



BOARD RESOLUTION: 2022-34

September 20, 2022

A RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN JEA AND THE JEA 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 292 JEA professional employees and supervisors in fields such as accounting, engineering, and IT; and

WHEREAS, the current collective bargaining agreement between JEA and PEA expires on September 30, 2022; 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 September 16, 2022 (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, 2022 through September 30, 2025, and includes the following substantive changes to the *status quo*:

- Pay increases:

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	CPI Considerations
General Increase	2%	2%	2%	
Performance Pay	6%	4%	3%	Years 2 & 3
Range Minimum	2%	2%	2%	
Range Maximum	6%	3%	2%	

Ratification Incentive:

- 3% lump-sum payment in Fiscal Year 1.

Longevity Pay* increased to:

- \$325/year for every five years of continuous service through the fifteenth year.
 - After the fifteenth year, \$500/year for every five years of continuous service.
- *Currently, employees receive \$300/year for every five years of continuous service.*

Dependent Coverage** increase:

- JEA will pay 60% of the cost of dependent health coverage
- **Currently, JEA pays 50%.*

Benefits Insurance Committee:

- The union will be provided up to two (2) representatives to attend the Quarterly Benefits Meeting to get updates on plan performance and to provide input regarding the Group Health Plans.

Holidays:

- Juneteenth (introduced as a holiday earlier this year) was added to the list of holidays.

Recapitalization:

- The recapitalization provisions introduced in 2019 were removed from the agreement.

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 without CPI Considerations	\$3,919,402	\$2,440,752	\$2,188,602
Total Cost of Changes with CPI of 7%		\$3,518,632	\$3,809,016

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 20th day of September 20, 2022.



JEA Board Chair



JEA Board Secretary

Form Approved by



Office of General Counsel

VOTE	
In Favor	4
Opposed	0
Abstained	0