

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



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Bill Type and Number: Ordinance 2021-621

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

Date of Introduction: September 14, 2021

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

Date of Analysis: September 16, 2021

Type of Action: Approving collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the City and the Jacksonville Supervisors Association (JSA) for the period October 1, 2021 through September 30, 2024.

Background Information: JSA represents approximately 440 employees. The agreement provides for general wage increases of 3% for FY22, 2.5% for FY23 and 2.5% for FY24 and provides for two premium payments (not pensionable) of \$2,500 each in the first full pay periods following October 1, 2021 and October 1, 2022 to recognize employee performance during the COVID-19 pandemic. Fire and Rescue Department and Sheriff's Office shift differentials are removed so that all JSA employees have the same shift differential. Animal Community Relations Supervisors are removed from the list of employees receiving hazardous duty pay and Pool Mechanic Supervisors are added to that list. The meal allowance is increased from \$6 to \$8. Maximum bereavement and funeral leave for nieces and nephews is increased from 2 to 3 days. The safety shoe allowance is increased from \$125 to \$140 per year. A provision is added to clarify that employees eligible to retire may only use unaccrued leave time to fund their Deferred Compensation Program. CELB hours paid upon separation is increased from 40 to 60 hours after 20 years of service.

Policy Impact Area: Collective bargaining

Fiscal Impact: The estimated annual cost of the new agreement is \$1.75 million for FY22 and FY23 and \$0.6 million for FY24, excluding cost savings from management efficiencies.

Analyst: Clements