

1 Introduced by the Council President at the request of JEA and Co-
2 Sponsored by Council Member Johnson and amended by the Transportation,
3 Energy and Utilities Committee:
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6 **ORDINANCE 2025-880-E**

7 AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING
8 AGREEMENT BETWEEN JEA AND THE JEA SUPERVISORS'
9 ASSOCIATION (JSA), SUCH AGREEMENT COMMENCING
10 OCTOBER 1, 2025, AND ENDING SEPTEMBER 30, 2028;
11 PROVIDING AN EFFECTIVE DATE.
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13 **WHEREAS**, on November 18, 2025, the JEA Board met to take action
14 on an agenda item regarding the 2025-2028 Collective Bargaining
15 Agreement between JEA and the JEA Supervisors' Association (JSA) (the
16 "Agreement"), and a copy of the JEA Board Agenda Memorandum is
17 attached hereto as **Revised Exhibit 1**, labeled as "Revised Exhibit 1,
18 Rev Board Memo, January 6, 2026 - TEU"; and

19 **WHEREAS**, the JEA Board has approved the Agreement and authorized
20 the JEA Chief Executive Officer to execute said Agreement on behalf
21 of JEA, and to otherwise take all steps necessary to obtain the City
22 Council's approval of the Agreement as evidenced by Board Resolution
23 2025-63, dated November 18, 2025, attached hereto as **Exhibit 2**; and

24 **WHEREAS**, JSA has represented that its members ratified the
25 Agreement on November 10, 2025; and

26 **WHEREAS**, JEA hereby requests that the City Council approve the
27 Collective Bargaining Agreement between JEA and JSA; now therefore

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

29 **Section 1. Proposed Agreement Between JEA and JSA Approved.**

30 That certain proposed Collective Bargaining Agreement between JEA and
31 JSA, a copy of which is **On File** with the Legislative Services Division

1 and by this reference made a part hereof, is hereby approved. Said
2 Agreement is for a term commencing October 1, 2025, and ending
3 September 30, 2028.

4 **Section 2. Effective Date.** This Ordinance shall become
5 effective upon signature by the Mayor or upon becoming effective
6 without the Mayor's signature.

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8 Form Approved:

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10 /s/ Mary E. Staffopoulos

11 Office of General Counsel

12 Legislation Prepared By: Kristy Gavin

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