

# CITY COUNCIL RESEARCH DIVISION LEGISLATIVE SUMMARY



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**Bill Type and Number:** Ordinance 2021-625

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

**Date of Introduction:** September 14, 2021

**Committee(s) of Reference:** NCSPHS, F

**Date of Analysis:** September 16, 2021

**Type of Action:** Approving collective bargaining agreements

**Bill Summary:** The bill approves several collective bargaining agreements between the City and the Fraternal Order of Police (FOP) for the period October 1, 2021 through September 30, 2024.

**Background Information:** The FOP contracts cover approximately 2,500 members in the following bargaining units: Police Officers through Sergeants; Lieutenants and Captains; Correctional Officers; and Corrections Supervisors. They include wage increases of 5% for FY22, 4.75% for FY23 and 4.5% for FY24 and premium payments of \$2,500 in October of 2021 and 2022. The agreements provide that, effective January 1, 2020, if an employee is killed while on duty, or due to job duties, the City shall pay the entire health insurance premium for the employee's family for the surviving spouse (until remarried) and for dependent children (to age 25). If an employee is injured in the line of duty and receives a pension/retirement due to that injury, the City will pay a percentage of the employee's premium for a maximum of 5 years. Employees may fund deferred compensation accounts with leave time they do not plan to use in a fiscal year.

### Police Officers to Sergeants

- Compensatory leave time accrual is increased to 120 hours.
- Wage increases for sworn bailiffs are 3.5% for FY22, 3.25% for FY23 and 3.25% for FY24, plus premium payments of \$1,500 in October 2021 and 2022.
- Wage increases for judicial officers are 6.75% for FY22, 4% for FY 23 and 3.5% for FY24, plus \$2,500 premium payments in October 2021 and 2022.
- Employees will receive 40 minutes at the overtime rate for a first call-back and any call in that hour.

### Lieutenants and Captains

- Inter-rank differential of 20% between sergeants and lieutenants and between lieutenants and captains.
- Delete 10% field training differential for lieutenants.
- Secondary employment administrative fee is increased by \$0.50 per hour.

### Corrections Officers

- Employees will receive 40 minutes at the overtime rate for a first call-back and any call in that hour. Calls after the first hour follow the same guidelines.
- Change shift differential starting time to 9:29 p.m. for 6% differential on 8- and 10-hour shifts and 4:59 p.m. for 12-hour shifts.
- Increase 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.

### Corrections Supervisors

- Differential between pay ranks for officers and sergeants, sergeants and lieutenants, and lieutenants and captains increased to 20%.
- Employees will receive 40 minutes at the overtime rate for a first call-back and any call in that hour. Calls after the first hour follow the same guidelines.
- Change shift differential starting time to 9:29 p.m. for 6% differential on 8- and 10-hour shifts and 4:59 p.m. for 12-hour shifts.
- Certified Field Training Sergeants differential decreased 10%. Certified Field Training Lieutenants differential of 10% is eliminated.

**Policy Impact Area:** Collective bargaining

**Fiscal Impact:** The estimated annual cost of the new agreement is \$14.1 million in FY22 and FY23 and \$7.9 million in FY24.

**Analyst:** Clements