

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



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Bill Type and Number: Ordinance 2019-728

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

Date of Introduction: October 8, 2019

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

Date of Analysis: October 10, 2019

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 for a term of 3 years from October 1, 2019 through September 30, 2022.

Background Information: The agreement incorporates the following major terms:

- 1) Wage increases to the base of 2% annually.
- 2) One-time lump sum payment of 1.5% of base salary.
- 3) Creation of a 3% performance pool.
- 4) Increase minimum of all pay grades by 2% and increase maximum of all grades by 3.5%
- 5) Recapitalization Event Provisions - effective only in the event of a recapitalization:
 - Provides for protection of employee pensions in accordance with Ordinance 2019-566.
 - Provides for Employee Protection and Retention Program Agreement: (a) recognizes minimum requirements of the Invitation to Negotiate to provide for three years of substantially comparable wages and benefits; (b) recognizes employee option to enter into a retention program agreement providing for 100% of base pay over the course of two years following a Recapitalization Event, if employed as of July 23, 2019.
 - Provides for disability insurance coverage for up to five years following a Recapitalization Event to bridge to Social Security eligibility threshold.
- 6) New article to afford paid parental leave benefits effective January 1, 2020. Mirrors City of Jacksonville policy allowing up to 6 weeks of paid leave following the birth or adoption of a child.

Policy Impact Area: Collective bargaining

Fiscal Impact: Provides for 2% annual base pay increase, a 1.5% one-time lump sum distribution, creation of a 3% performance pool, increase in the minimum and maximum of all pay grades, and for several Recapitalization Event-triggered provisions.

Analyst: Clements