

1 Introduced by the Council President at the request of the Mayor:
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4 **ORDINANCE 2021-622-E**

5 AN ORDINANCE APPROVING THE PROPOSED OCTOBER 1,
6 2021 - SEPTEMBER 30, 2024 COLLECTIVE BARGAINING
7 AGREEMENT BETWEEN THE CITY OF JACKSONVILLE AND
8 THE AMERICAN FEDERATION OF STATE, COUNTY AND
9 MUNICIPAL EMPLOYEES (AFSCME) REPRESENTING
10 APPROXIMATELY 1,900 MEMBERS, INCLUDING PART-
11 TIME EMPLOYEES; PROVIDING AN EFFECTIVE DATE.
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13 **BE IT ORDAINED** by the Council of the City of Jacksonville:

14 **Section 1. Proposed Collective Bargaining Agreement**
15 **between the City of Jacksonville and AFSCME approved.** That certain
16 proposed October 1, 2021 - September 30, 2024 Collective Bargaining
17 Agreement between the City of Jacksonville and the American Federation
18 of State, County and Municipal Employees (AFSCME), a copy of which
19 has been placed **On File** with the Office of Legislative Services, is
20 hereby approved. AFSCME represents approximately 1,900 members,
21 including part-time employees. The proposed AFSCME agreement has been
22 agreed to in collective bargaining and has been ratified by the union
23 membership. Pursuant to the American Rescue Plan, from which funds
24 are being used for premium pay associated with the Collectively
25 Bargaining Agreements, the City has made a general determination that
26 premium pay will not increase the average annual wage at the City
27 above 150 percent of the state or county's average annual
28 wage. Further, the City considers all government employees at the
29 City to be performing critical and essential functions necessary to
30 meet the needs of the Citizens of Jacksonville. One time premium
31 payments and wage increases collectively bargained recognize the

1 extraordinary efforts the men and women of the City performed and
2 continue to perform during the COVID-19 pandemic.

3 **Section 2. Effective Date.** This ordinance and all elements
4 of the AFSCME Collective Bargaining Agreement shall become effective
5 upon signature by the Mayor or upon becoming effective without the
6 Mayor's signature.

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9 Form Approved:

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11 /s/ Margaret M. Sidman

12 Office of General Counsel

13 Legislation prepared by: Sean Granat

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