

1 Introduced by Council Member Salem and amended by the Rules Committee:
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4 **ORDINANCE 2026-268-E**

5 AN ORDINANCE AUTHORIZING THE COUNCIL PRESIDENT
6 TO EXECUTE AND DELIVER A CONTRACT WITH
7 SELECTIONLINK, INC. TO CONDUCT A SURVEY OF
8 CERTAIN CURRENT AND FORMER JEA EMPLOYEES AND
9 RELATED SERVICES; INVOKING THE EXEMPTION IN
10 SECTION 126.108(G) (EXEMPTIONS FROM COMPETITIVE
11 SOLICITATION), SUBPART A (GENERAL REGULATIONS),
12 PART 1 (GENERAL REGULATIONS; ETHICS AND
13 TRANSPARENCY IN PUBLIC CONTRACTING), CHAPTER 126
14 (PROCUREMENT CODE), *ORDINANCE CODE*, TO ALLOW FOR
15 A DIRECT CONTRACT WITH SELECTIONLINK, INC.;
16 DECLARING THIS MATTER TO BE RELATED TO AN
17 INVESTIGATION BY A DULY APPOINTED COMMITTEE OF
18 THE CITY COUNCIL; PROVIDING FOR OVERSIGHT BY THE
19 COUNCIL SECRETARY/DIRECTOR; PROVIDING AN
20 EFFECTIVE DATE.
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22 **BE IT ORDAINED** by the Council of the City of Jacksonville:

23 **Section 1. Authorization to Execute an Agreement Between**
24 **the City and SelectionLink, Inc.** The Council President has
25 established the Special Investigatory Committee on JEA Matters, a
26 duly appointed committee of the City Council, empowered to conduct
27 an investigation pursuant to Section 5.09, *Jacksonville City Charter*,
28 into certain affairs of JEA. As part of the ongoing investigation,
29 the City Council has deemed it appropriate to engage the services of
30 SelectionLink, Inc. to create and conduct a survey of certain current
31 and former JEA employees related to work culture and environment and

1 to provide additional services related thereto. These services will
2 include, but are not limited to, conducting a stakeholder meeting
3 with appropriate City of Jacksonville executives to develop the survey
4 and identify the target employee population for completion of the
5 survey. Once the survey has been finalized and approved by the City,
6 SelectionLink, Inc. will disseminate said survey and collect data
7 through its online platform. Upon completion of the survey,
8 SelectionLink, Inc. will provide an overall report and will conduct
9 one executive presentation of the data found and survey results for
10 the JEA Board focusing on key performance indicators to be determined
11 by the City. The JEA Board shall determine how it will receive the
12 presentation in its sole discretion.

13 The Council President is hereby authorized to execute and
14 deliver on behalf of the City an agreement with SelectionLink, Inc.,
15 in an amount not-to-exceed \$9,250, subject to the minimum scope of
16 services described herein, for a term commencing upon the City's
17 execution of the agreement through September 30, 2026, and all other
18 contracts and documents, including extensions, renewals and
19 amendments to the agreement, and to otherwise take all action
20 necessary to effectuate the intent of this Ordinance, subject to
21 appropriate legal review and approval by the Office of General Counsel
22 and the City's Risk Management Division for appropriate insurance and
23 indemnification requirements in accordance with Section 128.601,
24 *Ordinance Code*.

25 **Section 2. Invoking the Exemption in Section 126.108(g),**
26 ***Ordinance Code***. The City is hereby authorized to procure the use of
27 the professional services of SelectionLink, Inc. to create and conduct
28 a survey of certain current and former JEA employees. Pursuant to
29 Section 126.108(g) (Exemptions from competitive solicitation),
30 Subpart A (General Regulations), Part 1 (General Regulations; Ethics
31 and Transparency in Public Contracting), Chapter 126 (Procurement

1 Code), *Ordinance Code*, such procurement is exempt from competitive
2 solicitation because the supplies or services are to be provided by
3 those specifically prescribed within authorizing legislation that
4 appropriates the same. With the exception of the foregoing, all other
5 provisions of Chapter 126, *Ordinance Code*, shall remain in full force
6 and effect.

7 **Section 3. Declaration of Matter Related to Council**
8 **Investigation.** The City Council hereby declares this matter to be
9 related to an investigation by a duly appointed committee of the City
10 Council pursuant to Section 5.09 and subsection 6.05(f), *Jacksonville*
11 *City Charter*, and the agreement and services described herein are
12 being procured pursuant to and in furtherance of that investigation.

13 **Section 4. Oversight.** The Council Secretary/Director shall
14 oversee the agreement described herein.

15 **Section 5. Effective Date.** This Ordinance shall become
16 effective upon signature by the Council President and Council
17 Secretary.

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19 Form Approved:

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21 /s/ Mary E. Staffopoulos

22 Office of General Counsel

23 Legislation Prepared By: Mary E. Staffopoulos

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