

1 Introduced by the Council President at the request of the Mayor and
2 Co-Sponsored by Council Member Lahnen and amended by the Rules
3 Committee:

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6 **ORDINANCE 2024-367-E**

7 AN ORDINANCE AMENDING SECTION 116.905 (PAYROLL
8 DEDUCTIONS), PART 9 (PERSONNEL REGULATIONS),
9 CHAPTER 116 (EMPLOYEES AND EMPLOYEE BENEFITS),
10 *ORDINANCE CODE*, TO ELIMINATE CERTAIN NON-CITY
11 SPONSORED PAYROLL DEDUCTIONS AND PROVIDE FOR THE
12 ADMINISTRATION OF CERTAIN OTHER PAYROLL
13 DEDUCTIONS; PROVIDING CODIFICATION
14 INSTRUCTIONS; PROVIDING AN EFFECTIVE DATE.

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

17 **Section 1. Amending Section 116.905 (Payroll Deductions),**
18 **Part 9 (Personnel Regulations), Chapter 116 (Employees and Employee**
19 **Benefits), *Ordinance Code*.** Section 116.905 (Payroll Deductions),
20 Part 9 (Personnel Regulations), Chapter 116 (Employees and Employee
21 Benefits), *Ordinance Code*, is hereby amended to read as follows:

22 **CHAPTER 116 - EMPLOYEES AND EMPLOYEE BENEFITS**

23 * * *

24 **PART 9. - PERSONNEL REGULATIONS**

25 * * *

26 **Sec. 116.905. - Payroll Deductions.**

27 No employee shall be entitled to a payroll deduction from his or her
28 salary or wage except:

29 * * *

30 (d) Deductions for other insurance premiums that were either in
31 effect as of July 1, 2024 or are for a union-sponsored insurance

1 plan, subject to the following limitations:

2 * * *

3 (2) ~~Deductions~~Except for union-sponsored insurance plans,
4 deductions for the benefit of any payee shall be unlimited
5 so long as no change to a deduction is requested by the
6 employee or payee and at least 100 employees have in effect
7 deductions for the benefit of that payee, but if, at any
8 time, the total number of deductions in effect for the
9 benefit of a payee falls below 100 on any payroll date, ne
10 wthe Director of Finance may discontinue all payroll
11 deductions for the benefit of thatsuch payee shall
12 thereafter be authorized by any employee.

13 (3) All deductions shall be made twice monthly by the
14 Department of Finance ~~and Administration~~, and the
15 deductions so made shall be remitted by the Department of
16 Finance ~~and Administration~~ to the proper payees ~~once each~~
17 ~~month.~~

18 * * *

19 (6) Except for union-sponsored insurance plans, deductions
20 shall be subject to an administrative service fee set by
21 the Director of Finance in an amount reasonably estimated
22 to reimburse the City for its costs, which amount may be
23 deducted from the total of the payment remitted. In the
24 event such costs are not reimbursed to the City for a
25 period of time exceeding 90 days, such deduction shall be
26 discontinued.

27 (e) ~~Deductions for United States Savings Bonds, employee credit~~
28 ~~unions in existence on December 26, 1972, the United Fund, the~~
29 ~~American Cancer Society, the Heart Fund, the Combined Health~~
30 ~~Appeal of Northeast Florida and the dues of the Jacksonville~~
31 ~~Brotherhood of Police Officers, Inc. or the Jacksonville~~

1 Brotherhood of Firefighters. All costs associated with the
2 processing and implementation of the payroll deduction
3 authorized for the Jacksonville Brotherhood of Police Officers,
4 Inc. or the Jacksonville Brotherhood of Firefighters or the
5 Police Charity Fund shall be reimbursed to the City by that
6 organization. The Director of Finance and Administration is
7 directed to calculate the costs and collect reimbursement from
8 the Jacksonville Brotherhood of Police Officers, Inc. and the
9 Jacksonville Brotherhood of Firefighters, respectively, on a
10 periodic basis (not less frequently than quarterly). In the
11 event the costs are not reimbursed to the City for a period of
12 time exceeding 90 days, the payroll deductions for either the
13 Jacksonville Brotherhood of Police Officers, Inc. or the
14 Jacksonville Brotherhood of Firefighters or the Police Charity
15 Fund, respectively, shall be discontinued.

16 * * *

17 ~~(g) Deductions for the purchase of season tickets for the~~
18 ~~Jacksonville Jaguars National Football League professional~~
19 ~~football team.~~

20 ~~(h) Deductions for the purchase of tickets to the annual Gator Bowl~~
21 ~~bowl game.~~

22 ~~(i) Deductions for voluntary participation in the State of Florida's~~
23 ~~Prepaid College Fund.~~

24 ~~(j) Deductions for employees of the JEA as authorized by the Managing~~
25 ~~Director of the JEA.~~

26 ~~(k) Deductions for voluntary participation in prearranged cemetery~~
27 ~~or funeral costs. All cost associated with the processing and~~
28 ~~implementation of the payroll deductions authorized by~~
29 ~~subsections (g), (h), and (k) of this Section shall be reimbursed~~
30 ~~to the City by that respective organization. The Director of~~
31 ~~Finance and Administration is directed to calculate the costs~~

1 ~~and collect reimbursement from the respective organizations on~~
2 ~~a periodic basis (not less frequently than quarterly). In the~~
3 ~~event the costs are not reimbursed to the City for a period of~~
4 ~~time exceeding 90 days, the payroll deductions authorized by~~
5 ~~such subsections, respectively, shall be discontinued for the~~
6 ~~delinquent organization until costs reimbursements have been~~
7 ~~paid up to date.~~

8 (±g) Deductions for the payment of monthly and quarterly parking
9 permits in City-owned/operated parking facilities and non-city-
10 owned/operated parking facilities providing parking to not less
11 than 25 employees of any one or more agencies of the City for
12 the purpose of providing parking to such employees during their
13 City working hours.

14 (mh) Deductions for City-authorized wellness programs.

15 ~~(n) Deductions for the purchase or payment of monthly and/or~~
16 ~~quarterly permits and/or fees in JEA owned/operated facilities.~~

17 ~~(o) Deductions for voluntary contributions to the Police Athletic~~
18 ~~League.~~

19 (pi) Deductions for voluntary contributions to the Police Death
20 Benefit.

21 (qj) Deductions for dues to the Retired Employees Association.

22 (rk) Deductions for voluntary contributions to the Firefighter
23 Benefits Fund.

24 (sl) Deductions for voluntary contributions to ~~the Concerns of~~
25 ~~Police Survivors~~existing police charities.

26 (tm) Deductions for voluntary contributions to ~~Officer Kris~~
27 ~~Kringle, Inc. At least 100 City employees must contribute to~~
28 ~~Officer Kris Kringle, Inc. within six (6) months after the~~
29 ~~effective date of this ordinance and thereafter, or the payroll~~
30 ~~deduction authorized by this Section shall be discontinued~~United
31 Way.

1 **Section 2. Codification Instructions.** The Codifier and the
2 Office of General Counsel are authorized to make all chapter and
3 division "table of contents" consistent with the changes set forth
4 herein. Such editorial changes and any other necessary to make the
5 *Ordinance Code* consistent with the intent of this legislation are
6 approved and directed herein, and the changes to the *Ordinance Code*
7 shall be made forthwith and when inconsistencies are discovered.

8 **Section 3. Effective Date.** This Ordinance shall become
9 effective upon signature by the Mayor or upon becoming effective
10 without the Mayor's signature.

11
12 Form Approved:

13
14 /s/ Mary E. Staffopoulos

15 Office of General Counsel

16 Legislation Prepared By: Joelle J. Dillard

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