse Testing

- Updated article to include new definitions, previously agreed upon language in MOU on self-reporting obligations and clarifying circumstances when testing will be required and process for random drug testing.

Grievance Procedure

- Updating grievance procedure notice and days (time limits).

Discipline and Discharge

- Updated procedure for notice of fact-finding.

and,

WHEREAS, the estimated total cost of changes made to the *status quo* is approximately:

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3
Total Cost of Changes	\$2,566,753	\$2,341,860	\$2,010,268

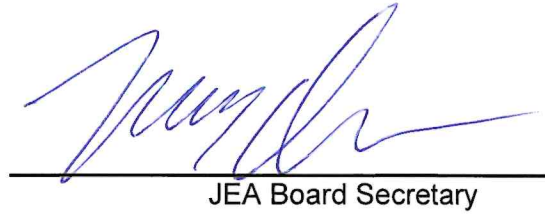
NOW THEREFORE, BE IT RESOLVED by the JEA Board that:

1. The Agreement between JEA and IBEW described herein is hereby approved, subject to the terms and conditions contained therein.
2. The Managing Director/CEO, or designee, is authorized to execute the Agreement on behalf of JEA, and to take all steps necessary to obtain approval of the Agreement by City Council.
3. To the extent that there are any typographical, administrative, and/or scrivener's errors contained herein that do not change the tone, tenor or purpose of this Resolution, then such errors may be corrected with no further action required by the Board.
4. This Resolution shall be effective upon approval by the Board.

Dated this 18th day of November 2025.



JEA Board Chair



JEA Board Secretary

Form Approved by



Office of General Counsel

VOTE	
In Favor	3
Opposed	0
Abstained	0

IBEW
10/1/25- 9/30/28
ORDINANCE 2025-

	<u>FY 25/26</u>	<u>FY 26/27</u>	<u>FY 27/28</u>	<u>Total Estimated Cost of Listed Changes</u>
<u>Wages</u> (1)				
4.0% General Increase	\$2,172,879			
3.5% General Increase		\$1,977,320		
3.0% General Increase			\$1,688,979	
				\$5,839,178
<u>Other</u>				
(2) Shift worker Holiday Pay	\$80,671	\$83,495	\$86,000	\$250,166
(3) Increase to Safety Shoe Allowance	\$21,300	\$21,300	\$21,300	\$63,900
<u>Service Pay</u>	\$388,686	\$388,686	\$388,686	
<u>Employer Contributions</u>				
Pension	\$307,388	\$283,921	\$249,320	\$840,628
<i>(Based on ER contribution of 12%)</i>				
Medicare	\$31,507	\$26,931	\$28,008	\$86,445
Life Insurance	\$33,680	\$30,648	\$26,179	\$90,507
Total Contract Changes	\$2,647,424	\$2,423,615	\$2,099,786	\$7,170,825
Fy 24/25 Base Pay				
\$54,321,979				
Annualized Base Pay year	\$56,969,403.62	\$59,393,018.47	\$61,492,804.26	
Percentage change year over year	4.87%	4.25%	3.54%	12.66%

- (1) FY 25/26 - 4.0% General Increase
FY 26/27 - 3.5% General Increase
FY 27/28 - 3.0% General Increase
- (2) Holiday pay when shift worker has built-in overtime.
- (3) Increase to Safety Shoe Allowance