

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



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Bill Type and Number: Ordinance 2022-735

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 the JEA Professional Employees' Association (PEA) for a three-year period ending September 30, 2025.

Background Information: PEA represents approximately 292 JEA professional employees and supervisors in fields such as accounting, engineering and IT. The major provision of the agreement are these:

- Wage increases of 2% in FY22-23, 2% in FY23-24 and 2% in FY24-25.
- Performance pay budget of 6% in FY22-23, 4% in FY23-24 (with CPI considerations below), 3% in FY24-25 (with CPI considerations below)
- Performance pay 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.
- Range minimum: 2% in FY22-23, 2% in FY23-24 and 2% in F24-25
- Range maximum: 6% in FT22-23, 3% in FY23-24, 2% in FY24-25
- Longevity pay increases from \$300 to \$325 for every 5 years of continuous service through the 15th 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 - \$3,919,402

FY23-24 - \$2,440,752 (without CIP considerations) or \$3,518,632 (if CPI is 7%, excluding lump sum amount for CPI above 7%)

FY24-25 - \$2,188,602 (without CIP considerations) or \$3,809,016 (if CPI is 7%, excluding lump sum amount for CPI above 7%)

Analyst: Clements