

LEGISLATIVE FACT SHEET

DATE: 11/19/25 BT or RC No: N/A
(Administration & City Council Bills)

SPONSOR: JEA
(Department/Division/Agency/Council Member)

Contact for all inquiries and presentations: Chief Human Resources Officer

Provide Name: Diane Moser

Contact Number: (904)874-7101

Email Address: mosedf@jea.com

PURPOSE: White Paper (Explain Why this legislation is necessary? Provide; Who, What, When, Where, How and the Impact.) Council Research will complete this form for Council introduced legislation and the Administration is responsible for all other legislation.

Legislative approval of the 10/1/2025 - 9/30/2028 CBA between JEA and the American Federation of State, County and Municipal Employees, Florida Council 79, Local #429 (AFSCME).

BACKGROUND:

AFSCME is a certified collective bargaining unit representing approximately 269 JEA employees who are primarily skilled clerical and technical workers. The current agreement between JEA and AFSCME expired on 9/30/2025. After extensive negotiations, AFSCME's membership ratified the Agreement on 11/6/2025. JEA's Board of Directors approved the proposed Agreement on 11/18/2025.

DISCUSSION:

Number of employees: 269

Wage terms:

- 4.0% general increase to base in Fiscal Year 1*.
- 3.5% general increase to base in Fiscal Year 2.
- 3.0% general increase to base in Fiscal Year 3.
- *4% base pay increase retroactive to 10/1/2025, upon final approval of City Council. CPI considerations removed.

Overtime Pay:

- Unused compensatory time earned each calendar year is transferred into a reserve bank or paid out (with rollover into 457(b) Deferred Compensation Plan/HSA Account, subject to IRS limitations).
- Shift employee- clarified 8-hour and 12-hour scheduling.
- Clarifies overtime is paid at 1.5 for all hours worked more than the employee's normal workday in a 24-hour period.
- Allows manager to release an employee without loss of pay.
- 4-hour minimum overtime pay if employee leaves workplace for home and is called back to work.

Supplemental Pay:

- Changes standby compensation rate from \$25.00/day to 1.5 times the employee's base rate.
- 5% cash-handling supplement clarified.
- Bilingual skills supplement increased from \$46.15 to \$50.00 per pay period for eligible employees.

Leave Usage:

- Clarifies annual leave scheduling.

Other Leave:

- Acknowledges compliance with laws, regulations and ordinances covering employee's military service.

Union Security:

- Removed dues deduction language pursuant to statutory change. Union may request a meeting, if law changes.

Union Activity:

- Up to 5 days (over contract) without loss of pay for Union President and alternate to attend AFSCME International Conference.
- Opportunity to meet newly-hired employees during Employee Orientations.

Safety and Health:

- Added standard safety footwear voucher.

Alcohol and Controlled Substance Abuse Testing:

- Adds new definitions, revises language to add MOU self-reporting, clarifies when testing is required and random drug testing process.

Grievance Procedure:

- Updated arbitration process and scheduling.

APPROPRIATION: Total Amount Appropriated: N/A as follows:

List the source **name** and provide Object and Subobject Numbers for each category listed below:

(Name of Fund as it will appear in title of legislation)

Name of Federal Funding Source(s):	From: _____	Amount: _____
	To: _____	Amount: _____

Name of State Funding Source(s):	From: _____	Amount: _____
	To: _____	Amount: _____

Name of City of Jacksonville Funding Source(s):	From: _____	Amount: _____
	To: _____	Amount: _____

Name of In-Kind Contribution(s):	From: _____	Amount: _____
	To: _____	Amount: _____

Name & Number of Bond Account(s):	From: _____	Amount: _____
	To: _____	Amount: _____

PLAIN LANGUAGE OF APPROPRIATION / FINANCIAL IMPACT / OTHER:

Explain: Where are the funds coming from, going to, how will the funds be used? Does the funding require a match? Is the funding for a specific time frame? Will there be an ongoing maintenance? ... and staffing obligation? Per Chapters 122 & 106 regarding funding of anticipated post-construction operation costs.

(Minimum of 350 words - Maximum of 1 page.)

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ACTION ITEMS: Purpose / Check List. If "Yes" please provide detail by attaching justification, and code provisions for each.

ACTION ITEMS:

	Yes	No		
Emergency?	☐	☒	Justification of Emergency: If yes, explanation must include detailed nature of emergency. <table border="1"><tr><td></td></tr></table>	
Federal or State Mandate?	☐	☒	Explanation: If yes, explanation must include detailed nature of mandate including Statute or Provision. <table border="1"><tr><td></td></tr></table>	
Fiscal Year Carryover?	☐	☒	Note: If yes, note must include explanation of all-year subfund carryover language. <table border="1"><tr><td></td></tr></table>	
CIP Amendment?	☐	☒	Attachment: If yes, attach appropriate CIP form(s). Include justification for mid-year amendment.	
Contract / Agreement Approval?	☒	☐	Attachment & Explanation: If yes, attach the Contract / Agreement and name of Department (and contact name) that will provide oversight. Indicate if negotiations are on-going and with whom. Has OGC reviewed / drafted? <table border="1"><tr><td></td></tr></table>	
Related RC/BT?	☐	☒	Attachment: If yes, attach appropriate RC/BT form(s).	
Waiver of Code?	☐	☒	Code Reference: If yes, identify code section(s) in box below and provide detailed explanation (including impacts) within white paper. <table border="1"><tr><td></td></tr></table>	
Code Exception?	☐	☒	Code Reference: If yes, identify code in box below and provide detailed explanation (including impacts) within white paper. <table border="1"><tr><td></td></tr></table>	
Related Enacted Ordinances?	☐	☒	Code Reference: If yes, identify related code section(s) and ordinance reference number in the box below and provide detailed explanation and any changes necessary within white paper. <table border="1"><tr><td></td></tr></table>	

ACTION ITEMS CONTINUED: Purpose / Check List. If "Yes" please provide detail by attaching justification, and code provisions for each.

ACTION ITEMS:

	Yes	No	
Continuation of Grant?	☐	☒	Explanation: How will the funds be used? Does the funding require a match? Is the funding for a specific time frame and/or multi-year? If multi-year, note year of grant? Are there long-term implications for the General Fund?
Surplus Property Certification?	☐	☒	Attachment: If yes, attach appropriate form(s).
Reporting Requirements?	☐	☒	Explanation: List agencies (including City Council / Auditor) to receive reports and frequency of reports, including when reports are due. Provide Department (include contact name and telephone number) responsible for generating reports.

BUSINESS IMPACT ESTIMATE

Pursuant to Section 166.041(4), F.S., the City is required to prepare a Business Impact Estimate for ordinances that are NOT exempt from this requirement.

A list of ordinance exemptions are provided below. Please check all exemption boxes that apply to this ordinance. If an exemption is applicable, a Business Impact Estimate IS NOT required.

- ☐ The proposed ordinance is required for compliance with Federal or State law or regulation;
- ☐ The proposed ordinance relates to the issuance or refinancing of debt;
- ☐ The proposed ordinance relates to the adoption of budgets or budget amendments, including revenue sources necessary to fund the budget;
- ☒ The proposed ordinance is required to implement a contract or an agreement, including, but not limited to, any Federal, State, local, or private grant or other financial assistance accepted by the municipal government;
- ☐ The proposed ordinance is an emergency ordinance;
- ☐ The ordinance relates to procurement;
- ☐ The proposed ordinance is enacted to implement any of the following:
 - a. Part II of Chapter 163, Florida Statutes, relating to growth policy, county and municipal planning, and land development regulation, including zoning, development orders, development agreements and development permits;
 - b. Sections 190.005 and 190.046, Florida Statutes, regarding community development districts;
 - c. Section 553.73, Florida Statutes, relating to the Florida Building Code;
 - d. Section 633.202, Florida Statutes, relating to the Florida Fire Prevention Code.

If none of the boxes above are checked, then a Business Impact Estimate IS REQUIRED to be prepared by the using agency/office/department and submitted in the MBRC filing packet along with the memorandum request, legislative fact sheet, etc. A Business Impact Estimate form can be found at:

<https://www.coj.net/departments/finance/budget/mayor-s-budget-review-committee>

Division Chief:


(signature)

Date:

11/19/25

Prepared By:


(signature)

Date:

11/19/25

ADMINISTRATIVE TRANSMITTAL

To: MBRC, c/o the Budget Office, St. James Suite 325

Thru: Brittany Norris, Director of Intergovernmental Affairs, Office of the Mayor

(Name, Job Title, Department)

Phone: 904-255-5000

E-mail: BNorris@coj.net

From: Diane Moser, Chief Human Resources Officer

Initiating Department Representative (Name, Job Title, Department)

Phone: 904-874-7101

E-mail: mosedf@jea.com

Primary
Contact

Kurt Wilson, Chief of Staff

(Name, Job Title, Department)

Phone: 904-760-7679

E-mail: wilskrjea.com

CC:

Brittany Norris, Director of Intergovernmental Affairs, Office of the Mayor

Phone: 255-5000

E-mail: BNorris@coj.net

COUNCIL MEMBER / INDEPENDENT AGENCY / CONSTITUTIONAL OFFICER TRANSMITTAL

To: Mary Staffopoulos, Office of General Counsel, St. James Suite 480
Phone: 904-255-5062 E-mail: mstaff@coj.net

From: Vickie Cavey
Initiating Council Member / Independent Agency / Constitutional Officer
Phone: 904-832-2244 E-mail: cavevp@jea.com

Primary Contact: Diane Moser, Chief Human Resources Officer, JEA
(Name, Job Title, Department)
Phone: 904-874-7101 E-mail: mosedf@jea.com

CC: Brittany Norris, Director of Intergovernmental Affairs, Office of the Mayor
Phone: 255-5000 E-mail: BNorris@coj.net

Legislation from Independent Agencies requires a resolution from the Independent Agency Board approving the legislation.

Independent Agency Action Item:

Boards Action / Resolution?

Yes	No
☒	☐

Attachment: If yes, attach appropriate documentation. If no, when is board action scheduled?

FACT SHEET IS REQUIRED BEFORE LEGISLATION IS INTRODUCED