

1 Introduced by the Council President at the request of the Mayor:

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4 **ORDINANCE 2021-625**

5 AN ORDINANCE APPROVING THE PROPOSED OCTOBER 1,  
6 2021 - SEPTEMBER 30, 2024 COLLECTIVE BARGAINING  
7 AGREEMENTS BETWEEN THE CITY OF JACKSONVILLE AND  
8 THE FRATERNAL ORDER OF POLICE (FOP),  
9 REPRESENTING APPROXIMATELY 2,500 MEMBERS;  
10 PROVIDING AN EFFECTIVE DATE.

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

13 **Section 1. Proposed Collective Bargaining Agreements**  
14 **between the City of Jacksonville and FOP approved.** Those certain  
15 proposed October 1, 2021 - September 30, 2024 Collective Bargaining  
16 Agreements between the City of Jacksonville and the Fraternal Order  
17 of Police (FOP), copies of which have been placed **On File** with the  
18 Office of Legislative Services, are hereby approved. FOP represents  
19 approximately 2,500 members with four collective bargaining  
20 agreements comprising FOP Corrections and Police units. The proposed  
21 FOP agreements have been agreed to in collective bargaining and have  
22 been ratified by the union membership. Pursuant to the American  
23 Rescue Plan, from which funds are being used for premium pay  
24 associated with the Collectively Bargaining Agreements, the City has  
25 made a general determination that premium pay will not increase the  
26 average annual wage at the City above 150 percent of the state or  
27 county's average annual wage. Further, the City considers all  
28 government employees at the City to be performing critical and  
29 essential functions necessary to meet the needs of the Citizens of  
30 Jacksonville. One time premium payments and wage increases  
31 collectively bargained recognize the extraordinary efforts the men

1 and women of the City performed and continue to perform during the  
2 COVID-19 pandemic.

3           **Section 2.           Effective Date.** This ordinance and all elements  
4 of the FOP Collective Bargaining Agreement shall become effective  
5 upon signature by the Mayor or upon becoming effective without the  
6 Mayor's signature.

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8 Form Approved:

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10 /s/ Margaret M. Sidman

11 Office of General Counsel

12 Legislation prepared by: Sean Granat

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