

**CITY COUNCIL RESEARCH DIVISION  
LEGISLATIVE SUMMARY**



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**Bill Type and Number:** Ordinance 2021-622

**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 American Federation of State, County and Municipal Employees (AFSCME) for the period from October 1, 2021 through September 30, 2024.

**Background Information:** AFSCME covers approximately 1,880 City workers, including part-timers. Background Information: LIUNA represents approximately 300 City workers, including part-time workers. The agreement provides for general wages increases of 3.0% effective October 1, 2021, 2.5% effective October 1, 2022, an 2.5% effective October 1, 2023, as well as two premium payments of \$2,500.00 payable in October 2021 and October 2022 in recognition of employee performance during the COVID-19 pandemic. It increases the safety shoe allowance to \$140. The maximum bereavement/funeral leave for nieces and nephews is increased from 2 to 3 days. Language is added to address the Florida minimum wage phase-in to \$15 an hour. Language is added to address IRS rules regarding funding of deferred compensation and language not in accordance with IRS regulations is removed. The number of CELB hours paid to an employee upon retirement is increased to 60 after 20 years of service. The Commercial Driver's License (CDL) reimbursement is raised.

**Policy Impact Area:** Collective bargaining

**Fiscal Impact:** The estimated annual cost of the new agreement is \$5.3 million for FY22 and FY23 and \$1.9 million for FY24.

**Analyst:** Clements