

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

**ORDINANCE 2025-807-E**

AN ORDINANCE APPROVING THE PROPOSED OCTOBER 1,  
2025 - SEPTEMBER 30, 2028 COLLECTIVE BARGAINING  
AGREEMENT BETWEEN THE CITY OF JACKSONVILLE AND  
THE AMERICAN FEDERATION OF STATE, COUNTY AND  
MUNICIPAL EMPLOYEES (AFSCME) REPRESENTING  
APPROXIMATELY 1,800 MEMBERS, INCLUDING PART-  
TIME EMPLOYEES; PROVIDING AN EFFECTIVE DATE.

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

**Section 1. Proposed Collective Bargaining Agreement**  
**between the City of Jacksonville and the American Federation of State,**  
**County and Municipal Employees Approved.** That certain proposed  
October 1, 2025 - September 30, 2028 Collective Bargaining Agreement  
between the City of Jacksonville and the American Federation of State,  
County and Municipal Employees (AFSCME) (the "Agreement"), a copy of  
which has been placed **On File** with Legislative Services Division, is  
hereby approved. AFSCME represents approximately 1,800 members,  
including part-time employees. The Agreement has been agreed to in  
collective bargaining and has been ratified by the union membership.

**Section 2. Effective Date.** This Ordinance and all elements  
of the AFSCME Collective Bargaining Agreement shall become effective  
upon signature by the Mayor or upon becoming effective without the  
Mayor's signature.

1 Form Approved:

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3 /s/ Sean Granat

4 Office of General Counsel

5 Legislation prepared by: Sean Granat

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