

**CITY COUNCIL RESEARCH DIVISION  
LEGISLATIVE SUMMARY**



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**Bill Type and Number:** Ordinance 2022-734

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

**Date of Introduction:** September 27, 2022

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

**Date of Analysis:** September 29, 2022

**Type of Action:** Approval of collective bargaining agreement

**Bill Summary:** The bill approves a collective bargaining agreement between the JEA and JEA Supervisor's Association (JSA) for a three-year period ending September 30, 2025.

**Background Information:** JSA represents approximately 188 JEA employees who are non-professional supervisors such as coordinators, team leads, foremen and planners. The major provision of the agreement are these:

- Wage increases of 9% in FY22-23, 4.5% in FY23-24 and 3.5% in FY24-25.
- Wage increases in years 2 and 3 have an additional adjustment if the CPI for those years exceeds the negotiated increase, up to a maximum of 7%; if the CPI exceeds 7% then the additional percentage will be provided in a lump sum not applied to general wages.
- There will be a 3% of salary lump sum payment in FY22-23.
- Longevity pay increases from \$300 to \$325 for every 5 years of continuous service through the 15<sup>th</sup> year; thereafter it increases from the current \$300 to \$500 for every 5 years.
- JEA will increase its contribution to dependent health coverage from 50% to 60%.
- The recapitalization provisions introduced in 2019 are removed from the agreement.

**Policy Impact Area:** Collective bargaining

**Fiscal Impact:** Estimated cost of the new agreement:

FY22-23 - \$2,834,644

FY23-24 - \$1,129,537 (without CIP considerations) or \$1,726,344 (if CPI is 7%, excluding lump sum amount for CPI above 7%)

FY24-25 - \$938,332 (without CIP considerations) or \$1,854,236 (if CPI is 7%, excluding lump sum amount for CPI above 7%)

**Analyst:** Clements