

LEGISLATIVE FACT SHEET

DATE: 08/09/21

BT or RC No: NA
(Administration & City Council Bills)

SPONSOR: Employee Services Department
(Department/Division/Agency/Council Member)

Contact for all inquiries and presentations: Todd Norman, Chief of Labor Relations

Provide Name: _____

Contact Number: 255-5578

Email Address: ToddN@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.)

The Employee Services Department seeks to file four separate pieces of legislation to effectuate the proposed October 1, 2021 - September 30, 2024 collective bargaining agreements between the City of Jacksonville and the four civilian unions representing approximately 4,000 City employees as well as the two public safety unions representing approximately 4,000 employees. The four civilian unions are AFSCME (American Federation of State, County, and Municipal Employees), CWA (Communications Workers of America), JSA (Jacksonville Supervisors Association), and LIUNA (Laborers' International Union of North America). The two public safety unions are the International Association of Firefighters (IAFF) and the Fraternal Order of Police (FOP). The estimated annual cost for the CWA collective bargaining agreement is \$1.6M FY22 and FY23 and \$.6M FY24. CWA represents approximately 420 members.

APPROPRIATION: Total Amount Appropriated _____ 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: _____	Amount: _____
	To: _____	Amount: _____
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.)

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

ACTION ITEMS:

	Yes	No
Emergency?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Justification of Emergency: If yes, explanation must include detailed nature of emergency.

	Yes	No
Federal or State Mandate?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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?

A collective bargaining agreement is a contract. Summary of changes and significant provisions are provided.

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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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

Division Chief:



(signature)

Date: 8/12/21

Prepared By:



(signature)

Date: 8/12/21

ADMINISTRATIVE TRANSMITTAL

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

Thru: Diane Moser
(Name, Job Title, Department)
Phone: (904) 255-5576 E-mail: Dmoser@coj.net

From: Todd Norman
Initiating Department Representative (Name, Job Title, Department)
Phone: (904) 255-5578 E-mail: ToddN@coj.net

Primary Contact: Todd Norman
(Name, Job Title, Department)
Phone: (904) 255-5578 E-mail: ToddN@coj.net

CC: Jordan Elsbury, Director of Intergovernmental Affairs, Office of the Mayor
904-630-1825 E-mail: jelsbury@coj.net

COUNCIL MEMBER / INDEPENDENT AGENCY / CONSTITUTIONAL OFFICER TRANSMITTAL

To: Peggy Sidman, Office of General Counsel, St. James Suite 480
Phone: 904-255-5055 E-mail: psidman@coj.net

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

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

CC: Jordan Elsbury, Chief of Staff, Office of the Mayor
904-255-5013 E-mail: jelsbury@coj.net

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

Independent Agency Action Item: Yes No
Boards Action / Resolution?

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

FACT SHEET IS REQUIRED BEFORE LEGISLATION IS INTRODUCED

**EXECUTIVE SUMMARY OF CONTRACT CHANGES
COMMUNICATIONS WORKERS OF AMERICA
(BARGAINING UNIT 120)**

October 1, 2021 through September 30, 2024



ONE CITY. ONE JACKSONVILLE.



EMPLOYEE and LABOR RELATIONS DIVISION

SUMMARY OF CHANGES AND SIGNIFICANT PROVISIONS

EFFECTIVE DATES: Three Year Agreement October 1, 2021 through September 30, 2024

SIGNIFICANT AND SUBSTANTIVE CHANGES

Article 10 Wages

- Effective October 1, 2021 – Three percent (3%) wage adjustment. Effective October 1, 2022–Two and a half percent (2.5 %) wage adjustment. Effective October 1, 2023 – Two and a half percent (2.5%) wage adjustment; premium payment – -\$2500 within 60 days of ratification and council approval, \$2500 in October 2022 - must be an employee on date of payment.
- Language added that would allow employees to be compensated for other languages as identified by management.

Article 11 – Pay and Incentives for College, Credit, Licenses and Certificates

- Added educational table: Correctional Services Counselor, Latent Print Examiner, Real time Crime Center Analyst – Credit requirements in addition to or within degree program – Monthly Differential (Paid Biweekly)

Article 14 – Meal Allowance

- Increased to \$8.00.

Article 21 – Bereavement & Funeral Leave

- Raised maximum to 3 days for nieces and nephews.

Article 25 – Personal Leave (Plan H)

- Usage of CELB – included “Parents” as immediate family.
- Upon separation with greater than twenty (20) years of service, employees will be paid up to sixty (60) hours of accrued CELB hours.

Article 28 – Discharge and Discipline

- All disciplinary actions two (2) or more years old shall not be used against the employee.
- Upon conclusion of the two-year period, the employee may request that the Director of Employee Services seal the document as provided in Section 28.6(c).

Article 29 -Safety and Health

- Raised shoe allowance to (\$140.00) per year.