

1 Introduced by the Council President at the request of JEA and Co-
2 Sponsored by Council Member Johnson and amended by the Rules
3 Committee:

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6 **ORDINANCE 2025-877-E**

7 AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING
8 AGREEMENT BETWEEN JEA AND THE PROFESSIONAL
9 EMPLOYEES' ASSOCIATION (PEA), SUCH AGREEMENT
10 COMMENCING OCTOBER 1, 2025, AND ENDING SEPTEMBER
11 30, 2028; PROVIDING AN EFFECTIVE DATE.

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13 **WHEREAS**, on November 18, 2025, the JEA Board met to take action
14 on an agenda item regarding the 2025-2028 Collective Bargaining
15 Agreement between JEA and the Professional Employees' Association
16 (PEA) (the "Agreement"), and a copy of the JEA Board Agenda Memorandum
17 is attached hereto as **Revised Exhibit 1**, labeled as "Revised Exhibit
18 1, Rev Board Memo, January 5, 2026 - Rules"; and

19 **WHEREAS**, the JEA Board has approved the Agreement and authorized
20 the JEA Chief Executive Officer to execute said Agreement on behalf
21 of JEA, and to otherwise take all steps necessary to obtain the City
22 Council's approval of the Agreement as evidenced by Board Resolution
23 2025-61, dated November 18, 2025, attached hereto as **Revised Exhibit**
24 **2**, labeled as "Revised Exhibit 2, Rev Board Reso, January 5, 2026 -
25 Rules; and

26 **WHEREAS**, PEA has represented that its members ratified the
27 Agreement on October 27, 2025; and

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

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

31 **Section 1. Proposed Agreement Between JEA and PEA Approved.**

1 That certain proposed Collective Bargaining Agreement between JEA and
2 PEA, a copy of which is **On File** with the Legislative Services Division
3 and by this reference made a part hereof, is hereby approved. Said
4 Agreement is for a term commencing October 1, 2025, and ending
5 September 30, 2028.

6 **Section 2. Effective Date.** This Ordinance shall become
7 effective upon signature by the Mayor or upon becoming effective
8 without the Mayor's signature.

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10 Form Approved:

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12 /s/ Mary E. Staffopoulos

13 Office of General Counsel

14 Legislation Prepared By: Kristy Gavin

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