

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

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4 **ORDINANCE 2025-880**

5 AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING
6 AGREEMENT BETWEEN JEA AND THE JEA SUPERVISORS'
7 ASSOCIATION (JSA), SUCH AGREEMENT COMMENCING
8 OCTOBER 1, 2025, AND ENDING SEPTEMBER 30, 2028;
9 PROVIDING AN EFFECTIVE DATE.

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11 **WHEREAS**, on November 18, 2025, the JEA Board met to take action
12 on an agenda item regarding the 2025-2028 Collective Bargaining
13 Agreement between JEA and the JEA Supervisors' Association (JSA) (the
14 "Agreement"), and a copy of the JEA Board Agenda Memorandum is
15 attached hereto as **Exhibit 1**; and

16 **WHEREAS**, the JEA Board has approved the Agreement and authorized
17 the JEA Chief Executive Officer to execute said Agreement on behalf
18 of JEA, and to otherwise take all steps necessary to obtain the City
19 Council's approval of the Agreement as evidenced by Board Resolution
20 2025-63, dated November 18, 2025, attached hereto as **Exhibit 2**; and

21 **WHEREAS**, JSA has represented that its members ratified the
22 Agreement on November 10, 2025; and

23 **WHEREAS**, JEA hereby requests that the City Council approve the
24 Collective Bargaining Agreement between JEA and JSA; now therefore

25 **BE IT ORDAINED** by the Council of the City of Jacksonville:

26 **Section 1. Proposed Agreement Between JEA and JSA Approved.**

27 That certain proposed Collective Bargaining Agreement between JEA and
28 JSA, a copy of which is **On File** with the Legislative Services Division
29 and by this reference made a part hereof, is hereby approved. Said
30 Agreement is for a term commencing October 1, 2025, and ending
31 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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