



BOARD RESOLUTION: 2025- 62
November 18, 2025

A RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN JEA AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, FLORIDA COUNCIL 79, LOCAL 429 (AFSCME) AND AUTHORIZING THE MANAGING DIRECTOR/CEO, OR DESIGNEE, TO EXECUTE THE AGREEMENT AND PRESENT IT TO CITY COUNCIL FOR FINAL APPROVAL

RECITALS

WHEREAS, AFSCME is a certified collective bargaining unit representing approximately 269 JEA employees who are clerical and technical workers; and

WHEREAS, the current collective bargaining agreement between JEA and AFSCME 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 AFSCME submitted to its membership for a ratification vote on November 6, 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.

Overtime Pay:

- Unused compensatory time (overtime) earned each 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.
- Updated shift employee language clarifying eight-hour scheduling and 12-hour scheduling.
- Clarified overtime to be paid at time and one-half for all hours worked in excess of the employee's normal workday in a 24-hour period.
- Updated article to include manager's ability to release an employee without loss of pay.
- Updated article to include minimum of 4 hours of overtime pay when an employee has left their normal place of work for their home and are called back to work

Supplemental Pay:

- Standard rate of standby compensation changed from flat rate of \$25.00 each day to one and one-half (1.5) times the employee's base rate.

- Cash Handling supplement of 5% clarified.
- Increase in the bilingual skills supplement from \$46.15 to \$50.00 per pay period for eligible employees meeting the criteria.

Leave Usage

- Scheduling of annual leave clarified to reflect actual practices.

Other Leave

- Acknowledging JEA will comply with all applicable laws, regulations and ordinances covering employee's military service.

Union Security

- Removal of dues payroll deduction language as no longer permitted by State statute but allows for Union to request a meeting regarding dues deduction process if the law changes.

Union Activity

- Up to five (5) days (over the three-year term) without loss of pay for the Union President and one alternate to attend the AFSCME International Conference.
- Union is provided the opportunity to meet with newly hired bargaining unit employees at a designated time during JEA's new Employee Orientations.

Safety and Health

- AFSCME will be provided the standard safety footwear voucher (codifying current practice).

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

- Updated arbitration process and scheduling.

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	\$908,244	\$834,889	\$725,940

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

1. The Agreement between JEA and AFSCME 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

AFSCME				
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	\$721,759			
3.5% General Increase		\$656,801		
3.0% General Increase			\$561,023	
				\$1,939,583
<u>Other</u>				
(2) Change in Stand By Compensation	\$20,363	\$21,710	\$22,905	\$64,978
(3) Increase schedule premium	\$23,379	\$23,379	\$23,379	\$70,136
(4) Increase in Bilingual Pay	\$7,152	\$7,152	\$7,152	\$21,455
(5) Safety Shoe Allowance	\$7,800	\$7,800	\$7,800	\$23,400
<u>Service Pay</u>	\$162,734	\$162,734	\$162,734	
<u>Employer Contributions</u>				
Pension	\$106,139	\$98,344	\$86,851	\$291,334
(Based on ER contribution of 12%)				
Medicare	\$10,466	\$26,931	\$28,008	\$65,404
Life Insurance	\$11,187	\$10,180	\$8,696	\$30,064
Total Contract Changes	\$908,244	\$852,296	\$745,813	\$2,506,353
Fy 24/25 Base Pay				
\$18,043,972				
Annualized Base Pay year over year	\$18,952,216.00	\$19,804,512.03	\$20,550,325.09	
Percentage change year over year	5.03%	4.50%	3.77%	13.30%

(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) Article 11.2D; Change in Stand By Compensation calculation from \$25 flat rate to 1 hours at 1.5X hourly rate of pay

(3) Article 11.3A; Increase schedule premium for hrs after 1900 and prior to 0700 from \$1.50/hr to \$2.50/hr and \$2.00 to \$2.50 for Saturday and Sunday

(4) Article 11.7A; Increase in Bilingual Pay from \$46.15 pp to \$50.00 pp

(5) Increase of \$50 to Safety Shoe Allowance