

LEGISLATIVE FACT SHEET

DATE: 08/09/21

BT or RC No: NA
(Administration & City Council Bills)

SPONSOR: Employee Services Department
(Department/Division/Agency/Council Member)

Contact for all inquiries and presentation: Todd Norman, Chief of Labor Relations

Provide Name: _____

Contact Number: 255-5578

Email Address: ToddN@coj.net

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

The Employee Services Department seeks to file four separate pieces of legislation to effectuate the proposed October 1, 2021 - September 30, 2024 collective bargaining agreements between the City of Jacksonville and the four civilian unions representing approximately 4,000 City employees as well as the two public safety unions representing approximately 4,000 employees. The four civilian unions are AFSCME (American Federation of State, County, and Municipal Employees), CWA (Communications Workers of America), JSA (Jacksonville Supervisors Association), and LIUNA (Laborers' International Union of North America). The two public safety unions are the International Association of Firefighters (IAFF) and the Fraternal Order of Police (FOP). The estimated annual cost for the IAFF collective bargaining agreement is \$9.3M in FY22 and FY23 and \$5.4M in FY24. IAFF represents approximately 1570 members.

APPROPRIATION: Total Amount Appropriated _____ 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.)

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

ACTION ITEMS:

	Yes	No
Emergency?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Justification of Emergency: If yes, explanation must include detailed nature of emergency.

	Yes	No
Federal or State Mandate?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Explanation: If yes, explanation must include detailed nature of mandate including Statute or Provision.

Fiscal Year Carryover?

Note: If yes, note must include explanation of all-year subfund carryover language.

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?

A collective bargaining agreement is a contract. Summary of changes and significant provisions are provided.

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.

Code Exception?

Code Reference: If yes, identify code in box below and provide detailed explanation (including impacts) within white paper.

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.

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?

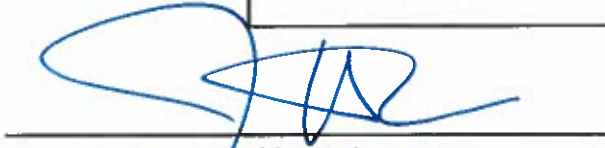
Surplus Property Certification?

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

Division Chief:

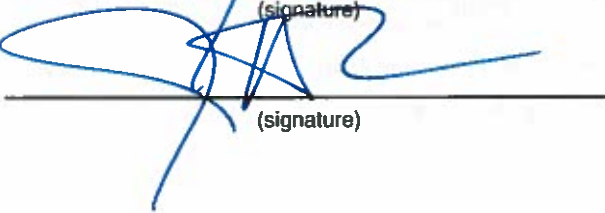


(signature)

Date:

8/12/21

Prepared By:



(signature)

Date:

8/12/21

ADMINISTRATIVE TRANSMITTAL

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

Thru: Diane Moser

(Name, Job Title, Department)

Phone: (904) 255-5576

E-mail: Dmoser@coj.net

From: Todd Norman

Initiating Department Representative (Name, Job Title, Department)

Phone: (904) 255-5578

E-mail: ToddN@coj.net

Primary Contact: Todd Norman

(Name, Job Title, Department)

Phone: (904) 255-5578

E-mail: ToddN@coj.net

CC: Jordan Elsbury, Director of Intergovernmental Affairs, Office of the Mayor
904-630-1825 E-mail: jelsbury@coj.net

COUNCIL MEMBER / INDEPENDENT AGENCY / CONSTITUTIONAL OFFICER TRANSMITTAL

To: Peggy Sidman, Office of General Counsel, St. James Suite 480

Phone: 904-255-5055

E-mail: psidman@coj.net

From: _____

Initiating Council Member / Independent Agency / Constitutional Officer

Phone: _____

E-mail: _____

Primary

Contact: _____
(Name, Job Title, Department)

Phone: _____

E-mail: _____

CC: Jordan Elsbury, Chief of Staff, Office of the Mayor
904-255-5013 E-mail: jelsbury@coj.net

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

Independent Agency Action Item:

Yes

No

Boards Action / Resolution?

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

FACT SHEET IS REQUIRED BEFORE LEGISLATION IS INTRODUCED

**SUMMARY OF CONTRACT CHANGES
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL 122
FIRE FIGHTERS, FIRE ENGINEERS, FIRE LIEUTENANTS, FIRE
CAPTAINS & FIRE DISTRICT CHIEFS**

October 1, 2021 through September 30, 2024



ONE CITY. ONE JACKSONVILLE.



EMPLOYEE & LABOR RELATIONS DIVISION

SUMMARY OF CHANGES AND SIGNIFICANT PROVISIONS

EFFECTIVE DATES: Three Year Agreement October 1, 2021 through September 30, 2024.

SIGNIFICANT AND SUBSTANTIVE CHANGES

Article 12: Wages (Both)

- 12.1D → Wage Increases - 4.5% - October 1, 2021, 4.25% - October 1, 2022, and 4.25% - October 1, 2023.
- 12.1D(a) → \$2500 Hazardous Duty Pay, paid 60 days after approval of the Contract and on October 1, 2022. This payment is taxable and pensionable.
- 12.2 → Employees who work a 40-hour schedule can get out of class pay after at least 4 consecutive hours.
- 12.5 → Pay incentives
 - Paramedic = From \$515 to \$550 bi-weekly
 - Paramedic in Rescue = From \$665 to \$700 bi-weekly
 - EMT = From \$165 to \$200 bi-weekly
 - EMT in Rescue = From \$215 to \$250 bi-weekly
- Pay Incentives for Specialties - \$50 for maintaining the certifications and \$110 for being permanently assigned to the specialty stations.
 - 12.6 - State Certified Municipal Fire Inspector (requires renewal)
 - 12.7 - Hazardous Materials Team
 - 12.8 - Special Operations Team
 - 12.11 - Aircraft Rescue and Fire Fighting (requires renewal)
 - 12.12 - Marine Division (requires renewal)
- 12.10 → Critical Care Paramedic certification - \$200 a month, and \$400 per month if they are permanently assigned to the team.

Article 14: Employee Benefits (Both)

- 14.5 – the employer will pay the employee's accrued emergency compensatory leave and comp leave for training upon an employee's death.
- 14.11 - The City of Jacksonville will continue to maintain health care coverage, at the active employee rate, for 5 years, for any member that sustains an OJI that results in a career-ending disability.

Article 15: Uniforms & Equipment (Both)

- 15.4 → removed dry cleaning and laundering allowance.
- 15.5 → removed non-uniform clothing allowance.

Article 16: Safety and Health (Both)

- 16.2E – the employer will pay for COVID and flu shots. The Employer will also pay for blood test (CBC) and heavy metal blood test for Hazmat team members.

Article 18: Holidays (Both)

- 18.3 – The number of employees that could be on leave increased from 7% to 8%.

Article 20: Personal Leave Plan P (Both)

- 20.11 – Leave can now be used to fund an employee's Deferred Compensation Program.

Article 22: Military Leave (both)

- 22.1 – Military leave increased from 272 hours to 280 hours