



BOARD RESOLUTION: 2025-63

November 18, 2025

A RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN JEA AND JEA SUPERVISORS ASSOCIATION (JSA) AND AUTHORIZING THE MANAGING DIRECTOR/CEO, OR DESIGNEE, TO EXECUTE THE AGREEMENT AND PRESENT IT TO CITY COUNCIL FOR FINAL APPROVAL

RECITALS

WHEREAS, JSA is a certified collective bargaining unit representing approximately 196 JEA employees who are non-professional supervisors, such as Coordinators, Team Leads, Foremen, and Planners; and

WHEREAS, the current collective bargaining agreement between JEA and JSA expired on September 30, 2025; 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 JSA represents was ratified by its membership through a vote on November 10, 2025 (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, 2025, through September 30, 2028, and includes the following substantive changes to the *status quo*:

General Pay Base increases:

- Fiscal Year 1: 4%*
- Fiscal Year 2: 3.5%
- Fiscal Year 3: 3.0%

*The base pay increase of 4% will be made retroactive to October 1, 2025, upon final approval of City Council. In addition, CPI considerations were removed.

Overtime Pay:

- Unused compensatory time (overtime) earned each calendar year will be paid out, or rolled into a reserve bank, or a 457(b) Deferred Compensation Plan, subject to IRS limitations, or into an HSA Account, subject to IRS limitations.
- Clarified when holiday pay is "time worked".

General Working Conditions

- Updated voucher value for safety footwear. The increase is \$50 for either standard or climbing boots.

Supplemental Pay:

- JEA will reimburse initial and renewal costs of licenses and certifications required by JEA for the position/classification (codifying what has been practiced).

Leave Usage

- Updated Article to reflect types of leave and defining immediate family.
- Scheduling of leave usage clarified.

Holidays

- Clarified Shift workers pay when required to work on a holiday where shift contains built-in overtime.

Insurance and Benefits

- Increased the basic term life insurance amount available for employee purchase up to \$350,000 aligning with amounts offered to employees in other unions.

Rights of Employees

- Removal of dues payroll deduction language as no longer permitted by State statute.

Rights of JEA Supervisors Association

- Up to two days (over the three-year CBA term) without loss of pay for JSA stewards and/or officers to attend training.

The Agreement and the Relation to Law and Regulations

- Clarified and updated notification requirements for organizational and classification changes.

Alcohol and Controlled Substance Abuse Testing

- Updated article to include new definitions, previously agreed upon language in MOU on self-reporting obligations and clarifying circumstances when testing will be required and process for random drug testing.

Grievance Procedure

- Updating grievance procedure notice and days (time limits).

Discipline and Discharge

- Updated procedure for notice of fact-finding.

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	\$1,227,780	\$1,123,051	\$968,302

NOW THEREFORE, BE IT RESOLVED by the JEA Board that:

1. The Agreement between JEA and JSA 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 18th day of November 2025.

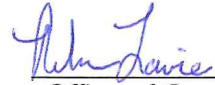


JEA Board Chair



JEA Board Secretary

Form Approved by



Office of General Counsel

VOTE	
In Favor	7
Opposed	0
Abstained	0

JSA
10/1/25- 9/30/28
ORDINANCE 2025-

	<u>FY 25/26</u>	<u>FY 26/27</u>	<u>FY 27/28</u>	<u>Total Estimated Cost of Listed Changes</u>
<u>Wages (1)</u>				
4.0% General Increase	\$1,017,332			
3.5% General Increase		\$925,772		
3.0% General Increase			\$790,772	
				\$2,733,876
<u>Other</u>				
(2) Increase in safety shoe voucher	\$6,600	\$6,600	\$6,600	\$19,800
(3) Two days steward training for up to 16 stewards (per 3 yrs.)	\$16,137	\$16,702	\$17,203	\$50,041
(4) Holiday Pay for shift workers (built-in overtime)				
<u>Service Pay</u>	\$292,597	\$292,597	\$292,597	
<u>Employer Contributions</u>				
Pension	\$157,191	\$146,204	\$130,004	\$433,400
(Based on ER contribution of 12%)				
Medicare	\$14,751	\$13,424	\$11,466	\$39,641
Life Insurance	\$15,769	\$14,349	\$12,257	\$42,375
Total Contract Changes	\$1,227,780	\$1,123,051	\$968,302	\$3,319,133
Fy 24/25 Base Pay \$25,433,297				
Annualized Base Pay year	\$26,661,077.11	\$27,784,128.10	\$28,752,430.21	
Percentage change year over year	4.83%	4.21%	3.49%	12.52%

- (1) Article 20.1;
FY 25/26 - 4.0% General Increase
FY 26/27 - 3.5% General Increase
FY 27/28 - 3.0% General Increase
(2) Increase in safety shoe voucher amount