

CITY COUNCIL RESEARCH DIVISION

LEGISLATIVE SUMMARY



COLLEEN HAMPSEY,
RESEARCH ASSISTANT
(904) 255-5151

117 West Duval Street
City Hall, Suite 425
Jacksonville, FL 32202
FAX (904) 630-3403

Bill Type and Number: Ordinance 2023-208

Introducer/Sponsor(s): Council President at the request of the Mayor

Date of Introduction: March 28, 2023

Committee(s) of Reference: R, F

Date of Analysis: March 27, 2023

Type of Action: *Ordinance Code* amendments

Bill Summary: This bill amends Section 33.201 (Talent Management Division; establishment; functions), Part 2 (TALENT MANAGEMENT DIVISION), Chapter 33 (EMPLOYEE SERVICES DEPARTMENT); Section 33.301 (Compensation and Benefits Division; establishment; functions) and Section 33.302 (Division Chief), Part 3 (COMPENSATION AND BENEFITS DIVISION), Chapter 33 (EMPLOYEE SERVICES DEPARTMENT); Section 111.471 (City Fitness and Wellness Special Revenue Fund), Part 4 (ADMINISTRATION, PERSONNEL AND CODE REGULATION), Chapter 111 (SPECIAL REVENUE AND TRUST ACCOUNTS); Section 116.301 (Service raises generally), PART 3 (SERVICE RAISES), Chapter 116, (EMPLOYEES AND EMPLOYEE BENEFITS); Section 116.909 (Advertising for certain appointed positions), PART 9 (PERSONNEL REGULATIONS), Chapter 116, (EMPLOYEES AND EMPLOYEE BENEFITS); Section 116.1402 (Special Committee on Group Health Benefits), PART 14 (GROUP HEALTH PLAN), Chapter 116, (EMPLOYEES AND EMPLOYEE BENEFITS); Section 129.101 (Pay Grades, Salary Ranges, and Salaries), Chapter 129 (COMPENSATION OF CITY OFFICIALS AND EMPLOYEES) *Ordinance Code*. The bill repeals Section 116.910 (Residence within City preferred), PART 9 (PERSONNEL REGULATIONS), Chapter 116, (EMPLOYEES AND EMPLOYEE BENEFITS), *Ordinance Code*, in its entirety. The bill also creates a new Section 116.910 (Criminal history records check), PART 9 (PERSONNEL REGULATIONS), Chapter 116, (EMPLOYEES AND EMPLOYEE BENEFITS), *Ordinance Code*.

Background Information: This legislation makes the following Employee Service Department related *Ordinance Code* changes: add function to Talent Management Division to administer and maintain a human resources information system and conduct salary and wage analyses; rename the "Compensation and Benefits Division" to be the "Benefits Division" with the duty to manage all benefit programs, deferred compensation and defined contribution plans; amend the Code sections with the new Benefits Division name as applicable; designate that length of service raises will be for regular full time staff (but not JFRD, JSO or elected officials) in an amount approved through collective bargaining; designate that appointed positions for a board or commission may be filled by an existing City employee without advertisement; repeal city residency preference for hiring; add section stating that the City may require background checks and fingerprinting through the FBI and FDLE for new employees; amend the employee compensation table to remove reference to specific salary ranges; enable the Mayor and Sheriff to adjust salaries of appointed officials based on market conditions, internal equity and other factors.

Policy Impact Area: Employee Services Department operations

Fiscal Impact: No direct cost to the City

Analyst: Hampsey