

# LEGISLATIVE FACT SHEET

DATE: 08/09/21

BT or RC No: NA  
(Administration & City Council Bills)

SPONSOR: Employee Services Department  
(Department/Division/Agency/Council Member)

Contact for all inquiries and presentation: Todd Norman, Chief of Labor Relations

Provide Name: \_\_\_\_\_

Contact Number: 255-5578

Email Address: ToddN@coj.net

PURPOSE: White Paper (Explain Why this legislation is necessary? Provide; Who, What, When, Where, How and the Impact.) Council Research will complete this form for Council introduced legislation and the Administration is responsible for all other legislation. (Minimum of 350 words - Maximum of 1 page.)

The Employee Services Department seeks to file four separate pieces of legislation to effectuate the proposed October 1, 2021 - September 30, 2024 collective bargaining agreements between the City of Jacksonville and the four civilian unions representing approximately 4,000 City employees as well as the two public safety unions representing approximately 4,000 employees. The four civilian unions are AFSCME (American Federation of State, County, and Municipal Employees), CWA (Communications Workers of America), JSA (Jacksonville Supervisors Association), and LIUNA (Laborers' International Union of North America). The two public safety unions are the International Association of Firefighters (IAFF) and the Fraternal Order of Police (FOP).  
The estimated annual cost for the JSA collective bargaining agreement is \$1.75M FY22 and FY23 and \$.6M FY24. excluding the cost savings for management efficiencies. JSA represents approximately 440 members.

APPROPRIATION: Total Amount Appropriated \_\_\_\_\_ as follows:  
 List the source name and provide Object and Subobject Numbers for each category listed below:

(Name of Fund as it will appear in title of legislation)

Name of Federal Funding Source(s)	From: _____	Amount: _____
	To: _____	Amount: _____
Name of State Funding Source(s):	From: _____	Amount: _____
	To: _____	Amount: _____
Name of City of Jacksonville Funding Source(s):	From: _____	Amount: _____
	To: _____	Amount: _____
Name of In-Kind Contribution(s):	From: _____	Amount: _____
	To: _____	Amount: _____
Name & Number of Bond Account(s):	From: _____	Amount: _____
	To: _____	Amount: _____

**PLAIN LANGUAGE OF APPROPRIATION / FINANCIAL IMPACT / OTHER:**

Explain: Where are the funds coming from, going to, how will the funds be used? Does the funding require a match? Is the funding for a specific time frame? Will there be an ongoing maintenance? ... and staffing obligation? Per Chapters 122 & 106 regarding funding of anticipated post-construction operation costs.

(Minimum of 350 words - Maximum of 1 page.)

**ACTION ITEMS: Purpose / Check List.** If "Yes" please provide detail by attaching justification, and code provisions for each.

**ACTION ITEMS:**

	Yes	No
Emergency?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Justification of Emergency: If yes, explanation must include detailed nature of emergency.

	Yes	No
Federal or State Mandate?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Explanation: If yes, explanation must include detailed nature of mandate including Statute or Provision.

Fiscal Year Carryover?

Note: If yes, note must include explanation of all-year subfund carryover language.

CIP Amendment?

Attachment: If yes, attach appropriate CIP form(s). Include justification for mid-year amendment.

Contract / Agreement Approval?

Attachment & Explanation: If yes, attach the Contract / Agreement and name of Department (and contact name) that will provide oversight. Indicate if negotiations are on-going and with whom. Has OGC reviewed / drafted?

A collective bargaining agreement is a contract. Summary of changes and significant provisions are provided.

Related RC/BT?

Attachment: If yes, attach appropriate RC/BT form(s).

Waiver of Code?

Code Reference: If yes, identify code section(s) in box below and provide detailed explanation (including impacts) within white paper.

Code Exception?

Code Reference: If yes, identify code in box below and provide detailed explanation (including impacts) within white paper.

Related Enacted Ordinances?

Code Reference: If yes, identify related code section(s) and ordinance reference number in the box below and provide detailed explanation and any changes necessary within white paper.

**ACTION ITEMS CONTINUED: Purpose / Check List. If "Yes" please provide detail by attaching justification, and code provisions for each.**

**ACTION ITEMS:**      **Yes**      **No**  
Continuation of Grant?

Explanation: How will the funds be used? Does the funding require a match? Is the funding for a specific time frame and/or multi-year? If multi-year, note year of grant? Are there long-term implications for the General Fund?

Surplus Property Certification?

Attachment: If yes, attach appropriate form(s).

Reporting Requirements?

Explanation: List agencies (including City Council / Auditor) to receive reports and frequency of reports, including when reports are due. Provide Department (include contact name and telephone number) responsible for generating

Division Chief: \_\_\_\_\_  
(signature)

Prepared By: \_\_\_\_\_  
(signature)

Date: 8/12/21

Date: 8/12/21



**ADMINISTRATIVE TRANSMITTAL**

To: MBRC, c/o Roselyn Chall, Budget Office, St. James Suite 325

Thru: Diane Moser

(Name, Job Title, Department)

Phone: (904) 255-5576

E-mail: Dmoser@coj.net

From: Todd Norman

Initiating Department Representative (Name, Job Title, Department)

Phone: (904) 255-5578

E-mail: ToddN@coj.net

Primary Contact: Todd Norman

(Name, Job Title, Department)

Phone: (904) 255-5578

E-mail: ToddN@coj.net

CC: Jordan Elsbury, Director of Intergovernmental Affairs, Office of the Mayor  
904-630-1825 E-mail: jelsbury@coj.net

**COUNCIL MEMBER / INDEPENDENT AGENCY / CONSTITUTIONAL OFFICER TRANSMITTAL**

To: Peggy Sidman, Office of General Counsel, St. James Suite 480

Phone: 904-255-5055

E-mail: psidman@coj.net

From: \_\_\_\_\_

Initiating Council Member / Independent Agency / Constitutional Officer

Phone: \_\_\_\_\_

E-mail: \_\_\_\_\_

Primary Contact: \_\_\_\_\_

(Name, Job Title, Department)

Phone: \_\_\_\_\_

E-mail: \_\_\_\_\_

CC: Jordan Elsbury, Chief of Staff, Office of the Mayor

904-255-5013 E-mail: jelsbury@coj.net

Legislation from Independent Agencies requires a resolution from the Independent Agency Board approving the legislation.

Independent Agency Action Item:

Yes

No

Boards Action / Resolution?

Attachment: If yes, attach appropriate documentation. If no, when is board action scheduled?

**FACT SHEET IS REQUIRED BEFORE LEGISLATION IS INTRODUCED**

**SUMMARY OF CONTRACT CHANGES  
JACKSONVILLE SUPERVISORS ASSOCIATION  
(BARGAINING UNITS 130 AND 131)**

October 1, 2021 through September 30, 2024



ONE CITY. ONE JACKSONVILLE.



**EMPLOYEE and LABOR RELATIONS DIVISION**

## SUMMARY OF CHANGES AND SIGNIFICANT PROVISIONS

**EFFECTIVE DATES:** Three Year Agreement October 1, 2021 through September 30, 2024.

### **SIGNIFICANT AND SUBSTANTIVE CHANGES**

#### **Article 10: Wages**

- General Wage Increases - 3% - October 1, 2021, 2.5% - October 1, 2022, and 2.5% - October 1, 2023.
- Two premium payments. The payments will be made in the first full pay period after October 1, 2021 (\$2,500) and October 1, 2022 (\$2,500). The payments are taxable, but not pensionable. These are onetime payments that do not affect base wages.
- **Shift Differential** → Removed the JFRD and JSO shift differential. All JSA employee have the same shift differential.
- **Hazard duty pay** → “Animal Community Relations Supervisors” was removed from the list of employees who receive hazard duty pay. “Pool Mechanic Supervisor” was added to the list.
- Added a \$100.00 bi-lingual skills differential. Employees must be selected by management. The Department and Employee Services must give their approval based on operational needs.
- Added \$450.00 quarterly tool allowance for A&P Working Supervisors.
- Added additional 5% above base pay for JFRD and JSO Supervisors for each day they train employees. Must be approved by management.

#### **Article 12: Hours of Work**

- Added language - Double time shall be paid for all continuous hours worked in excess of 16 hours.
- Added clarifying language regarding personal leave not being counted in the calculation of overtime

#### **Article 14: Meal Allowance**

- Meal allowance increased from \$6 to \$8.

#### **Article 21: Bereavement and Funeral Leave**

- Increased maximum allowance days for nieces and nephews from 2 to 3 days.

#### **Article 23: Personal Leave**

- CELB hours paid upon separation increased from 40 to 60 after 20 years of service.

#### **Article 25: Sell Back of Personal Leave/Deferred Compensation**

- “The Employer will provide employees eligible to retire the option to use unaccrued leave time to fund their Deferred Compensation Program.”
- Clarifying language was added to explain how employees can apply for it. This is only available to civilians who can sell back personal leave (Plan E).

#### **Article 28: Safety & Health**

- Increased safety shoe allowance from \$125 to \$140 per year.