LEGISLATIVE FACT SHEET

DATE:	08/09/21			
1.19 L L L	00/00/21		BT or RC No:	NA
	x	(Admi	inistration & City Council	Bills)
SPONSOR:	Employee Service	Doportmont		
SPUNSUR.	Employee Services	Department/Division/Ag	nency/Council Member)	
		(Department/Division/Ag	gency/council membery	
Contact for all in	quiries and presenta	tion: Todd No	orman, Chief of Labo	or Relations
Provide Name:				
Contac	t Number:	255-5578		
Email	Address:	ToddN@coj.net		
Lindii /		<u>Todurve coj.net</u>		
Research will complet		tion is necessary? Provide; Who uced legislation and the Adminis		
	rica). The two public sal	(Jacksonville Supervisors As lety unions are the Internatio		

APPROPRIATION: Total Amount Appropriated

as follows:

List the source <u>name</u> and provide Object and Subobject Numbers for each category listed below:

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

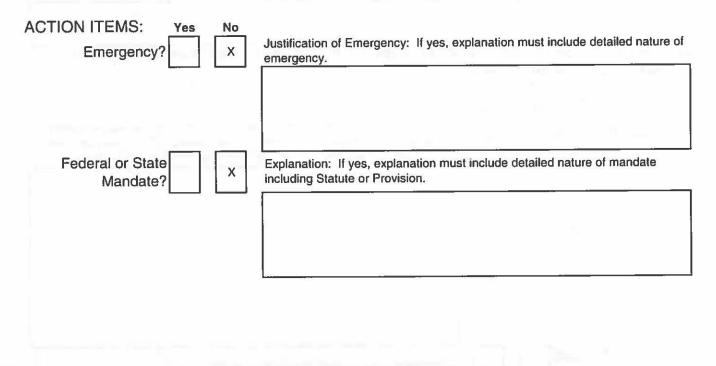
Name of Federal Funding Source(s	From:	Amount:
	To:	Amount:
Name of State Funding Source(s):	From:	Amount:
	То:	Amount:
Name of City of Jacksonville	From:	Amount:
Funding Source(s):	То:	Amount:
Name of In-Kind Contribution(s):	From:	Amount:
	To:	Amount:
Name & Number of Bond	From:	Amount:
Account(s):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

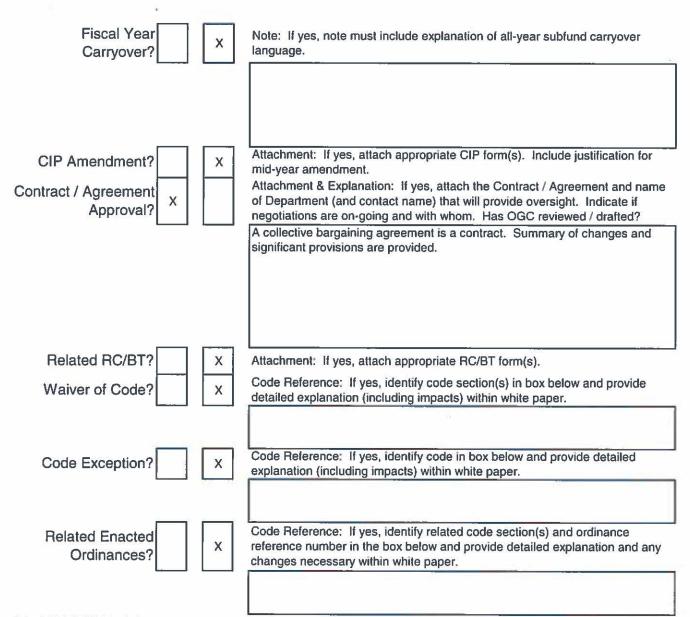
PLAIN LANGUAGE OF APPROPRIATION / FINANCIAL IMPACT / OTHER:

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.

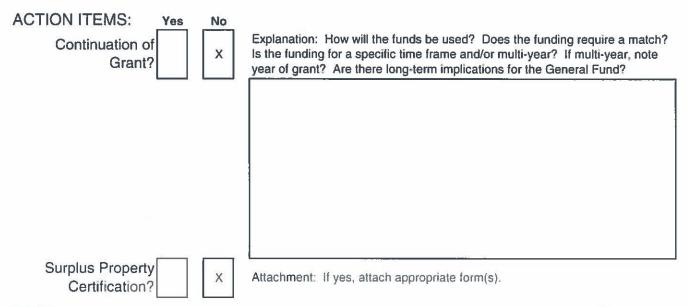
(Minimum of 350 words - Maximum of 1 page.)

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





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



Explanation: List agencies (including City Council / Auditor) to receive reports and frequency of reports, including when reports are due. Provide Department Reporting Х **Requirements?** (include contact name and telephone number) responsible for generating 8 12 21 Date: **Division Chief:** (signate Date: Prepared By: (signature) l

ADMINISTRATIVE TRANSMITTAL

To: MBRC, c/o Roselyn Chall, Budget Office, St. James Suite 32	To:	MBRC,	c/o Roselyn	Chall,	Budget	Office,	St.	James	Suite 32	25
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Thru:	Diane Moser						
	(Name, Job Title, Department)						
	Phone: (904) 255-5576 E-mail: Dmoser@coj.net						
From:	Todd Norman						
	Initiating Department Representative (Name, Job Title, Department)						
	Phone: (904) 255-5578 E-mail: <u>ToddN@coj.net</u>						
Primary	roos nonnan						
Contact:	(Name, Job Title, Department)						
	Phone: (904) 255-5578 E-mail: <u>ToddN@coj.net</u>						
CC:	Jordan Elsbury, Director of Intergovernmental Affairs, Office of the Mayor 904-630-1825 E-mail: jelsbury@coj.net						

COUNCIL MEMBER / INDEPENDENT AGENCY / CONSTITUTIONAL OFFICER TRANSMITTAL

То:	Peggy Sidman, Office of Phone: 904-255-505	of General Counsel, St. James Suite 480 55 E-mail: <u>psidman@coj.net</u>						
From:								
	Initiating Council Member / Independent Agency / Constitutional Officer							
	Phone:	E-mail:						
Primary Contact:	(Name, Job Title, Departmen	ot						
	Phone:	E-mail:						
CC:	Jordan Elsbury, Chief o 904-255-5013 E-mail	of Staff, Office of the Mayor I: jelsbury@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?

FACT SHEET IS REQUIRED BEFORE LEGISLATION IS INTRODUCED

EXECUTIVE SUMMARY OF CONTRACT CHANGES COMMUNICATIONS WORKERS OF AMERICA (BARGAINING UNIT 120)

October 1, 2021 through September 30, 2024



ONE CITY, ONE JACKSONVILLE.



EMPLOYEE and LABOR RELATIONS DIVISION

Prepared by Employee Services 7/21

SUMMARY OF CHANGES AND SIGNIFICANT PROVISIONS

EFFECTIVE DATES: Three Year Agreement October 1, 2021 through September 30, 2024

SIGNIFICANT AND SUBSTANTIVE CHANGES

Article 10 Wages

- Effective October 1, 2021 Three percent (3%) wage adjustment. Effective October 1, 2022–Two and a half percent (2.5%) wage adjustment. Effective October 1, 2023 Two and a half percent (2.5%) wage adjustment; premium payment -\$2500 within 60 days of ratification and council approval, \$2500 in October 2022 must be an employee on date of payment.
- Language added that would allow employees to be compensated for other languages as identified by management.

Article 11 - Pay and Incentives for College, Credit, Licenses and Certificates

 Added educational table: Correctional Services Counselor, Latent Print Examiner, Real time Crime Center Analyst – Credit requirements in addition to or within degree program – Monthly Differential (Paid Biweekly)

Article 14 - Meal Allowance

• Increased to \$8.00.

Article 21 - Bereavement & Funeral Leave

• Raised maximum to 3 days for nieces and nephews.

Article 25 - Personal Leave (Plan H)

- Usage of CELB included "Parents" as immediate family.
- Upon separation with greater than twenty (20) years of service, employees will be paid up to sixty (60) hours of accrued CELB hours.

Article 28 - Discharge and Discipline

- All disciplinary actions two (2) or more years old shall not be used against the employee.
- Upon conclusion of the two-year period, the employee may request that the Director of Employee Services seal the document as provided in Section 28.6(c).

Article 29 -Safety and Health

• Raised shoe allowance to (\$140.00) per year.