

LEGISLATIVE FACT SHEET

DATE: 08/09/21

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 Labor Relations

Provide Name: _____

Contact Number: 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 four separate pieces of legislation to effectuate the proposed October 1, 2021 - September 30, 2024 collective bargaining agreements between the City of Jacksonville and the four civilian unions representing approximately 4,000 City employees as well as the two public safety unions representing approximately 4,000 employees. The four civilian unions are AFSCME (American Federation of State, County, and Municipal Employees), CWA (Communications Workers of America), JSA (Jacksonville Supervisors Association), and LIUNA (Laborers' International Union of North America). 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 \$14.1M in FY22 and FY23 and \$7.9M in FY24. FOP represents approximately 2500 members including part time employees.

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.

	Yes	No
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.

Fiscal Year Carryover?

Note: If yes, note must include explanation of all-year subfund carryover language.

CIP Amendment?

Attachment: If yes, attach appropriate CIP form(s). Include justification for mid-year amendment.

Contract / Agreement Approval?

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?

A collective bargaining agreement is a contract. Summary of changes and significant provisions are provided.

Related RC/BT?

Attachment: If yes, attach appropriate RC/BT form(s).

Waiver of Code?

Code Reference: If yes, identify code section(s) in box below and provide detailed explanation (including impacts) within white paper.

Code Exception?

Code Reference: If yes, identify code in box below and provide detailed explanation (including impacts) within white paper.

Related Enacted Ordinances?

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.

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?

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?

Attachment: If yes, attach appropriate form(s).

Reporting Requirements?

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

Division Chief:



(signature)

Date: 8-12-21

Prepared By:



(signature)

Date: 8-12-21

ADMINISTRATIVE TRANSMITTAL

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

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: ToddN@coj.net

Primary Contact: Todd Norman
(Name, Job Title, Department)
Phone: (904) 255-5578 E-mail: ToddN@coj.net

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

To: Peggy Sidman, Office of General Counsel, St. James Suite 480
Phone: 904-255-5055 E-mail: psidman@coj.net

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

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

CC: Jordan Elsbury, Chief of Staff, Office of the Mayor
904-255-5013 E-mail: 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?

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, 2021 through September 30, 2024



ONE CITY. ONE JACKSONVILLE.



EMPLOYEE and LABOR RELATIONS DIVISION

SUMMARY OF CHANGES AND SIGNIFICANT PROVISIONS

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

SIGNIFICANT AND SUBSTANTIVE CHANGES

Article 16 Personal Leave Plan P

- 16.5 Allow employees to fund deferred compensation account with leave accrued in the next fiscal year per IRS guidelines.

Article 22 Hours of Work and Overtime Payment

- 22.5 Clarified call back pay – employee will receive 40 minutes at overtime rate for first call and any call in that hour.

Article 23 Wages

- 23.1(B) 5% increase as of October 1, 2021, 4.75% increase as of October 1, 2022, 4.5% as of October 1, 2023.
- 23.1(B)12.1(A)(a) premium payment October 2021 of \$2,500.00 and October 2022 of \$2,500.00.
- 23.2 Inter-Rank Differential 20% differential between sergeants and officers.
- 23.8(B) Qualified Field Training Patrol Sergeants shall have a 10% differential for every day they are actually supervising a Filed Training Patrol Officer.

Article 29 Employee Benefits

- 13.1(B) Effective January 1, 2020, an employee death while on duty the City shall pay the entire health insurance premium for employees' family. If an employee injured in the line of duty and receives a disability pension/retirement due to this the City will pay a percentage of the employee's premium for a maximum of 5 years.

Article A-4 Hours of Work and Overtime Payment

- A-4.2(D) Increase compensatory time accrual to 120 hours.

Article A-5 Wages

- A-5.1 3.5% increase 10/1/21, 3.25% increase 10/1/22, 3.25% increase 10/1/23
- A-5.1(a) Premium payment of \$1,500.00 10/1/21 and \$1,500.00 10/1/22.

Article A-14 Leave

- A14.1 Allow leave accrual of 20 hours is worked 520-1040 hours the previous year.
- A14.2 Allow employees to carry over up to 40 hours of leave.

Article B-5 Holidays

- B-5.1 Employees eligible for Special Leave Day holiday upon completion of probation.

Article B-6 Hours of Work and Overtime Payment

- B-6.2(C) allow accrual of 120 hours of compensatory time. Upon separation employee will be paid for unused compensatory time.

Article B-7 Wages

- B-7.1 a 6.75% increase on 10/1/21, 4% increase on 10/1/22, 3.5% increase on 10/1/23.
- B7.1(a) Premium payment of \$2,500.00 10/1/21, and \$2,500.00 on 10/1/22.
- B7.8 5% differential for days working as Courtroom Coordinator

Article B-8 Employee Benefits

- B-8.8 Parental Leave added benefit
- B-8.9 Career Development added benefit

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

October 1, 2021 through September 30, 2024



ONE CITY. ONE JACKSONVILLE.



EMPLOYEE and LABOR RELATIONS DIVISION

SUMMARY OF CHANGES AND SIGNIFICANT PROVISIONS

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

SIGNIFICANT AND SUBSTANTIVE CHANGES

Article 16 Personal Leave Plan P

- 16.5 Allow employees to fund deferred compensation account with leave accrued in the next fiscal year per IRS guidelines.

Article 23 Wages

- 23.1(B) 5% increase as of October 1, 2021, 4.75% increase as of October 1, 2022, 4.5% as of October 1, 2023.
- 23.1(B)12.1(A)(a) premium payment October 2021 of \$2,500.00 and October 2022 of \$2,500.00.
- 23.1(4) Inter-Rank Differential 20% differential between sergeants and lieutenants and lieutenants and captains
- 23.11 delete 10% Field Training Differential for Lieutenants.

Article 28 Employee Benefits

- 13.1(B) Effective January 1, 2020, an employee death while on duty the City, or due to job duties, shall pay the entire health insurance premium for employees' family. If an employee injured in the line of duty and receives a pension/retirement due to this the City will pay a percentage of the employee's premium for a maximum of 5 years.

Article 31 Secondary Employment

- Increase administrative fee by .50 per hour which will be remitted to the FOP Foundation Trust Fund.

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

October 1, 2021 through September 30, 2024



ONE CITY. ONE JACKSONVILLE.



EMPLOYEE and LABOR RELATIONS DIVISION

SUMMARY OF CHANGES AND SIGNIFICANT PROVISIONS

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

SIGNIFICANT AND SUBSTANTIVE CHANGES

Article 11 Hours of Work and Overtime Payment

- 11.4(B) Clarified call back pay - employee will receive 40 minutes at overtime rate for first call and any call in that hour. Calls after the first hour will follow the same guidelines.

Article 12 Wages

- 12.1(A) 5% increase as of October 1, 2021, 4.75% increase as of October 1, 2022, 4.5% as of October 1, 2023. In addition, a premium payment October 2021 of \$2,500.00 and October 2022 of \$2,500.00.
- 12.1(B) Added accommodation language for officers who fail a physical ability test.
- 12.2(A) Shift differential change starting time to 9:29 p.m. for 6% differential on 8 and 10 hour shifts and 4:59 p.m. for 12-hour shift.
- 12.7 Increased Certified Field Training Officer differential to 17% for actual hours actively training new employees. All paperwork, including DORs, shall be completed during regular work hours.

Article 13 Employee Benefits

- 13.1(B) Effective January 1, 2020, if employee is killed while on duty, or due to job duties, the City shall pay the entire health insurance premium for employees' family for the surviving spouse until remarried and dependent children until age 25. If an employee injured in the line of duty and receives a disability pension/retirement due to the injury the City will pay a percentage of the employee's premium for a maximum of 5 years.

Article 18 Personal Leave (Plan P)

- 18.7 Using Leave to Fund Deferred Compensation Allows employees eligible to retire the ability to fund their Deferred Compensation Plan with leave time they do not plan to use in a fiscal year.
- 18.14 Upon retirement employees will have option to contribute unused leave pay to their Deferred Compensation Plan.

Article 19 Personal Leave (Plan P)

- 19.8 Upon retirement or termination following vesting, the employee will have the option to contribute unused leave pay to their Deferred Compensation Plan. Employees eligible to retire will have the ability to fund their Deferred Compensation Plan with leave time they do not plan to use in a fiscal year.

SUMMARY OF CONTRACT CHANGES FOP – SUPERVISORY CORRECTIONS UNIT (BARGAINING UNIT 046)

October 1, 2021 through September 30, 2024



ONE CITY. ONE JACKSONVILLE.



EMPLOYEE and LABOR RELATIONS DIVISION

SUMMARY OF CHANGES AND SIGNIFICANT PROVISIONS

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

SIGNIFICANT AND SUBSTANTIVE CHANGES

Article 11 Hours of Work and Overtime Payment

- 11.4(B) Clarified call back pay - employee will receive 40 minutes at overtime rate for first call and any additional call in that hour. Calls after the first hour will follow the same guidelines.

Article 12 Wages

- 12.1 differential between pay ranks for officers and sergeants, sergeants and lieutenants, and lieutenants and captains increased to 20%.
- 12.1(A) 5% increase as of October 1, 2021, 4.75% increase as of October 1, 2022, 4.5% as of October 1, 2023. In addition, a premium payment October 2021 of \$2,500.00 and October 2022 of \$2,500.00.
- 12.1(B) Added accommodation language for officers who fail a physical ability test.
- 12.2(A) 6% Shift differential starting time changed to 9:29 p.m. for 8 and 10 hour shift and 4:59 p.m. for 12 hour shift.
- 12.7 Certified Field Training Sergeants differential decreased 10%. Certified Field Training Lieutenants differential of 10% eliminated. All paperwork, including DORs, shall be completed during regular working hours.

Article 13 Employee Benefits

- 13.1(B) Effective January 1, 2020, if employee is killed while on duty, or due to job duties, the City shall pay the entire health insurance premium for employees' family for the surviving spouse until remarried and dependent children until age 25. If an employee injured in the line of duty and receives a pension/retirement due to the disability the City will pay a percentage of the employee's premium for a maximum of 5 years.

Article 18 Personal Leave (Plan E)

- 18.7 Using Leave to Fund Deferred Compensation Allows employees eligible to retire the ability to fund deferred compensation plan with leave time they do not plan to use in a fiscal year.
- 18.4(G) Upon retirement employees will have option to contribute unused leave pay to their Deferred Compensation Plan.

Article 19 Personal Leave (Plan P)

- 19.8(A) Upon retirement employees will have option to contribute unused leave pay to their Deferred Compensation Plan.
- 19.9 Using Leave to Fund Deferred Compensation Allows employees eligible to retire the ability to fund deferred compensation plan with leave time they do not plan to use in a fiscal year.