

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



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Bill Type and Number: Ordinance 2022-401

Introducer/Sponsor(s): Council Member Gaffney

Date of Introduction: May 24, 2022

Committee(s) of Reference: NCSPHS, TEU, F, R

Date of Analysis: May 26, 2022

Type of Action: Ordinance Code amendment; direction to City administration; 1 cycle emergency passage requested

Bill Summary: The bill amends Ordinance Code Chapter 116 – Employees and Employee Benefits – in Part 7 – Miscellaneous Employee Benefit Regulations – to create a new Section 116.709 – Travel reimbursement for medical treatments related to reproductive rights, subject to collective bargaining approval with City employee unions. The administration is directed, following the outcome of collective bargaining, to create an employee benefit policy consistent with intent of the new section. One-cycle emergency passage is requested in order to provide a resource for employees given the current uncertainty about the future of reproductive rights under federal and state law.

Background Information: The section would provide for an entitlement to a payment for travel expenses of up to \$4,000 per year for employees to travel to receive to receive medical treatment related to reproductive rights (including mediation, procedures or operations) if that treatment is not available within 100 miles of the employee’s home and if virtual care is not possible. The bill provides that the travel expense entitlement would begin on July 1, 2022, but is subject to collective bargaining with the employee unions as an employee benefit.

Policy Impact Area: Employee reproductive health benefit

Fiscal Impact: Undetermined

Analyst: Clements