

LEGISLATIVE FACT SHEET

DATE: 07/10/24 BT or RC No: NA
 (Administration & City Council Bills)

SPONSOR: Employee Services Department
 (Department/Division/Agency/Council Member)

Contact for all inquiries and presentations: Todd Norman, Chief of Employee and Labor Relations

Provide Name: _____

Contact Number: (904)255-5578

Email Address: ToddN@coj.net

PURPOSE: White Paper (Explain Why this legislation is necessary? Provide; Who, What, When, Where, How and the Impact.) Council Research will complete this form for Council introduced legislation and the Administration is responsible for all other legislation. (Minimum of 350 words - Maximum of 1 page.)

The Employee Services Department seeks to file two separate pieces of legislation to effectuate the proposed October 1, 2024 - September 30, 2027 collective bargaining agreements between the City of Jacksonville and the two Public Safety unions representing approximately 4,200 City employees. The two public safety unions are the International Association of Firefighters (IAFF) and the Fraternal Order of Police (FOP). The estimated annual cost for the IAFF collective bargaining agreement is \$20.5M in FY25 and \$7.6M in FY26 & FY27. IAFF represents approximately 1733 members.

APPROPRIATION: Total Amount Appropriated: _____ as follows:

List the source **name** and provide Object and Subobject Numbers for each category listed below:

(Name of Fund as it will appear in title of legislation)

Name of Federal Funding Source(s):	From: _____	Amount: _____
	To: _____	Amount: _____
Name of State Funding Source(s):	From: _____	Amount: _____
	To: _____	Amount: _____
Name of City of Jacksonville Funding Source(s):	From: _____	Amount: _____
	To: _____	Amount: _____
Name of In-Kind Contribution(s):	From: _____	Amount: _____
	To: _____	Amount: _____
Name & Number of Bond Account(s):	From: _____	Amount: _____
	To: _____	Amount: _____

PLAIN LANGUAGE OF APPROPRIATION / FINANCIAL IMPACT / OTHER:

Explain: Where are the funds coming from, going to, how will the funds be used? Does the funding require a match? Is the funding for a specific time frame? Will there be an ongoing maintenance? ... and staffing obligation? Per Chapters 122 & 106 regarding funding of anticipated post-construction operation costs. (Minimum of 350 words - Maximum of 1 page.)

ACTION ITEMS: Purpose / Check List. If "Yes" please provide detail by attaching justification, and code provisions for each.

ACTION ITEMS:	Yes	No	
Emergency?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Justification of Emergency: If yes, explanation must include detailed nature of emergency. <div style="border: 1px solid black; height: 30px; margin-top: 5px;"></div>
Federal or State Mandate?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Explanation: If yes, explanation must include detailed nature of mandate including Statute or Provision. <div style="border: 1px solid black; height: 30px; margin-top: 5px;"></div>
Fiscal Year Carryover?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Note: If yes, note must include explanation of all-year subfund carryover language. <div style="border: 1px solid black; height: 30px; margin-top: 5px;"></div>
CIP Amendment?	<input type="checkbox"/>	<input type="checkbox"/>	Attachment: If yes, attach appropriate CIP form(s). Include justification for mid-year amendment.
Contract / Agreement Approval?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Attachment & Explanation: If yes, attach the Contract / Agreement and name of Department (and contact name) that will provide oversight. Indicate if negotiations are on-going and with whom. Has OGC reviewed / drafted? <div style="border: 1px solid black; padding: 5px; margin-top: 5px;"> A collective bargaining agreement is a contract. Summary of changes and significant provisions are provided. </div>
Related RC/BT?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Attachment: If yes, attach appropriate RC/BT form(s).
Waiver of Code?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Code Reference: If yes, identify code section(s) in box below and provide detailed explanation (including impacts) within white paper. <div style="border: 1px solid black; height: 30px; margin-top: 5px;"></div>
Code Exception?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Code Reference: If yes, identify code in box below and provide detailed explanation (including impacts) within white paper. <div style="border: 1px solid black; height: 30px; margin-top: 5px;"></div>
Related Enacted Ordinances?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Code Reference: If yes, identify related code section(s) and ordinance reference number in the box below and provide detailed explanation and any changes necessary within white paper. <div style="border: 1px solid black; height: 30px; margin-top: 5px;"></div>

ACTION ITEMS CONTINUED: Purpose / Check List. If "Yes" please provide detail by attaching justification, and code provisions for each.

ACTION ITEMS:

	Yes	No	
Continuation of Grant?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Explanation: How will the funds be used? Does the funding require a match? Is the funding for a specific time frame and/or multi-year? If multi-year, note year of grant? Are there long-term implications for the General Fund?
Surplus Property Certification?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Attachment: If yes, attach appropriate form(s).
Reporting Requirements?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Explanation: List agencies (including City Council / Auditor) to receive reports and frequency of reports, including when reports are due. Provide Department (include contact name and telephone number) responsible for generating reports.

BUSINESS IMPACT ESTIMATE

Pursuant to Section 166.041(4), F.S., the City is required to prepare a Business Impact Estimate for ordinances that are NOT exempt from this requirement. A list of ordinance exemptions are provided below. Please check all exemption boxes that apply to this ordinance. If an exemption is applicable, a Business Impact Estimate IS NOT required.

- The proposed ordinance is required for compliance with Federal or State law or regulation;
- The proposed ordinance relates to the issuance or refinancing of debt;
- The proposed ordinance relates to the adoption of budgets or budget amendments, including revenue sources necessary to fund the budget;
- The proposed ordinance is required to implement a contract or an agreement, including, but not limited to, any Federal, State, local, or private grant or other financial assistance accepted by the municipal government;
- The proposed ordinance is an emergency ordinance;
- The ordinance relates to procurement; or
- The proposed ordinance is enacted to implement the following:
 - a. Part II of Chapter 163, Florida Statutes, relating to growth policy, county and municipal planning, and land development regulation, including zoning, development orders, development agreements and development permits;
 - b. Sections 190.005 and 190.046, Florida Statutes, regarding community development districts;
 - c. Section 553.73, Florida Statutes, relating to the Florida Building Code; or
 - d. Section 633.202, Florida Statutes, relating to the Florida Fire Prevention Code.

If none of the boxes above are checked, then a Business Impact Estimate IS REQUIRED to be prepared by the using agency/office/department and submitted in the MBRC filing packet along with the memorandum request, legislative fact sheet, etc. A Business Impact Estimate form can be found at: <https://www.coj.net/departments/finance/budget/mayor-s-budget-review-committee>

Division Chief: _____
(signature)

Date: _____

Prepared By: _____
(signature)

Date: _____

ADMINISTRATIVE TRANSMITTAL

To: MBRC, c/o the Budget Office, St. James Suite 325

Thru: Diane Moser, Director of Employee Services

(Name, Job Title, Department)

Phone: 255-5576 E-mail: Dmoser@coj.net

From: Todd Norman, Chief of Employee and Labor Relations

Initiating Department Representative (Name, Job Title, Department)

Phone: 255-5578 E-mail: ToddN@coj.net

Primary Contact: Todd Norman, Chief of Employee and Labor Relations

(Name, Job Title, Department)

Phone: 255-5578 E-mail: ToddN@coj.net

CC: _____
Phone: _____ E-mail: _____

COUNCIL MEMBER / INDEPENDENT AGENCY / CONSTITUTIONAL OFFICER TRANSMITTAL

To: Mary Staffopoulos, Office of General Counsel, St. James Suite 480
Phone: 904-255-5062 E-mail: mstaff@coj.net

From: _____
Initiating Council Member / Independent Agency / Constitutional Officer
Phone: _____ E-mail: _____

Primary Contact _____
(Name, Job Title, Department)
Phone: _____ E-mail: _____

CC: Todd Norman, Chief of Employee and Labor Relations
Phone: 255-5578 E-mail: ToddN@coj.net

Legislation from Independent Agencies requires a resolution from the Independent Agency Board approving the legislation.

Independent Agency Action Item:

Boards Action / Resolution? **Yes** **No**

Attachment: If yes, attach appropriate documentation. If no, when is board action scheduled?

FACT SHEET IS REQUIRED BEFORE LEGISLATION IS INTRODUCED

**SUMMARY OF CONTRACT CHANGES
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL 122
FIRE FIGHTERS, FIRE ENGINEERS, FIRE LIEUTENANTS, FIRE
CAPTAINS & FIRE DISTRICT CHIEFS**

October 1, 2024 through September 30, 2027



A NEW DAY.



EMPLOYEE & LABOR RELATIONS DIVISION

SUMMARY OF CHANGES AND SIGNIFICANT PROVISIONS

EFFECTIVE DATES: Three Year Agreement October 1, 2024, through September 30, 2027.

SIGNIFICANT AND SUBSTANTIVE CHANGES

Article 2: Union Security and Checkoff

- 2.2 → Payroll deduction – Employer costs invoiced to Union - from 4 cents to 8 cents per deduction per payroll period

Article 12: Wages (Both)

- 12.1D → Wage Increases - 12% - October 1, 2024, 5% - October 1, 2025, and 5% - October 1, 2026.
- 12.4E → Master's Degree incentive = \$410 per month pay differential
- 12.5 → Pay incentives
 - Paramedic = From \$550 to \$600 paid bi-weekly
 - Paramedic in Rescue = From \$700 to \$750 paid bi-weekly
 - EMT = From \$200 to \$250 paid bi-weekly
 - EMT in Rescue = From \$250 to \$300 paid bi-weekly
- Pay Incentives for Specialties - \$50 for maintaining the certifications and \$125 for being permanently assigned to the specialty stations paid bi-weekly. *Went from \$50/\$110 to \$50/\$125*
 - 12.6 - State Certified Municipal Fire Inspector (requires renewal)
 - 12.7 – Hazardous Materials Team
 - 12.8 - Special Operations Team
 - 12.11 - Aircraft Rescue and Fire Fighting (requires renewal)
 - 12.12 - Marine Division (requires renewal)
- 12.13 → Physical Fitness incentive - \$20 per pay period based on age category and goal time achieved. *Running 1.5 mile/Walking 3 miles* Requires annual renewal to receive.

Article 13: Promotions (Both)

- 13.8 → Added language to state COJ will notify IAFF if the certified promotional list will exceed 45 days to be published.

Article 14: Employee Benefits (Both)

- 14.1D → Increased amount of reimbursement for personal watches damaged or lost while on duty from \$100 to \$200.
- 14.3 → Transfer Pay - Increased amount from \$8 to \$12 for each time the employee is transferred to a station they are not assigned to normally and they use their own personal vehicle to go.
- 14.6 → the employer will provide contributions to the unions health plan at the following rates:
 - FY25 - \$605 per covered employee per month
 - FY26 - \$605 per covered employee per month
 - FY 27 - \$665 per covered employee per month

Contingent on the union members having the option to re-enter the COJ health plan at a future date

Article 18: Holidays (Both)

- 18.1A → Added Patriot Day (September 11th)
- 10.3 → Increased the percentage of employees that can be off on a given day – 8% to 9%.

Article 19: Florida Retirement System (FRS) (Both)

- *New Article* All new employees hired on or after 9/30/27 will be automatically enrolled into FRS. Also at that time, current employees can make the choice to move to FRS or stay with the current COJ DC.

Article 21: Bereavement Leave (Both)

- 20.1A → Increased time off for employees:
 - 40-hour employees – increased from 3 days to 5 days
 - 56-hour employees – increased from 1 shift (24 hrs.) to 2 shifts (48 hrs.)

Article 22: Military Leave (both)

- 22.1 → Military leave increased:
 - 40-hour employees – 240 hrs.
 - 56-hour employees – 316 hrs.

Article 23: Alcohol and Drug Abuse (both)

- 23.3E → Initial test for alcohol will be done by breath analysis.
 - Confirmation test will use gas chromatography whole blood test.