

1 Introduced by the Council President at the request of JEA and Co-
2 Sponsored by Council Member Johnson and amended by the Transportation,
3 Energy and Utilities Committee:
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6 **ORDINANCE 2025-879-E**

7 AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING
8 AGREEMENT BETWEEN JEA AND THE AMERICAN
9 FEDERATION OF STATE, COUNTY AND MUNICIPAL
10 EMPLOYEES, FLORIDA COUNCIL 79, LOCAL 429
11 (AFSCME), SUCH AGREEMENT COMMENCING OCTOBER 1,
12 2025, AND ENDING SEPTEMBER 30, 2028; PROVIDING
13 AN EFFECTIVE DATE.
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15 **WHEREAS**, on November 18, 2025, the JEA Board met to take action
16 on an agenda item regarding the 2025-2028 Collective Bargaining
17 Agreement between JEA and the American Federation of State, County
18 and Municipal Employees, Florida Council 79, Local 429 (AFSCME) (the
19 "Agreement"), and a copy of the JEA Board Agenda Memorandum is
20 attached hereto as **Revised Exhibit 1**, labeled as "Revised Exhibit 1,
21 Rev Board Memo, January 6, 2026 - TEU"; and

22 **WHEREAS**, the JEA Board has approved the Agreement and authorized
23 the JEA Chief Executive Officer to execute said Agreement on behalf
24 of JEA, and to otherwise take all steps necessary to obtain the City
25 Council's approval of the Agreement as evidenced by Board Resolution
26 2025-62, dated November 18, 2025, attached hereto as **Exhibit 2**; and

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

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

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

Section 2. Effective Date. This Ordinance shall become

effective upon signature by the Mayor or upon becoming effective without the Mayor's signature.

Form Approved:

/s/ Mary E. Staffopoulos

Office of General Counsel

Legislation Prepared By: Kristy Gavin

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