

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



JEFFREY R. CLEMENTS
Chief of Research
(904) 255-5137

117 West Duval Street
City Hall, Suite 425
Jacksonville, FL 32202
FAX (904) 255-5229

Bill Type and Number: Ordinance 2021-623

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

Date of Introduction: September 14, 2021

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

Date of Analysis: September 16, 2021

Type of Action: Approving collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the City and Communication Workers of America (CWA) for the period of October 1, 2021 through September 30, 2024.

Background Information: CWA covers approximately 420 City employees. The agreement provides for general wages increases of 3.0% effective October 1, 2021, 2.5% effective October 1, 2022, an 2.5% effective October 1, 2023, as well as two premium payments of \$2,500.00 payable in October 2021 and October 2022 in recognition of employee performance during the COVID-19 pandemic. Pay and incentives for college credit, licenses and certificates is extended to Correctional Services Counselors, Latent Print Examiners, and Real-Time Crime Center Analysts. The bill increases the meal allowance to \$8 and increases the safety shoe allowance to \$140. The maximum bereavement/funeral leave for nieces and nephews is increased from 2 to 3 days. Parents are added to the definition of "immediate family" for purposes of using Critical Emergency Leave Bank (CELB) hours and the number of CELB hours paid to an employee upon retirement is increased to 60 after 20 years of service. Language is added that all disciplinary actions two or more years old shall not be used against the employee and upon completion of the 2-year period the employee may request that the document be sealed.

Policy Impact Area: Collective bargaining

Fiscal Impact: The estimated annual cost of the new agreement is \$1.6 million for FY22 and FY23 and \$0.6 million for FY24.

Analyst: Clements