

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



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Bill Type and Number: Ordinance 2022-732

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

Date of Introduction: September 27, 2022

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

Date of Analysis: September 29, 2022

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves a collective bargaining agreement between the JEA and Northeast Florida Public Employees' Local 630, Laborers' International Union of North America, AFL-CIO-CLC (LIUNA) for a three-year period ending September 30, 2025.

Background Information: LIUNA represents approximately 386 JEA employees who are skilled craft workers primarily in JEA's water/wastewater utility operations. The major provision of the agreement are these:

- Wage increases of 8% in FY22-23, 4.5% in FY23-24 and 3.5% in FY24-25.
- Wage increases in years 2 and 3 have an additional adjustment if the CPI for those years exceeds the negotiated increase, up to a maximum of 7%; if the CPI exceeds 7% then the additional percentage will be provided in a lump sum not applied to general wages.
- There will be a 3.25% of salary lump sum payment in FY22-23.
- Longevity pay increases from \$300 to \$325 for every 5 years of continuous service through the 15th year; thereafter it increases from the current \$300 to \$500 for every 5 years.
- JEA will increase its contribution to dependent health coverage from 50% to 60%.
- The recapitalization provisions introduced in 2019 are removed from the agreement.

Policy Impact Area: Collective bargaining

Fiscal Impact: Estimated cost of the new agreement:

FY22-23 - \$3,574,306

FY23-24 - \$1,574,774 (without CIP considerations) or \$2,423,320 (if CPI is 7%, excluding lump sum amount for CPI above 7%)

FY24-25 - \$1,301,359 (without CIP considerations) or \$2,602,179 (if CPI is 7%, excluding lump sum amount for CPI above 7%)

Analyst: Clements