

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



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Bill Type and Number: Ordinance 2024-630

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

Date of Introduction: August 13, 2024

Committee(s) of Reference: F, TEU

Date of Analysis: August 15, 2024

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreements reached between the City and the Fraternal Order of Police for a 3-year contract from October 1, 2024 through September 30, 2027.

Background Information: The IAFF represents approximately 2,500 employees in 4 bargaining units – Police Officers through Sergeants; Lieutenants and Captains; Rank and File Corrections Officers; and Supervisory Corrections Officers. The major provisions of the agreement are as follows:

- **Wage increases:**
Police – 13% in FY25, 5% in FY26, 5% in FY27
Corrections – 15% in FY25, 8.5% in FY26, 7% in FY27
- **Retirement:**
Police - Effective no later than September 30, 2027, FOP Police will enter the Florida Retirement System for all new employees and current employees will have the option to participate pursuant to Florida Statute.
Corrections - If the Florida Division of Retirement allows JSO Corrections Officer to participate in the Florida Retirement System independently of and without the City's general employees the City agrees to allow FOP Corrections Officer bargaining unit join FRS, independently and without the City's general employees, no later than September 30, 2027. If unable to obtain the above, then effective no later than September 30, 2027 the Jacksonville Retirement System, formerly known as the Jacksonville DC Plan, will be modified as follow: Employer 25% year 1-3, Employer 26% year 4, Employer 27% year 5+, Employee 10%.
- The employer contribution to the union health insurance plan will be \$605 per covered employee per month in FY25 and FY26 and increase to \$665 in FY27
- **Hours of work and overtime payment:**
Officers and Sergeants - double time shall be paid for all consecutive hours worked in excess of sixteen in any 24-hour period.
Lieutenants and Captains - Minimum payment on Call Back increased to 2 and ½ hours. Answering a phone is not considered call back.
Corrections Officers and Supervisors - allow Sheriff to implement 12-hour shift at Montgomery Correctional Center and Community Transition Center.

Policy Impact Area: Collective bargaining

Fiscal Impact: The estimated annual cost for the FOP contracts is \$33.9M in FY25, \$13.5M in F26 and \$12.6M in FY27.

Analyst: Clements