

MEMORANDUM

Collective Bargaining Unit Agreements

Board Meeting Date: November 18, 2025

Outcome:

INFORMATION ONLY

ACTION

FUTURE BOARD CONSIDERATION

If Action, Provide a Recommended Motion:

Staff recommends Board approval of Resolutions 2025-61, 2025-62, 2025-63, and 2025-64, authorizing the collective bargaining agreements and their submission to City Council for consideration.

Consent Agenda Item:

Yes

No

Presenter:

Diane Moser, Chief Human Resources Officer

Chief:

Vickie Cavey, Managing Director/CEO

Strategic Focus Area:



DEVELOPING AN UNBEATABLE TEAM



DELIVERING BUSINESS EXCELLENCE



EARNING CUSTOMER LOYALTY

Background Information & Analysis:

JEA entered bargaining negotiations with each of its five Collective Bargaining Units (CBU) earlier this calendar year. Negotiations are held every three years and, consequently, contracts are negotiated for three-year terms. These contracts will be valid for fiscal years 2026, 2027, and 2028.

DISCUSSION:

JEA reached agreement with four of the CBUs on new contracts. Contract legislation will be filed with the City Council following approval by the JEA Board of Directors with the following timeline anticipated:

- November 19, 2025 File legislation
- November 25, 2025 Introduced at City Council (first reading on the agenda)
- December 9, 2025 Second Reading
- January 5, 2026 Committee action during this week
- January 13, 2026 Vote on final ratification by City Council

Professional Employees' Association (PEA)

Number of employees: 377

- Wage terms: For each year, the following 2.5% Performance Pool
- 1.5% General increase to base pay each year
- 1.5% Increase to minimum of all pay grades
- 3.0% Increase to maximum of all pay grades

Union Ratification Date: October 27, 2025

See attached Resolution 2025-61

American Federation of State, County, and Municipal Employees (AFSCME)

Number of employees: 269

Wage terms: General pay base increase – Fiscal year 1 (2026): 4.0%; Fiscal year 2 ; (2027): 3.5%; and Fiscal year 3 (2028): 3%.

Union Ratification Date: November 6, 2025

See attached Resolution 2025-62

MEMORANDUM

Collective Bargaining Agreements (Continued)

Background
Information &
Analysis
(cont'd):

JEA Supervisor's Association (JSA)

Number of employees: 196

Wage terms: General pay base increase – Fiscal year 1 (2026): 4.0%; Fiscal year 2 (2027): 3.5%; and Fiscal year 3 (2028): 3%.

Union Ratification Date: November 10, 2025

See attached Resolution 2025-63

International Brotherhood of Electrical Workers (IBEW)

Number of employees: 516

Wage terms: General pay base increase – Fiscal year 1 (2026): 4.0%; Fiscal year 2 (2027): 3.5%; and Fiscal year 3 (2028): 3%.

Union Ratification Date: November 14, 2025

See attached Resolution 2025-64

RECOMMENDATION:

JEA staff is recommending that the Board approve the Collective Bargaining Agreements included in Appendices E, F, G, and H and approve presenting the agreements to City Council.

Financial
Impact:

PEA:

- The life of the contract (three years) is \$6,085,038

AFSCME:

- The life of the contract (three years) is \$2,469,073

JSA:

- The life of the contract (three years) is \$3,319,133

IBEW:

- The life of the contract (three years) is \$6,918,882

The costs do not include the difference in overtime holiday pay calculated for shift workers

Committee/Board Meeting/Workshop & Date Presented:

N/A

Appendix:

- Resolution 2025-61
- Resolution 2025-62
- Resolution 2025-63
- Resolution 2025-64
- Appendices E, F, G, and H (Legislative copies)