

**CITY COUNCIL RESEARCH DIVISION**  
**LEGISLATIVE SUMMARY**



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**Bill Type and Number:** Ordinance 2025-0878

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

**Date of Introduction:** November 25, 2025

**Committee(s) of Reference:** F, R, TEU

**Date of Analysis:** November 25, 2025

**Type of Action:** Approve collective bargaining agreement

**Bill Summary:** This bill approves the Collective Bargaining Agreement between JEA and the International Brotherhood of Electrical Workers (IBEW), Local #2358, commencing on October 1, 2025, and ending September 30, 2025.

**Background Information:** On November 18, 2025, the JEA Board met to take action on the agenda item regarding the 2025-2028 Collective Bargaining Agreement between JEA and IBEW. The JEA Board has approved the Agreement and authorized the JEA Chief Executive Officer to execute the Agreement on behalf of JEA and to take all steps necessary to obtain the City Council's approval of the agreement. IBEW has represented that its members ratified the Agreement on November 13, 2025. The Agreement provides for a general pay base increase across the three years: 4.0 percent in 2026, 3.5 percent in 2027, and 3.0 percent in 2028.

**Policy Impact Area:** Collective bargaining, JEA

**Fiscal Impact:** The financial impact for the life of the contract is \$6,918,882

**Analyst:** Russell