

CITY COUNCIL RESEARCH DIVISION LEGISLATIVE SUMMARY



STEVEN LIBBY
Research Assistant
(904) 255-5147
SLibby@coj.net

117 West Duval Street
City Hall, Suite 425
Jacksonville, FL 32202

Bill Type and Number: Ordinance 2026-459

Introducer/Sponsor(s): Council President at the request of OGC

Date of Introduction: May 26, 2026

Committee(s) of Reference: R, F

Date of Analysis: May 26, 2026

Type of Action: Settlement approval; Appropriation; *Ordinance Code* waiver

Bill Summary: This bill approves, ratifies, and authorizes execution of a Settlement Agreement between the City of Jacksonville and David Washington in *David Washington v. City of Jacksonville*, Case No. 3:25-cv-00404-MMH-SJH (United States District Court for the Middle District of Florida), and *David Washington v. Jacksonville Fire and Rescue*, Case No. 2024-AP-000023-AXXX-MA (Fourth Judicial Circuit, Duval County, Florida). The bill appropriates \$180,000.00 from the General Fund Operating Fund (General Fund – General Service District) to the General Fund Operating Fund (Judgments, Claims, and Losses over \$50,000) to fund the settlement, as initiated by B.T. 26-073. The bill authorizes the General Counsel, or his designee, to execute the Settlement Agreement and take further action necessary to effectuate the settlement and conclude the litigation. The bill waives Section 106.303 (Format and determination of amounts appropriated) of the Ordinance Code to allow modification of the Appropriation of Funds Exhibit to facilitate compliance with the Americans with Disabilities Act.

Background Information: David Washington was formerly employed as a Rescue Lieutenant with the Jacksonville Fire and Rescue Department (JFRD). Washington was arrested in April 2024 on a felony charge and misdemeanor charges, and JFRD issued him a notice of immediate suspension without pay pending termination. The State Attorney's Office did not pursue the felony charge, but JFRD continued to pursue termination based on the nature of the conduct underlying the arrest. Washington attempted to appeal the proposed termination to the Civil Service Board, which dismissed the appeal as untimely. Washington subsequently filed a state court lawsuit challenging the Civil Service Board decision and a federal lawsuit alleging his termination was based on race, citing comparator evidence. Under the Settlement Agreement, the City agrees to pay \$180,000.00 to the David Lee Ham, Jr., P.A., Trust Account within thirty days of the Effective Date, and to revise its employment records to reflect that Washington's separation was due to resignation. In exchange, Washington fully releases the City from all claims and will file unopposed motions to dismiss both pending lawsuits with prejudice. The City does not admit liability, wrongdoing, or unlawful conduct by entering into the Settlement Agreement.

Policy Impact Area: Risk Management; Litigation; Human Resources

Fiscal Impact: This bill appropriates \$180,000.00 from the General Fund Operating Fund balance to fund the settlement, as initiated by B.T. 26-073.

Analyst: Libby