

# 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 FOP collective bargaining agreement is \$33.9M in FY25, \$13.5M in F26 and \$12.6M in FY27. FOP represents approximately 2,500 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.**

<b>ACTION ITEMS:</b>	<b>Yes</b>	<b>No</b>	
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](mailto: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](mailto: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](mailto: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](mailto: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](mailto:ToddN@coj.net)

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

Independent Agency Action Item:      **Yes**      **No**  
Boards Action / Resolution?             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  
FOP – POLICE OFFICERS THROUGH SERGEANTS UNIT  
(BARGAINING UNITS 040, 042 and 104)**

October 1, 2024 through September 30, 2027



**EMPLOYEE and 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 15 Florida Retirement System**

- Effective no later than September 30, 2027, FOP Police will enter the Florida Retirement System for all new employees and current employees will have the option to participate pursuant to Florida Statute.

#### **Article 16 Personal Leave Plan P**

- 16.2(A) Increase hours accrued per year by 8 hours. 16.5 (A) changed deferred leave to a set amount versus a percentage of leave. 16.5(B) allows roll back deferral at a preselected amount if leave is expected to exceed 600 hours

#### **Article 23 Wages**

- 23.1(A) Police Officer Recruits hired at step 1 of current pay plan; 23.1(B) removed language that Police Officer Recruits start at 95% of step 1 of pay plan; 23.1(D) Employees hired with a minimum of three years of service as full time law enforcement officer and hold an active Florida law enforcement certificate or have a minimum of three years of service as a full time law enforcement officer in another state or at a federal agency and have completed the FDLE Equivalency of Training shall be hired at step 3 of the current pay plan and will advance after one year based on normal step progression.
- 23.1(F) new step plan for schedules D and E effective October 1, 2024. A 13% increase for October 1, 2024 with further compression of steps to raise starting salaries to \$65,204.00, 5.00% increase as of October 1, 2025, 5.00% as of October 1, 2026.
- 23.13 Bi-lingual Supplement increases to sixty (\$60) dollars a month.

#### **Article 29 Employee Benefits**

- 13.1(B) Employer contributions to the FOP health plan as follows; FY25 and FY 26 - \$605 per covered employee per month, FY27 - \$665 per covered employee per month.

#### **Article A-4 Hours of Work and Overtime Payment**

- A-4.2(D) Double time shall be paid for all consecutive hours worked in excess of sixteen in any 24 hour period.

#### **Article A-5 Wages**

- A-5.1 20.0% Increase as of 10/1/24.
- A-5.4 Increase bilingual supplement to sixty dollars per month.
- A-5.5 Additional 5% in pay for days serving as the Courtroom Coordinator
- A-5.6 Wages may be adjusted as determined by the Jacksonville Sheriff's Office.

#### **Article B-6 Hours of Work and Overtime Payment**

- B-6.2(C) Double time shall be paid for all consecutive hours worked in excess of sixteen in any 24 hour period.

#### **Article B-7 Wages**

- B-7.1 a 12.0 increase and a new step plan on 10/1/24, 5.0% increase on 10/1/25, 5.0% increase on 10/1/26.
- B-7.7 Increase bilingual supplement to sixty dollars per month.

#### **Article B-8 Employee Benefits**

- B-8.3 Employer contributions to the FOP health plan as follows; FY25 and FY 26 - \$605 per covered employe per month, FY27 - \$665 per covered employee per month.
- Increase charge for payroll deductions for employee plans to eight (8) cents per



**SUMMARY OF CONTRACT CHANGES  
FOP – LIEUTENANTS AND CAPTAINS UNIT  
(BARGAINING UNITS 041)**

October 1, 2024 through September 30, 2027



**EMPLOYEE and 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 15 Florida Retirement System**

- Effective no later than September 30, 2027, FOP Police will enter the Florida Retirement System for all new employees and current employees will have the option to participate pursuant to Florida Statute.

#### **Article 16 Personal Leave Plan P**

- 16.2(A) Increase hours accrued per year by 8 hours. 16.5 (A) changed deferred leave to a set amount versus a percentage of leave. 16.5(B) allows roll back deferral at a selected amount if leave is expected to exceed 600 hours

#### **Article 22 Hours of Work and Overtime Payment**

- 22.5(A) Minimum payment on Call Back increased to 2 and ½ hours. Answering a phone is not considered call back. 22.5(B) when on call employee shall receive 40 minutes of overtime for first phone call.

#### **Article 23 Wages**

- 23.1(B) new step plan for schedules D and E effective October 1, 2024. 13.00% increase as of October 1, 2024, 5.00% as of October 1, 2025, and 5.00% for October 1, 2026.
- 23.13 Bi-lingual Supplement increases to sixty (60) dollars a month.

#### **Article 28 Employee Benefits**

- 13.1(B) Employer contributions to the FOP health plan as follows; FY25 and FY 26 - \$605 per covered employee per month, FY27 - \$665 per covered employee per month.

**SUMMARY OF CONTRACT CHANGES  
FOP – RANK AND FILE CORRECTIONS OFFICERS UNIT  
(BARGAINING UNIT 045)**

October 1, 2024 through September 30, 2027



**EMPLOYEE and LABOR RELATIONS DIVISION**

## SUMMARY OF CHANGES AND SIGNIFICANT PROVISIONS

**EFFECTIVE DATES:** Three Year Agreement October 1, 2024 through September 30, 2023.

### **SIGNIFICANT AND SUBSTANTIVE CHANGES**

#### **Article 11 Hours of Work and Overtime Payment**

- 11.3(E) allow Sheriff to implement 12-hour shift at Montgomery Correctional Center and Community Transition Center.
- 11.3(H) Remove set shift starting time and allow at the discretion of the Employer, unless change would affect entire watch shift differential.

#### **Article 12 Wages**

- 12.1(A) New step plan effective October 1, 2024. A 15% increase for October 1, 2024 with further compression of steps to raise starting salaries to \$60,807.00, 8.5% increase as of October 1, 2025, 7.0% as of October 1, 2026.
- 12.4 Corrections Officer Recruit will be hired at step 1 of pay plan.
- Employees hired with a minimum of three years of service as full time correctional officer and hold an active Florida correctional enforcement certificate or have a minimum of three years of service as a full time correctional officer in another state or at a federal agency and have completed the FDLE Equivalency of Training shall be hired at step 3 of the current pay plan and will advance after one year based on normal step progression.
- 23.13 Bi-lingual Supplement increases to sixty (60) dollars.

#### **Article 13 Employee Benefits**

- 13.1(A) Employer contributions to the FOP health plan as follows; FY25 and FY 26 - \$605 per covered employee per month, FY27 - \$665 per covered employee per month.

#### **Article 18 Florida Retirement System/Jacksonville Retirement System**

- If the Florida Division of Retirement allows JSO Corrections Officer to participate in the Florida Retirement System independently of and without the City's general employees the City agrees to allow FOP Corrections Officer bargaining unit join FRS, independently and without the City's general employees, no later than September 30, 2027.
- If unable to obtain the above, then effective no later than September 30, 2027 the Jacksonville Retirement System, formerly known as the Jacksonville DC Plan, will be modified as follow: Employer 25% year 1-3, Employer 26% year 4, Employer 27% year 5+, Employee 10%.

#### **Article 19 Personal Leave (Plan P)**

- 19.9(A) changed deferred leave to a set amount versus a percentage of leave.
- 19.9(B) allows roll back deferral at a preselected amount if leave is expected to exceed 600 hours.

#### **Article 32 Shift Assignments**

- 32.3(A) Shift starting times will be set at the sole discretion of the Employer.

**SUMMARY OF CONTRACT CHANGES  
FOP – SUPERVISORY CORRECTONS OFFICERS UNIT  
(BARGAINING UNIT 046)**

October 1, 2024 through September 30, 2027



**EMPLOYEE and LABOR RELATIONS DIVISION**

## SUMMARY OF CHANGES AND SIGNIFICANT PROVISIONS

**EFFECTIVE DATES:** Three Year Agreement October 1, 2024 through September 30, 2023.

### **SIGNIFICANT AND SUBSTANTIVE CHANGES**

#### **Article 11 Hours of Work and Overtime Payment**

- 11.3(E) allow Sheriff to implement 12-hour shift at Montgomery Correctional Center and Community Transition Center.
- 11.3(H) Remove set shift starting time and allow at the discretion of the Employer, unless change would affect entire watch shift differential.

#### **Article 12 Wages**

- 12.1(A) New step plan effective October 1, 2024, 15.0% increase as of October 1, 2024, 8.5% as of October 1, 2025, 7.0% as of October 1, 2026.
- 23.13 Bi-lingual Supplement increases to sixty (60) dollars.

#### **Article 13 Employee Benefits**

- 13.1(A) Employer contributions to the FOP health plan as follows: FY25 and FY 26 - \$605 per covered employe per month, FY27 - \$665 per covered employee per month.

#### **Article 18 Florida Retirement System/Jacksonville Retirement System**

- If the Florida Division of Retirement allows JSO Corrections Officer to participate in the Florida Retirement System independently of and without the City's general employees the City agrees to allow FOP Corrections Officer bargaining unit join FRS, independently and without the City's general employees, no later than September 30, 2027.
- If unable to obtain the above, then effective no later than September 30, 2027, the Jacksonville Retirement System, formerly known as the Jacksonville DC Plan, will be modified as follow: Employer 25% year 1-3, Employer 26% year 4, Employer 27% year 5+, Employee 10%.

#### **Article 19 Personal Leave (Plan P)**

- 19.9(A)changed deferred leave to a set amount versus a percentage of leave.  
19.9(B)allows roll back deferral at a preselected amount if leave is expected to exceed 600 hours.

#### **Article 32 Shift Assignments**

- 32.3(A) Shift starting times will be set at the sole discretion of the Employer.