

1 Introduced by the Council President at the request of the Mayor:

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3
4 **ORDINANCE 2024-367**

5 AN ORDINANCE AMENDING SECTION 116.905 (PAYROLL
6 DEDUCTIONS), PART 9 (PERSONNEL REGULATIONS),
7 CHAPTER 116 (EMPLOYEES AND EMPLOYEE BENEFITS),
8 *ORDINANCE CODE*, TO ELIMINATE CERTAIN NON-CITY
9 SPONSORED PAYROLL DEDUCTIONS AND PROVIDE FOR THE
10 ADMINISTRATION OF CERTAIN OTHER PAYROLL
11 DEDUCTIONS; PROVIDING CODIFICATION
12 INSTRUCTIONS; PROVIDING AN EFFECTIVE DATE.

13
14 **BE IT ORDAINED** by the Council of the City of Jacksonville:

15 **Section 1. Amending Section 116.905 (Payroll Deductions),**
16 **Part 9 (Personnel Regulations), Chapter 116 (Employees and Employee**
17 **Benefits), Ordinance Code.** Section 116.905 (Payroll Deductions),
18 Part 9 (Personnel Regulations), Chapter 116 (Employees and Employee
19 Benefits), Ordinance Code, *Ordinance Code*, is hereby amended to read
20 as follows:

21 **CHAPTER 116 - EMPLOYEES AND EMPLOYEE BENEFITS**

22 * * *

23 **PART 9. - PERSONNEL REGULATIONS**

24 * * *

25 **Sec. 116.905. - Payroll Deductions.**

26 No employee shall be entitled to a payroll deduction from his or her
27 salary or wage except:

28 * * *

29 (d) Deductions for other insurance premiums that were either in
30 effect as of July 1, 2024 or are for a union-sponsored insurance
31 plan, subject to the following limitations:

1 * * *

2 (2) Deductions Except for union-sponsored insurance plans,
3 deductions for the benefit of any payee shall be unlimited
4 so long as no change to a deduction is requested by the
5 employee or payee and at least 100 employees have in effect
6 deductions for the benefit of that payee, but if, at any
7 time, the total number of deductions in effect for the
8 benefit of a payee falls below 100 on any payroll date, ne
9 new the Director of Finance and Administration may
10 discontinue all payroll deductions for the benefit of
11 that such payee shall thereafter be authorized by any
12 employee.

13 (3) All deductions shall be made twice monthly by the
14 Department of Finance and Administration, and the
15 deductions so made shall be remitted by the Department of
16 Finance and Administration to the proper payees ~~once each~~
17 ~~month.~~

18 * * *

19 (6) Except for union-sponsored insurance plans, deductions
20 shall be subject to an administrative service fee set by
21 the Director of Finance and Administration in an amount
22 reasonably estimated to reimburse the City for its costs,
23 which amount may be deducted from the total of the payment
24 remitted. In the event such costs are not reimbursed to
25 the City for a period of time exceeding 90 days, such
26 deduction shall be discontinued.

27 (e) ~~Deductions for United States Savings Bonds, employee credit~~
28 ~~unions in existence on December 26, 1972, the United Fund, the~~
29 ~~American Cancer Society, the Heart Fund, the Combined Health~~
30 ~~Appeal of Northeast Florida and the dues of the Jacksonville~~
31 ~~Brotherhood of Police Officers, Inc. or the Jacksonville~~

1 Brotherhood of Firefighters. All costs associated with the
2 processing and implementation of the payroll deduction
3 authorized for the Jacksonville Brotherhood of Police Officers,
4 Inc. or the Jacksonville Brotherhood of Firefighters or the
5 Police Charity Fund shall be reimbursed to the City by that
6 organization. The Director of Finance and Administration is
7 directed to calculate the costs and collect reimbursement from
8 the Jacksonville Brotherhood of Police Officers, Inc. and the
9 Jacksonville Brotherhood of Firefighters, respectively, on a
10 periodic basis (not less frequently than quarterly). In the
11 event the costs are not reimbursed to the City for a period of
12 time exceeding 90 days, the payroll deductions for either the
13 Jacksonville Brotherhood of Police Officers, Inc. or the
14 Jacksonville Brotherhood of Firefighters or the Police Charity
15 Fund, respectively, shall be discontinued.

16 * * *

17 ~~(g) Deductions for the purchase of season tickets for the~~
18 ~~Jacksonville Jaguars National Football League professional~~
19 ~~football team.~~

20 ~~(h) Deductions for the purchase of tickets to the annual Gator Bowl~~
21 ~~bowl game.~~

22 ~~(i) Deductions for voluntary participation in the State of Florida's~~
23 ~~Prepaid College Fund.~~

24 ~~(j) Deductions for employees of the JEA as authorized by the Managing~~
25 ~~Director of the JEA.~~

26 ~~(k) Deductions for voluntary participation in prearranged cemetery~~
27 ~~or funeral costs. All cost associated with the processing and~~
28 ~~implementation of the payroll deductions authorized by~~
29 ~~subsections (g), (h), and (k) of this Section shall be reimbursed~~
30 ~~to the City by that respective organization. The Director of~~
31 ~~Finance and Administration is directed to calculate the costs~~

1 and collect reimbursement from the respective organizations on
2 a periodic basis (not less frequently than quarterly). In the
3 event the costs are not reimbursed to the City for a period of
4 time exceeding 90 days, the payroll deductions authorized by
5 such subsections, respectively, shall be discontinued for the
6 delinquent organization until costs reimbursements have been
7 paid up to date.

8 (~~l~~g) Deductions for the payment of monthly and quarterly parking
9 permits in City-owned/operated parking facilities and non-city-
10 owned/operated parking facilities providing parking to not less
11 than 25 employees of any one or more agencies of the City for
12 the purpose of providing parking to such employees during their
13 City working hours.

14 (~~m~~h) Deductions for City-authorized wellness programs.

15 ~~(n) Deductions for the purchase or payment of monthly and/or~~
16 ~~quarterly permits and/or fees in JEA owned/operated facilities.~~

17 ~~(o) Deductions for voluntary contributions to the Police Athletic~~
18 ~~League.~~

19 (~~p~~i) Deductions for voluntary contributions to the Police Death
20 Benefit.

21 (~~q~~j) Deductions for dues to the Retired Employees Association.

22 (~~r~~k) Deductions for voluntary contributions to the Firefighter
23 Benefits Fund.

24 (~~s~~l) Deductions for voluntary contributions to the Concerns of
25 Police Survivors.

26 (~~t~~m) Deductions for voluntary contributions to ~~Officer Kris~~
27 ~~Kringle, Inc. At least 100 City employees must contribute to~~
28 ~~Officer Kris Kringle, Inc. within six (6) months after the~~
29 ~~effective date of this ordinance and thereafter, or the payroll~~
30 ~~deduction authorized by this Section shall be discontinued~~United
31 Way.

1 * * *

2 **Section 2. Codification Instructions.** The Codifier and the
3 Office of General Counsel are authorized to make all chapter and
4 division "table of contents" consistent with the changes set forth
5 herein. Such editorial changes and any other necessary to make the
6 *Ordinance Code* consistent with the intent of this legislation are
7 approved and directed herein, and the changes to the *Ordinance Code*
8 shall be made forthwith and when inconsistencies are discovered.

9 **Section 3. Effective Date.** This Ordinance shall become
10 effective upon signature by the Mayor or upon becoming effective
11 without the Mayor's signature.

12
13 Form Approved:

14
15 /s/ Joelle J. Dillard

16 Office of General Counsel

17 Legislation Prepared By: Joelle J. Dillard

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