

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



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Bill Type and Number: Ordinance 2020-245

Introducer/Sponsor(s): Council Member Salem

Date of Introduction: May 12, 2020

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

Date of Analysis: May 14, 2020

Type of Action: City Charter amendment; provision for voter referendum

Bill Summary: The bill amends City Charter Article 4 – Division of Powers - and Article 21 – JEA - to provide that the City Council shall have the executive power to approve or disapprove employee bonus or incentive programs for JEA employees. It provides that JEA shall not implement or adopt any employee bonus or incentive program for employees unless (1) the program meets all the requirements of state law and the City Charter; and (2) the program is approved annually by both the JEA governing body and the City Council, by ordinance. It provides that any bonus program created pursuant to this section shall terminate if not approved or reapproved by JEA and the City Council annually and provides that approval and re-approval of any such programs must be adopted annually by the Council in an ordinance other than the annual budget ordinance, which includes all the terms of the program. The bill provides for a voter referendum to approve or disapprove of the Charter amendment at the general election to be held on November 3, 2020.

Background Information: The bill is being proposed to give the City Council a role in the JEA's adoption of employee incentive programs, which became very controversial with the recent revelations about the JEA's Performance Unit Plan. This bill would require incentive plans to be approved by both the JEA board and the City Council and re-adopted on an annual basis by means of an ordinance separate from the budget ordinance where the existence or details of such plan might be overlooked. The bill's sponsor reported at a recent Future of JEA Workshop that his research found that the last 2 JEA CEOs were delegated the authority to implement employee incentive programs by the JEA boards at the time, and were eligible to participate in those incentive programs themselves.

Policy Impact Area: JEA employee incentive program operations

Fiscal Impact: Undetermined

Analyst: Clements