



BOARD RESOLUTION: 2025-61
November 18, 2025

**A RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN JEA AND THE PROFESSIONAL EMPLOYEES' ASSOCIATION (PEA) AND
AUTHORIZING THE MANAGING DIRECTOR/CEO, OR DESIGNEE, TO EXECUTE THE
AGREEMENT AND PRESENT IT TO CITY COUNCIL FOR FINAL APPROVAL**

RECITALS

WHEREAS, PEA is a certified collective bargaining unit representing approximately 377 JEA professional employees and supervisors in fields such as accounting, engineering, and IT; and

WHEREAS, the current collective bargaining agreement between JEA and PEA expired on September 30, 2025; and

WHEREAS, in accordance with applicable provisions of Chapter 447, Florida Statutes and Article 19 of the Charter of the City of Jacksonville (Charter), the parties met extensively to conduct negotiations, which resulted in a new agreement that PEA represents was ratified by its membership through a vote on October 27, 2025 (Agreement), a copy of which is attached hereto and incorporated herein; and

WHEREAS, prior to submission to the City Council for final approval, the Agreement is subject to review and approval by the Board; and

WHEREAS, subject to approval, the new agreement will be effective beginning on October 1, 2025, through September 30, 2028, and includes the following substantive changes to the *status quo*:

- Pay increases:

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3
General Increase	1.5%	1.5%	1.5%
Performance Pay	2.5%	2.5%	2.5%
Range Minimum	1.5%	1.5%	1.5%
Range Maximum	2.5%	2.5%	2.5%

The base pay increase of 1.5% and performance pay will be made retroactive to October 1, 2025, upon final approval of City Council.

Overtime Pay:

- Unused compensatory time (overtime) earned but not used by the last pay period will be paid out each year. Although the Agreement does not specify, the employee will have the ability to roll funds into a 457(b) Deferred Compensation Plan, subject to IRS limitations and/or into an HSA Account, subject to IRS limitations.

Leave Usage

- Scheduling of annual leave clarified to reflect actual practices.

Other Leave

- Acknowledging JEA will comply with all applicable laws, regulations and ordinances covering employee's military service.

Rights of Employees

- Removal of dues payroll deduction language as no longer permitted by State statute.

PEA Representation

- Increased JEA's match for donated Union pool time from 120 hours to 250 hours.

Holidays

- Added shift workers required to work on a holiday and on a shift that contains built-in-overtime will be paid at 2.5 times ("holiday worked 2.5") the straight time hourly rate for all built-in-overtime hours worked on the holiday.

Alcohol and Controlled Substance Abuse Testing

- Updated article to include new definitions, previously agreed upon language in MOU on self-reporting obligations and clarifying circumstances when testing will be required and process for random drug testing.

Grievance Procedure

- Clarified language on employee's ability to appeal termination during original probationary period.
- Clarified grievance process when timeliness is an issue.

Safety and Training

- Included additional training/instruction prior to start of storm assignments when requested.

and,

WHEREAS, the estimated total cost of changes made to the *status quo* is approximately:

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3
Total Cost of Changes	\$1,975,352	\$2,053,146	\$2,056,541

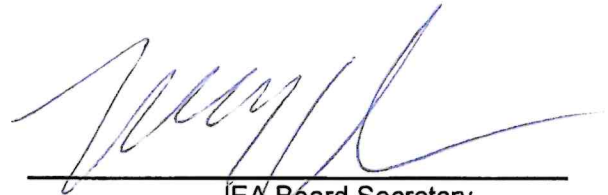
NOW THEREFORE, BE IT RESOLVED by the JEA Board that:

1. The Agreement between JEA and PEA described herein is hereby approved, subject to the terms and conditions contained therein.
2. The Managing Director/CEO, or designee, is authorized to execute the Agreement on behalf of JEA, and to take all steps necessary to obtain approval of the Agreement by City Council.
3. To the extent that there are any typographical, administrative, and/or scrivener's errors contained herein that do not change the tone, tenor or purpose of this Resolution, then such errors may be corrected with no further action required by the Board.
4. This Resolution shall be effective upon approval by the Board.

Dated this 18th day of November 2025.



JEA Board Chair



JEA Board Secretary

Form Approved by



Office of General Counsel

VOTE	
In Favor	7
Opposed	0
Abstained	0

PEA				
10/1/25- 9/30/28				
ORDINANCE 2025-				
	<u>FY 25/26</u>	<u>FY 26/27</u>	<u>FY 27/28</u>	<u>Total Estimated Cost of Listed Changes</u>
<u>Wages</u> (1)				
4.0% General Increase	\$1,685,029			
4.0% General Increase		\$1,752,430		
4.0% General Increase			\$1,755,126	
				\$5,192,586
(2) Increase to Pay Range Minimums				\$0
(3) Increase to Safety Shoe Allowance	\$4,800	\$4,800	\$4,800	\$14,400
(4) Increase in Pool Time match	\$7,074	\$7,357	\$7,651	\$22,081
(5) Holiday pay when shift worker has built-in overtime.	\$14,757	\$15,273	\$15,731	\$45,761
<u>Service Pay</u>	\$214,119	\$214,119	\$214,119	
<u>Employer Contributions</u>				
Pension	\$227,898	\$235,986	\$236,309	\$700,193
(Based on ER contribution of 12%)				
Medicare	\$24,433	\$25,410	\$25,449	\$75,292
Life Insurance	\$26,118	\$27,163	\$27,204	\$80,485
Total Contract Changes	\$1,990,109	\$2,068,419	\$2,072,272	\$6,130,799
Fy 24/25 Base Pay				
\$42,125,731				
Annualized Base Pay year over	\$44,115,840.11	\$46,184,259.02	\$48,256,530.65	
Percentage change year over				
year	4.72%	4.69%	4.49%	13.90%

- (1) FY 25/26 - 4.0% General Increase
FY 26/27 - 4.0% General Increase
FY 27/28 - 4.0% General Increase
- (2) Increase to Pay Range Minimums
- (3) Increase to Safety Shoe Allowance
- (4) Increase in Pool Time match
- (5) Holiday pay when shift worker has built-in overtime.