

Introduced by the Council President at the request of JEA:

ORDINANCE 2025-877

AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING
AGREEMENT BETWEEN JEA AND THE PROFESSIONAL
EMPLOYEES' ASSOCIATION (PEA), SUCH AGREEMENT
COMMENCING OCTOBER 1, 2025, AND ENDING SEPTEMBER
30, 2028; PROVIDING AN EFFECTIVE DATE.

WHEREAS, on November 18, 2025, the JEA Board met to take action
on an agenda item regarding the 2025-2028 Collective Bargaining
Agreement between JEA and the Professional Employees' Association
(PEA) (the "Agreement"), and a copy of the JEA Board Agenda Memorandum
is attached hereto as **Exhibit 1**; and

WHEREAS, the JEA Board has approved the Agreement and authorized
the JEA Chief Executive Officer to execute said Agreement on behalf
of JEA, and to otherwise take all steps necessary to obtain the City
Council's approval of the Agreement as evidenced by Board Resolution
2025-61, dated November 18, 2025, attached hereto as **Exhibit 2**; and

WHEREAS, PEA has represented that its members ratified the
Agreement on October 27, 2025; and

WHEREAS, JEA hereby requests that the City Council approve the
Collective Bargaining Agreement between JEA and PEA; now therefore

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

Section 1. Proposed Agreement Between JEA and PEA Approved.

That certain proposed Collective Bargaining Agreement between JEA and
PEA, a copy of which is **On File** with the Legislative Services Division
and by this reference made a part hereof, is hereby approved. Said
Agreement is for a term commencing October 1, 2025, and ending
September 30, 2028.

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

Form Approved:

/s/ Mary E. Staffopoulos

Office of General Counsel

Legislation Prepared By: Kristy Gavin

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