



**AGREEMENT
BETWEEN
THE CITY OF JACKSONVILLE
AND THE
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES
FLORIDA COUNCIL 79**

OCTOBER 1, 2025 - SEPTEMBER 30, 2028

TABLE OF CONTENTS

ARTICLE	PAGE
PREAMBLE	4
ARTICLE 1: UNION RECOGNITION.....	5
ARTICLE 2: UNION SECURITY	6
ARTICLE 3: UNION RIGHTS	8
ARTICLE 4: MANAGEMENT RIGHTS AND SECURITY.....	9
ARTICLE 5: PERFORMANCE PARTNERSHIP	11
ARTICLE 6: SPECIAL MEETINGS.....	12
ARTICLE 7: UNION ACTIVITY	13
ARTICLE 8: BULLETIN BOARDS	16
ARTICLE 9: HOURS OF WORK AND OVERTIME PAYMENT	18
ARTICLE 10: WAGES.....	26
ARTICLE 11: EMPLOYEE BENEFITS.....	38
ARTICLE 12: PAID TIME FOR CIVIC DUTY.....	44
ARTICLE 13: SAFETY AND HEALTH.....	47
ARTICLE 14: INJURY-IN-LINE-OF-DUTY	49
ARTICLE 15: CAREER DEVELOPMENT PROGRAM	50
ARTICLE 16: JOB POSTING AND TRANSFERS	52
ARTICLE 17: REVIEW OF ASSIGNED DUTIES	53
ARTICLE 18: DISCIPLINE AND DISCHARGE.....	55
ARTICLE 19: GRIEVANCE PROCEDURE.....	59
ARTICLE 20: HOLIDAYS	66
ARTICLE 21: BEREAVEMENT LEAVE	69
ARTICLE 22: MILITARY LEAVE.....	71
ARTICLE 23: PERSONAL LEAVE (PLAN E)	72
ARTICLE 24: PERSONAL LEAVE (PLAN H).....	77
ARTICLE 25: ALCOHOL & DRUG ABUSE POLICY AND PROCEDURES.....	82
ARTICLE 26: LIMITED EMERGENCY.....	88
ARTICLE 27: SECONDARY EMPLOYMENT	90
ARTICLE 28: SEVERABILITY	91
ARTICLE 29: RESIDUAL RIGHTS CLAUSE	92
ARTICLE 30: ENTIRE AGREEMENT	94
SALARY SCHEDULE.....	95
APPENDIX A	97
APPENDIX B - PREAMBLE	102
ARTICLE B-1: ARTICLES ADOPTED BY REFERENCE	103
ARTICLE B-2: GRIEVANCES AND SEPARATIONS	104
ARTICLE B-3: HOLIDAYS.....	105
ARTICLE B-4: HOURS OF WORK AND OVERTIME PAYMENT	106
ARTICLE B-5: WAGES	107
ARTICLE B-6: INJURY IN LINE OF DUTY	109
ARTICLE B-7: INSURANCE AND BENEFITS	110
ARTICLE B-8: JURY AND WITNESS DUTY.....	111
ARTICLE B-9: MILITARY LEAVE	112
ARTICLE B-10: BEREAVEMENT LEAVE.....	113
ARTICLE B-11: INTERNAL RECRUITMENT.....	114
ARTICLE B-12: MATTERS NOT ADDRESSED.....	115
APPENDIX C	116

INDEX117

PREAMBLE

This Agreement is entered into between the City of Jacksonville (the **Employer**), and AFSCME Florida Council 79, (the **Union**). The intent of the parties and purpose of this Agreement are to assure sound and mutually beneficial working and economic relationships between the parties, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth basic and full agreement between the parties concerning rates of pay, wages, hours, and other terms and conditions of employment.

There are and shall be no individual arrangements contrary to the terms herein provided.

It is mutually understood and declared to be the public policy of the **Employer** and the **Union** to promote harmonious and cooperative relationships between the **Employer** and its employees and to protect the public by assuring at all times, the orderly and uninterrupted operations and functions of government.

The **Employer** and the **Union** recognize the moral principles involved in the area of civil rights and affirm by this Agreement their commitment not to discriminate because of race, religion, color, age, sex, disability, or national origin.

The **Union** supports federal, state and local laws requiring affirmative action to ensure equal employment opportunity.

ARTICLE 1: UNION RECOGNITION

Pursuant to and in accordance with all applicable provisions of Chapter 447, Florida Statutes, the **Employer** recognizes the **Union** as the exclusive collective bargaining representative for those employees in the defined bargaining unit (commonly known as the Non-Professional employees) for the purpose of bargaining collectively in the determination of the wages, hours, and terms and conditions of employment of the public employees within the bargaining unit covered by PERC certification number 2085 issued October 10, 2024.

"Employee" shall be defined to include all classified employees who are employed by the City of Jacksonville, whose classifications appear on the attached Appendix A or others that may be added as needed. The term "employee" shall also refer to those employees designated as temporary or special purpose, employees who hold the same classification and work the same hours under common supervision as the employees listed in Appendix A. The temporary or special purpose employees referred to in this Article are subject to the terms and conditions of employment set out in Appendix B of this Agreement. The term "temporary employee" as used in this Article is not the same as the labor law term of art "temporary employee" which traditionally refers to employees who have no reasonable expectation of continued employment, usually receive no benefits other than an hourly wage, and are traditionally excluded from bargaining units of regular employees.

Specifically excluded from the term "employee" are: Department Heads; Division Chiefs; Agency Heads; Managerial and Confidential Employees within the meaning of 447.203 (4) and (5), Florida Statutes; School Crossing Guards; Part-Time Trial Court Clerks; Seasonal or Casual Employees (defined as: (a) those employees working 120 days or less per year, or (b) those employees who work more than 120 days a year, but who average less than 15 hours per week when they do work, or (c) those employees paid a salaried stipend to perform a limited function when needed); any employee who is contracted to do a specific task with a limited purpose for a designated and limited period of time; those employees, including but not limited to police officers, fire fighters, professional employees as defined by Chapter 447, Florida Statutes, supervisory employees, and other employees who are covered by other certified bargaining units.

ARTICLE 2: UNION SECURITY

- 2.1 Public employees have the right to form, join or assist labor unions or labor organizations or to refrain from such activity, to bargain collectively through representatives of their choosing, and to engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection.
- 2.2 The President of AFSCME, Florida Council 79, or an alternate officially designated in writing, will be the official spokesperson for the **Union** in any matter between the **Union** and the **Employer**.
- 2.3 The **Employer** will provide information to the **Union** and bargaining unit employees as follows:
- A. If prepared and supplied by the **Union**, the **Employer** will give each newly hired bargaining unit employee an envelope, which will provide the employee with a greeting, the name, address, and phone number of the **Union** and notify the employee that he or she may call the **Union** for additional information. The **Employer** will provide the notification referred to in this paragraph during the new employee orientation period for new employees.

The **Union** will be allocated 10 minutes at the new employee orientation for the purpose of informing employees in the AFSCME bargaining unit of AFSCME's role as certified bargaining agent for the unit. The **Employer** will notify the Staff Representative, Local **Union** President and Local Vice President of the scheduled orientation. The Local **Union** President, Staff Representative, or designee, may attend the new employee orientation. The **Employer** will provide a list of names of the employees in the AFSCME bargaining unit in the new employee orientation at least 48 hours prior to meeting.

- B. The **Employer** will notify the **Union** of all persons hired into job classifications represented by AFSCME.
- C. Where employees do not have portal access in their work area during working hours, the **Employer** will place one copy of this Agreement in each work location.
- D. The **Employer** will post an electronic copy of this Agreement on the City's Employee Portal for reference by employees and supervisors. The **Employer** will provide computer access for employees to access the Agreement, City Directives and Departmental Policies and Procedures.
- E. On a quarterly basis, or as requested, the **Employer** will provide the **Union** with a list of all employees in positions within the assigned to bargaining unit via electronic mail in a Microsoft Excel spreadsheet format, sorted alphabetically by employee last name, and shall

include the employee's name, job title, department and division, job code, employment date, pay grade, home address/phone (if not protected) and annual base salary. The **Employer** will also provide the **Union** a list of employees who have joined or left the bargaining unit during the quarter. The **Employer** will provide the union a list of retirees once per year. **The list shall be provided at no cost.**

- F.** The **Union** has been provided with a copy of departmental policies and work regulations.

Copies of new or revised departmental policies or work regulations such as new shifts and work schedules, and other policies and procedures that affect employees' terms and conditions of employment, will be provided to the **Union** prior to implementation. Any policy that will affect civilian bargaining unit employees in JSO and JFRD will be noticed to the **Union** as set forth in this provision.

- G.** The **Employer** will post all departmental policies and work regulations in appropriate areas.

- 2.4** The **Employer** and the **Union** agree that the Employer will not deduct dues. However, if state law changes or injunctive relief regarding the prohibition on dues deductions is enacted, the **Employer** agrees to reinstate a dues deduction process at the **Union's** request within 90 days of such request.

ARTICLE 3: UNION RIGHTS

The **Employer** and the **Union** recognize that it is in the best interest of both parties, the employees, and the public for all dealings between them to be characterized by mutual responsibility and respect, and acknowledge with this Agreement that a bond of common interest exists and is a basis for the development of sound **Union-Management** cooperation to promote the business of government and the welfare of its employees. The **Union** recognizes that in consideration of the commitments undertaken by the **Employer** in this Agreement, every employee is obligated to give honest, efficient, and economical service in the performance of his/her duties. To insure that this relationship continues and improves, the **Employer** and the **Union** and their respective representatives at all levels will apply the terms of this Agreement fairly in accordance with its intent and meaning and consistent with the **Union's** status as exclusive bargaining representative of all employees as defined in Article 1 of this Agreement. Each party shall bring to the attention of all employees in the unit, including new employees, their duty to conduct themselves in a spirit of responsibility and respect. To ensure adherence to this purpose, the parties shall also make all employees aware of the measures to which they have agreed.

ARTICLE 4: MANAGEMENT RIGHTS AND SECURITY

Chapter 447, F.S. bestows certain rights on all parties to the collective bargaining process. This Article reaffirms certain of those rights that are granted to the **Employer**.

4.1 In accordance with this Agreement and Chapter 447, F.S., the **Union** and its officers, agents, and members agree that they shall have no right to instigate, promote, sponsor, engage in, or condone any strike, slow-down, concerted stoppage of work, intentional interruption of **Employer** operations, or similar activities during the term of this Agreement, for any reason.

Management has the right to discharge or otherwise discipline any employee(s) who violate this provision. Only the factual question of whether the employee(s) to be discharged or disciplined violated the provision prohibiting strikes, slow-downs, concerted stoppages of work, intentional interruptions of **Employer's** operations, or similar activities may be raised in any proceeding (grievance, judicial or other) that contests the **Employer's** action.

4.2 The **Union**, its representatives, agents, members, and any persons acting on their behalf, agree that the following "other unlawful acts" as defined in Chapter 447, F.S., are expressly prohibited:

A. Soliciting public employees during the working hours of any employee who is involved in the solicitation.

B. Distributing union literature during working hours in areas where the actual work of public employees is performed, such as offices, warehouses, police stations, fire stations, and any similar public installation. This Article shall not be construed to prohibit the distribution of literature during the employee's lunch hour or in areas not specifically devoted to the performance of any employee's official duties.

4.3 A. No employee organization shall directly or indirectly pay any fines or penalties assessed against individuals pursuant to the provisions of this article.

B. Notwithstanding other provisions of this Agreement, an employee who is found to have violated any provision of this Article may be discharged or otherwise disciplined by the **Employer**.

4.4 **ADA Compliance (as amended)**

The parties recognize that the **Employer** is required to comply with the

Americans with Disabilities Act as amended, and nothing in this Agreement shall be construed to prevent the **Employer** from carrying out this obligation. Any claimed violation of this provision shall not be subject to arbitration. If the parties cannot resolve the matter using the grievance procedure, the employee may refer the matter to the appropriate governmental agency.

The **Employer** agrees to review all reasonable accommodation requests pursuant to federal, state or local laws and statutes. Further, the **Employer** agrees to provide all reasonable accommodations pursuant to federal, state and local laws or statutes.

The parties further agree that all provisions of this Agreement shall be applied equally to all employees covered by it.

ARTICLE 5: PERFORMANCE PARTNERSHIP

There is a mutual commitment to continually improve operating systems and customer service; introduce high performance work practices; increase employee involvement in decision making; establish a bench marking process; and provide bargaining unit employees with increased participation in decisions concerning their working conditions and quality of work life.

If Departmental Special Committees are formed to review and/or modify work processes or conditions that may result in modifications to working conditions, the **Employer** agrees to allow at least one member from the **Union** to participate.

Efforts will include, but not be limited to:

- Employee empowerment
- Development of work teams for the systematic study and improvement of work processes
- Continuous improvement of work processes through training initiatives such as Skillsoft
- Improvement of system performance measures
- Development of workforce skills
- Development of effective workforce diversity strategies
- Development of effective conflict resolution processes

ARTICLE 6: SPECIAL MEETINGS

- 6.1 The Chief of Employee and Labor Relations or his/her designee and the **Union** agree to meet and confer on matters of interest upon the written request of either party. The written request shall state the nature of the matters to be discussed and the reason(s) for requesting the meeting. Discussion shall be limited to matters set forth in the request, or other subjects mutually agreed to, but it is understood that these special meetings shall not be used to renegotiate this Agreement. Such special meetings shall be held within ten (10) calendar days of the receipt of the written request and at a time and place mutually agreeable to the parties. The **Union** shall have the right at these special meetings to recommend to the Chief of Employee and Labor Relations or his/her designee corrections of any inequities known to the **Union**.
- 6.2 The **Union** recognizes that it is the **City's** objective to provide services to its citizens and taxpayers through the most efficient and cost-effective means possible. From time to time, this may require evaluations of alternative means of providing such services, including contracting with external providers.

The **City** recognizes that the **Union** desires to make bargaining unit employees competitive with external providers of such services where possible.

Accordingly, once a function has been identified as a candidate for outsourcing, the **City** agrees to permit the **Union** an opportunity to present options for more efficient and/or cost-effective service provision by bargaining unit employees.

This provision shall not apply to situations in which funding is discontinued by an external source such as the state or federal government.

No bargaining unit employee shall be transferred, reassigned, or demoted, have his/her work week reduced, or be laid off, as a result of the contracting out of any of its present work or services, except as provided for in the Civil Service and Personnel Rules and Regulations.

- 6.3 Should there be any proposed changes in the corporate structure that will have an impact upon the wages, hours, or terms and conditions of employment of the employees in the bargaining unit (as that term is understood in Florida public sector labor relations), the **Employer** will negotiate the impact of those proposed changes in accordance with Chapter 447, Part II, Florida Statutes.

ARTICLE 7: UNION ACTIVITY

7.1 Stewards and Representation

A. The employees covered by this Agreement will be represented by stewards, one of which will be designated as the Chief Steward. A steward assigned to more than one geographical location will be considered a roving steward to function properly under the stewardship procedure. A written list of stewards and alternates will be submitted to the **Employer**, together with the specific areas in which they will function, annually by January 31st of each year. The alternate steward will only become active in the event of the physical absence of the regular steward and upon prior notification by the **Union**. Alternate stewards are subject to the same rules and regulations that govern the conduct of stewards. For the purpose of this agreement and unless otherwise addressed in this agreement, the use of the word steward shall also refer to the Chief Steward.

B. The **Employer** recognizes and shall work with the appropriate **Union** stewards and representative of AFSCME Florida Council 79 in matters relating to grievances and interpretation of this contract, including promoting harmonious working relationships. Manpower and workflow permitting, the Local Union President (or designee) or the Chief Steward may be permitted to assist other Stewards in matters of complexity or when a new steward is in the training process with the local Union.

C. **Union** stewards shall be active employees as designated by AFSCME Florida Council 79 and shall be members of the bargaining unit.

D. **Union** representatives and stewards are subject to the same rules of the **City** of Jacksonville and its Independent Agencies as are all other public employees, except as specifically outlined in this Agreement.

E. While on leave of absence, no employee shall function as a **Union** steward without mutual consent of the **Union** and the **Employer**.

F. A written list of **Union** stewards and officers shall be furnished to the **Employer** prior to the effective date for their assuming duties of office. AFSCME Florida Council 79 shall notify the **Employer** promptly of any changes of such **Union** stewards. No **Union** steward shall perform any **Union** work unless the **Union** has complied with this requirement.

G. A **Union** steward shall be granted time off during working hours without loss of pay to investigate and settle grievances on the job site which is within his/her jurisdiction. The steward must secure approval from his/her immediate supervisor prior to performing such duty. The steward receiving time off under this provision shall record his/her time before leaving the job and upon returning. When entering the area of a supervisor other than his/her own, the steward shall notify that supervisor of his/her presence and purpose.

A steward will only be granted time off under this provision when requested by an employee in the bargaining unit for assistance with a grievance, or when requested by the **Union** in writing. Stewards may receive and discuss grievances of employees on the premises or in the field during working hours, to the extent that such discussions do not interfere with the work of other employees. **Union** stewards shall not conduct any grievance work on overtime or holiday time except in emergency situations. It is acknowledged that only one (1) steward will work on grievances from any employee, unless a variance to 7.1(B) is approved. A **Union** officer may substitute for a **Union** steward for all purposes set forth in this paragraph.

7.2 Nothing in this Agreement shall prevent any employee from presenting, at any time, his/her own grievances, in person or by legal counsel to the **Employer**, or from having such grievance adjusted without the intervention of the bargaining agent, if the adjustment is not inconsistent with terms of the collective bargaining agreement when in effect, and if the bargaining agent has been given reasonable opportunity to be present at any meeting called for the resolution of such grievance.

7.3 Employees designated in the bargaining unit shall have the right to join, or to refrain from joining, the **Union**, to engage in lawful concerted activities for the purpose of collective bargaining or negotiation or any other mutual aid and protection, and to express opinions related to the conditions of employment, all free from restraint, discrimination, intimidation, or reprisal because of that employee's membership or lack of membership in the **Union** or by virtue of that employee's holding office or not holding office in the **Union**. This provision shall be applied to all employees in this bargaining unit.

In employment, job assignment and employee/employer relations, no procedure shall discriminate against any employee on the basis of age, disability, sex, race, creed, national origin, or marital status.

7.4 The **Union** shall neither actively solicit grievances nor collect **Union** monies on **Employer** property.

7.5 Officials of the **Union**, as designated in Article 1 of this Agreement may, with

proper authorization, which will not be unreasonably withheld, be admitted to the property of the **Employer**. Officials as designated above shall be able to talk with employees before or after regular working hours or during lunch hours of said employees on **Employer** property in areas mutually agreed on by the **Union** and the **Employer**.

- 7.6 The Local **Union** President or one alternate officially designated by the Local **Union** President shall be granted reasonable time off during working hours without loss of pay for the purpose of attending to appropriate **Union** activities requiring his/her presence. This shall not be interpreted to limit the **Union** to the resolution of only one issue at a time **City** wide, but is intended to limit the number of **Union** representatives being granted time off to attend to a single specific issue. The local **Union** President or alternate must secure approval from his/her immediate supervisor prior to performing such duty. In situations where **Union** representatives are required simultaneously at more than one meeting, the **Union** President may request the Chief of Employee and Labor Relations to authorize release of up to two additional **Union** representatives, subject to operational needs.
- 7.7 Arrangements will be made for officers or an accredited representative of the **Union** to be admitted to the property of the **Employer** during working hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties, provided such visitation is not disruptive to the work force. When an area or building belonging to the **Employer** is not normally open for visitation, then the **Employer** shall provide a responsible escort to that **Union** Officer or accredited representative; provided, this service must be arranged by the **Union** in advance of the visitation.
- 7.8 Due to the large number of employees represented by AFSCME Florida Council 79, two (2) members of the **Union**, elected to local **Union** positions or selected by the **Union** to do **Union** work, may upon written request of the **Union**, and when approved by the **Employer**, subject to applicable Civil Service and Personnel Rules and Regulations governing employees' rights and benefits, be granted a leave of absence without pay for a period of one (1) year, which may be extended during the term of this Agreement, and upon expiration of the leave, shall be re-employed into their previous position or a comparable position. Any special assignments are not guaranteed upon return. It is understood that employees taking this leave will not accrue or maintain benefits as provided for by the **City** of Jacksonville during the period of their leave (for example: healthcare, annual leave, pension, etc.). It is understood that employees taking leave under these conditions must be reasonably available through the union office for consultation with the **City**.

ARTICLE 8: BULLETIN BOARDS

- 8.1
- A.** The **Union** shall be provided adequate space on bulletin boards, including at least one (1) at each location so designated by the **Employer**. Bulletin boards will be located in employee break rooms or other non-public areas. The **Union** may, if it so desires, provide a bulletin board of standard size for its exclusive use, in keeping with the decor of the above locations, and with the approval of the **Employer**.
- B.** In addition, the **Union** will be provided a readily accessible “electronic bulletin board” established on the City of Jacksonville Employee Portal web site for centralized posting of approved materials. The **Union** president or designee may initiate request to post.
- C.** The City will afford the AFSCME bargaining unit electronic communication via the **City** email to its membership and bargaining unit employees for the purposes of notices of union meetings, union elections and union committee activities.
- 8.2
- A.** The **Union** agrees that it shall use its space on bulletin boards provided for in Article 8.1 above, and the union electronic bulletin board section on the Employee and Labor Relations page of the **City** portal may be used for the following purposes:
- Notices of **Union** Meetings
 - Notices of **Union** Elections
 - Reports of **Union** Committees
 - Rulings and Policies of the **Union**
 - Recreational and Social Affairs of the **Union**
 - **Union** Bulletins or other information conforming to Section 8.3
- B.** Any notice or other information that is date-specific shall include the date by which the notice or information will be removed from the electronic bulletin board.
- C.** Any conforming notices posted shall only be removed by a representative of the **Union** or as provided in Articles 8.3 and 8.4 of this Agreement.
- 8.3
- No material, notices, or announcements shall be posted by the **Union** which contains anything adversely reflecting upon the City of Jacksonville, its officials, managers, consultants or agents, its independent agencies, its employees, or any other labor organization. Any proven violation of this Article by the **Union** shall entitle the **Employer** to cancel immediately the provisions of this Article and remove the posting in violation.

- 8.4 A. Notices or other information intended for electronic posting shall be submitted on acceptable electronic medium to the Chief of Employee and Labor Relations or his/her designee for approval as to compliance with Article 8.3 before being posted. Notices or other information intended for electronic posting shall include a specific date on which the notice or information is to be automatically deleted from the electronic bulletin board. Approved materials will be posted electronically as soon as practicable.
- B. To access **City** facilities to update information on regular bulletin boards, AFSCME shall contact the Chief of Employee and Labor Relations or his/her designee to make arrangements to do so.
- C. Where bulletin boards are locked, or otherwise inaccessible, the **Employer** shall notify the assigned **Union** steward of the procedure for obtaining access. This procedure must provide the steward or other representative access to the bulletin board within a reasonable time after the request for access.
- 8.5 Alleged abuse of the bulletin boards will be a matter for a special meeting or conference between the proper official of the **Union**, the Chief of Employee and Labor Relations or his/her designee, and the appropriate member of the agency involved. Such meeting or conference shall be held within one (1) working day after receipt of a written complaint by either the **Employer** or the **Union** that a violation exists.

ARTICLE 9: HOURS OF WORK AND OVERTIME PAYMENT

9.1 Each employee is assigned to either a shift or non-shift schedule.

A. A shift is:

- (1) a work schedule that changes on a regular and rotating basis;
or
- (2) a fixed work schedule with a start time after 11:59 a.m. and before 4:00 a.m.

B. A non-shift is a work schedule that does not change on a regular and rotating basis with a start time after 4:00 a.m. and before 11:59 a.m.

9.2 A. **Definition of "Work Schedule"**

A schedule consists of assigned work hours within a shift or non-shift designation. There are four major work schedule blocks as follows:

- Morning Schedule – start time between 4:00 a.m. and 11:59 a.m.
- Afternoon Schedule – start time between 12:00 p.m. and 5:59 p.m.
- Evening Schedule – start time between 6:00 p.m. and 11:59 p.m.
- Night Schedule – start time between midnight and 4:00 a.m.

Schedules as defined herein do not affect employees' entitlement to shift differential.

An employee assigned to a work schedule may have different reporting times on different days so long as the start times are all within the same schedule. For example, an employee assigned to a morning schedule may report at 9:00 a.m. three days in a week and at 10:00 a.m. on two days within the same week. Article 9.4(B) shall not apply to start time changes within the same "schedule" as defined in this Article.

B. **"Non-Shift" Work Weeks and Work Schedules**

- (1) Five (5) eight-hour days, Monday through Friday;
- (2) Employees assigned to an odd work week which shall consist of five (5) days which may begin on any day. Except where mutually agreed to by the employee and the department head, such work days shall be consecutive;
- (3) Departments with six (6) or seven (7) day operations, may have different shift configurations;

- (4) Four (4) ten (10) hour days. Employees assigned to the ten (10) hour day will have varied work days and non-work days;
- (5) Twelve (12) hour days. Employees assigned to the twelve (12) hour day will have varied work days and non-work days;
- (6) Five (5) seven (7) hour days worked may be used for Program Aides if needed.

9.3 Changes to Schedules and Shifts

A. Shift Assignments

In assigning employees to a workweek as provided in Article 9.2, the **Employer** shall determine staffing, work schedules, and any special requirements for each assignment. The **Employer** shall notify the **Union** at least ten (10) working days in advance of any overall schedule changes. This provision does not apply to changing an employee's assignment from one existing schedule to a different existing schedule. For example, an employee's assignment can change from working five (5) eight-hour days to working four (4) ten (10) hour days without notifying the **Union**.

B. New Schedules

- (1) Nothing in this Agreement shall limit the **Employer** from creating new work schedules or work weeks not described in Article 9.2, provided that the **Union** is given the opportunity to bargain the impact of any such change. Except as provided by law, proposed changes with identified impact on wages, hours and terms and condition of employment will not be implemented until negotiations have been completed in accordance with Chapter 447 Part II, Florida Statutes.
- (2) Before implementing a new schedule not described above in Articles 9.1 or 9.2, the **Employer** will meet with the **Union** to discuss the proposed method(s) by which employees shall be selected for the new schedule(s) using the provisions:
 - (a) if mutually agreed upon, such selection methods shall be reduced to writing; or
 - (b) if the **Employer** is unable to obtain sufficient employees by the agreed-upon method of selection; or
 - (c) if the parties are unable to agree upon the method of selection, the **Employer** shall select employees for the new schedule.

(3) Notice

The **Employer** will give an employee at least ten (10) working days' notice before changing his or her regular work schedule or a change of regular work location greater than 5 miles. The ten (10) days' notice shall not be required in an emergency. This provision may be waived by mutual agreement.

Note: For purposes of this article, "working days" is as defined in the Civil Service and Personnel Rules and Regulations.

9.4 Individual Work Schedule Assignments

A. Posting of Work Schedules

For functional units that post schedules, work schedules showing employees' shifts, workdays, and hours will be posted on appropriate bulletin boards not less than ten (10) days in advance and will reflect at least a two (2) week work schedule. The **Employer** will make a good faith effort to post a one (1) month schedule. The **Employer** shall determine staffing, schedules of work, and the special requirements of each assignment. The **Employer** will make a good faith effort to notify employees who are assigned a rotating daily schedule at least one week in advance.

However, with prior written approval of the supervisor(s), and provided there is no detriment to the **Employer**, employees may agree to exchange days or shifts on a time-limited basis.

B. Weekend Work on Rotating Shifts

When work schedules are rotated, the **Employer** shall equalize weekend work among employees in this bargaining unit working in the same functional unit and shall grant at least two weekends off per month to each employee, whenever this can be accomplished without interfering with efficient operations. Employees at the Jacksonville Sheriff's Office (JSO) and Jacksonville Fire Rescue Department (JFRD) shall be granted at least two weekends off every other month whenever this can be accomplished without interfering with efficient operations.

C. Limitation on Working Multiple Shifts in the Same Week

Except in emergencies, employees will not be required to work more than two (2) different shifts in a work week. In Departments where day and night shifts are rotated, except JSO and JFRD, the employee shall work no more than two night shifts per week, unless the

employee's regularly scheduled shift is nights.

(1) Shift Assignment for Employees other than Jacksonville Sheriff's Office (JSO)

(a) In areas, sections, and departments where there are non-rotating shifts, an employee may request a change of shift in writing. Forms required will be provided by the **Employer** and shall be dated and signed by the department head or designee, and by the employee making the request. The employee shall be furnished a copy of the signed request form. The employee's written request will be kept on file indicating the shift requested. When a vacancy occurs and two or more employees in the same class have requested that shift, or when shift assignments are made or requested by the **Employer**, the following factors will be used to determine shift assignments:

(i) Length of service with the **Employer** for employees whose request has been on file for at least twenty (20) days prior to the vacancy occurring.

(ii) Whether or not the efficiency and competency of the shift the employee now works will be unduly compromised if such requested transfer is made.

(b) The **Employer** shall not unreasonably deny an employee's request for transfer to another shift. If there are insufficient volunteers, the **Employer** shall assign the least senior qualified employee.

(2) Shift Assignment for JSO Employees

(a) Management will designate the staffing structure. Employees will bid for positions and bids will be ordered based upon employees' start date in a **City** civil service classification, which will be obtained from the official personnel file in the JSO Human Resources Division. Time connections will not be considered in determining the date of employment.

(b) Once employees have been assigned to shifts, requests for mutual exchange of shifts between two (2) employees in the same class will be considered at management's discretion. Such requests for mutual exchange of shifts shall not constitute a "vacancy." Nor

shall requests for mutual exchange of shift undermine the bidding process by routinely allowing senior employees to trade shifts to junior employees in exchange for consideration. Notwithstanding the above, and provided there is no penalty to the JSO, and the efficiency and competency of the shift are not affected, employees of the same class may, with prior written approval of Management, agree to exchange shifts on a time-limited basis.

- (c) Future shift openings will be posted and bid as vacancies occur. In the event a vacancy cannot be filled through the bid process, the least senior employee will be selected.
- (d) Management reserves the right to transfer an employee to ensure the efficiency and competency of the affected units. This is not intended to negate the seniority system. The **Union** will be notified as soon as a decision is made, but not later than implementation of this subsection.

9.5 Authorizing, Scheduling and Paying for Overtime Work

A. Authorization of Overtime

- (1) No employee may authorize overtime for himself/herself but shall be paid for overtime worked as authorized by his/her supervisor.
- (2) Management shall determine the necessity for overtime work, and employees are obliged to work overtime as assigned. It is the **Employer's** responsibility to distribute the opportunity for overtime work equitably among employees in the classifications normally performing the same types of work in each assigned shift, crew, or work area. Equitable distribution of the opportunity for overtime work should not be the cause of increased cost or operational delays. The **Employer** recognizes that it may be inconvenient for an employee to work overtime at certain times and will fairly consider each request for relief from overtime.
- (3) Overtime records of the **Employer** shall be made available to **Union** officials when requested to resolve a question involving distribution of overtime.
- (4) Nothing in this article shall require overtime payment for hours not actually worked.

- (5) When the need exists to work Fire Rescue Emergency 911 Dispatch (FRED) at JFRD multiple mandatory overtime vacancies within a 24-hour period, the openings will be first filled by volunteers and if no volunteers exist, the openings will be filled by inverse seniority. This provision does not apply during declared local emergencies.

B. Payment for Overtime

- (1) Except as otherwise specified, overtime will be paid at the rate of time-and-one-half (1-1/2) for all hours actually worked in excess of forty (40) hours per work week for which overtime compensation has not been previously paid.
- (2) Double time shall be paid for continuous hours worked in excess of sixteen (16).
- (3) All compensated leave except annual leave, compensatory leave and parental leave will be considered time worked in the calculation of the 40-hour threshold. During declared emergencies this provision shall be suspended.
- (4) Except as provided for in Article 9.5(C), compensation for overtime shall be in the form of cash.
- (5) Premium overtime payments shall not be duplicated for the same hours under any of the terms of this Agreement.

C. Compensatory Time in Lieu of Payment

- (1) An employee may elect to earn compensatory time at the rate of time-and-one-half (1-1/2) in lieu of cash payment with the approval of the department head. Requests for compensatory time shall be submitted through the time and attendance system. Employee requests for compensatory time in lieu of cash shall not be unreasonably denied if the overtime is mandatory in nature.
- (2) Employees may accrue up to two hundred-forty (240) hours of compensatory time. When an employee has accrued the maximum amount of compensatory time, compensation for subsequent overtime worked shall be paid on the employee's next paycheck.
- (3) The **Employer** may pay off any amount of accrued compensatory time at any time, provided that any approved requests for compensatory leave time will continue to be

honored.

D. Adjustment of Work Schedule

- (1) Notwithstanding the provisions of Article 9.3, where mutually agreeable to the employee and Management, an employee may voluntarily flex his/her daily or weekly schedule. An example of such a situation is an employee who works additional hours on one day of the work week in order to take an equal amount of time off on another day in the same work week (e.g., for medical or personal reasons) without charging the absence to annual or personal leave.
- (2) So long as the total number of hours worked during the work week does not exceed forty (40), no overtime payment is required. So long as it is mutually agreeable to both, the adjustment may be proposed by either the employee or Management.
- (3) In non-emergency situations in which employees are requested to leave early to accommodate special events, employees may use annual leave or modify their work schedules, within operational requirements and with the approval of their supervisor. At the **Employers** discretion, there may be times when the employee may not be charged annual leave. Notice requirements of Article 9.3 shall not apply to schedule adjustments made in accordance with this section.

E. Call-Ins and Rest Periods

- (1) In the interest of good service, employees are required to respond to emergency call-ins.
- (2) An employee who has left his/her normal place of work at the end of the scheduled workday and is called back to work shall be compensated for overtime worked in accordance with this article. He/She shall be paid for a minimum of four (4) hours at the rate of time-and-one-half (1-1/2). This minimum payment will not apply if the employee is called back to work immediately before the start of the employee's regular workday. If the employee finishes the assignment(s) in less than four (4) hours and is subsequently called back to work in the initial four (4) hour time frame the employee will not be eligible for another four (4) hours of call back pay.
- (3) An employee shall be given an eight (8) hour rest period before returning to work, if he/she has worked sixteen (16) or

more continuous hours, or eight (8) or more hours overtime in the sixteen (16) hour period immediately preceding his/her regular workday.

If the rest period overlaps into the employee's regular workday, the employee will be credited and paid for the time without charge to annual or personal leave. An employee who is called back to work without completing his/her eight (8) hour rest period shall be compensated at the rate of two (2) times his/her regular rate of pay for all hours worked from the time he/she reports back to work through when he/she is released for another eight (8) hour rest period. Paid rest time shall be considered as time worked for the purpose of determining the forty (40) hour threshold for payment of overtime.

F. Meal Breaks and Allowances

- (1) The **Employer** will provide a meal or pay a meal allowance in the sum of ten dollars (\$10.00), when an employee is required to work four (4) hours before or after his/her regular shift without a meal break and in six (6) hour increments thereafter if he/she continues working without a meal break.
- (2) Meal allowances shall be paid no later than the end of the first pay period after the pay period in which the meal allowance is earned.
- (3) JSO Emergency Communications, JSO ID Specialists, JSO ID Clerks, JSO Security Officers and other JSO Civilian employees who do not receive a meal break during their shift or workday due to operational needs shall be compensated for an additional ten (10) minutes at his/her hourly rate. Currently, JFRD Emergency Dispatcher Employees are paid for their lunch period, but if this schedule changes to include an unpaid lunch, FRED's will be afforded the same additional ten (10) minute provision.
- (4) The **Employer** and the **Union** agree that all employees except those exempted in 9.5 F. (3) should receive a lunch break when business conditions permit.

Article 10: WAGES

- 10.1 A. Each classification in the bargaining unit is assigned to a Pay Grade based upon the evaluation of the classification. Each Pay Grade consists of a salary range with minimum and maximum rates as determined by the **Employer**.

B. **General Wages:**

Effective October 1, 2025 – Four (4%) wage increase.

Effective October 1, 2026 – Three (3%) - wage increase.

Effective October 1, 2027 – Three (3%) - wage increase.

(1)

The City appreciates the critical work the men and women of AFSCME perform and continue to perform every day. In recognition of this, employees shall receive a premium payment in the second year of this agreement. Employees with greater than 5 years of service on October 1, 2026 shall receive a one-time premium payment of five hundred dollars (\$500) for work to be performed in the upcoming fiscal year (FY27). Employees with less than 5 years of service on October 1, 2026 shall receive two hundred fifty dollars (\$250) for work to be performed in the upcoming fiscal year (FY27). The payment will be made in the first full pay period after October 1, 2026. The premium payment is not considered regular earnings, does not impact the employees' base wages, and is not pensionable. To be eligible for the premium payment, an employee must be actively employed on the date of each premium payment.

*Wage increases will be effective at the start of the next weekly pay period after October 1st.

- C. Employees whose current base salaries are above the maximum rate of the range of the assigned Pay Grade will have their base salaries maintained at the current level until such time as the maximum of the range of the assigned Pay Grade increases to encompass their base salaries.

D. **Minimum Rates of the Pay Grades:**

Refer to AFSCME Salary Schedule Appendix.

Maximum Rates of the Pay Grades:

Refer to AFSCME Salary Schedule Appendix.

E. Performance-Based Pay Increases:

For the duration of this contract, no pay for performance increases are authorized, however the **Employer** may utilize an incentive program as provided for in 10.11.

10.2 A. Special Pay Increases

If conditions exist which justify pay increases to provide equity or for other reasons not provided in this Plan, the Director of Employee Services, with the concurrence of the appropriate budgetary authority and the Department Director may approve a special pay increase. Such increase shall not exceed the maximum of the pay range for the assigned pay grade. If as a condition of approval of such increases any provisions of this part are affected, the Director of Employee Services shall issue special instructions to be followed in connection with future increases. The **Union** shall be given a copy of the agenda item for the proposed increase prior to its submission to MBRC. Upon request, the **Union** shall be given an opportunity to present in writing their position on the proposed increase to MBRC. Upon request, the **Employer** will provide the **Union** copies of all MBRC meeting agendas and minutes.

B. Pay Increases Based on Pay Grade Reassignments

With the concurrence of the appropriate budgetary authority, the Director of Employee Services may approve pay adjustments for employees in classifications for which the pay grade is elevated. Such increases shall not exceed five percent (5%) for a one-grade elevation, ten percent (10%) for a two-grade elevation and fifteen percent (15%) for a three-grade elevation. Such increases shall not exceed the maximum of the pay range for the assigned pay grade.

C. Performance Evaluations and Appeal Process

Performance evaluations of employees in this bargaining unit shall be in writing and shall use a standardized format and procedure. An employee who has passed initial probation, believes that his/her evaluation has not been conducted in accordance with established procedure, or who contests a factual or procedural error for his/her rating may appeal the complaint through Step IV of the Grievance Procedure as set forth in Article 19.

An employee may file a written rebuttal to an evaluation. A rebuttal shall be included in the employee's personnel record but shall not be considered an appeal of the evaluation.

An appeal must be based on a claim that a factual or procedural error occurred which resulted in an evaluation that inaccurately or unfairly characterizes the employee's performance.

Appeals from annual employee evaluations will follow the grievance procedure. The parties will make every effort to expedite hearing grievances related to performance evaluations and will give serious consideration to mutual agreement to waive Steps 1-3.

D. Shift Differential

Employees assigned to the following start times shall be eligible for the following shift differential pay based on actual hours worked *:

Start Time	Shift Differential
12:00 p.m. through 10:29 p.m.	3%
10:30 p.m. through 3:59 a.m.	6%

* Eligibility for shift differential shall be based on the shift start time. When an employee's work period covers more than one shift for which a differential is payable, the amount of the differential shall be determined by the shift in which the majority of the work hours fall.

E. Differential for Aerial Bucket Work

In addition to their regular wages, employees assigned to work in aerial lift devices or equipment (including ladders at 6ft or above the ground) shall receive a 15% differential for the period of time they are actually working in the aerial lift device or equipment.

10.3 Service Raise

For each five (5) years of continuous service with the **Employer**, computed from the date of initial employment an employee shall receive an annual increase in salary of three hundred and twenty-five dollars (\$325.00). This increase shall be in addition to any general or special raises which may be granted from time to time.

10.4 Reversion Pay

When an employee is returned to his/her former class during the probationary period following a promotion, his/her pay shall be restored to the rate in effect prior to promotion, as though the promotion had not been granted. In such event, the employee shall be eligible for any increases the employee normally would have received had the employee not been

promoted. When a reassignment is made, the base pay of the reassigned employee shall remain the same.

10.5 Administration of the Pay Plan

The Director of Employee Services shall adhere to the following administrative procedures in the implementation of the pay plan for employees in the bargaining unit:

A. Appointment from Appendix B

A part-time employee currently employed under Appendix B of this agreement, who accepts a civil service position, shall have his or her salary set in the same manner as other employees in the same classification with similar education and experience.

B. Higher Start Rate

Where there have been demonstrated difficulties in recruiting qualified candidates for specific classifications within the bargaining unit, the Director of Employee Services may authorize a higher starting rate within the range for candidates meeting minimum qualifications. The Director of Employee Services will notify the **Union** of such change prior to implementation. The Director of Employee Services will review the recruiting situation and the higher starting rate annually. When a higher starting rate has been authorized pursuant to this Article, all candidates meeting the minimum qualifications will be given the higher start rate.

C. Advanced Appointment Rate

Initial compensation will be determined by the **Employer**.

D. Equity Adjustments Based on Advanced Appointments

When an employee is hired to any classified position at a rate above the minimum rate of the range, other employees in the class in the same organizational unit with similar education, and experience will have their base salaries increased to that of the newly hired employee's end of probation rate. Probationary employees in the same class and organizational unit with similar education and experience will have their salary increased to that of the newly hired employee's probationary rate. Probationary employees will receive the end of probation rate at the completion of their probation. Employees who are subject to disciplinary reductions in pay shall not be granted such increases until expiration of the disciplinary reduction.

E. Equity Adjustments in Class Series

When an employee is hired to any classified position at a rate above the minimum rate of the range, the Director of Employee Services, upon the request of the department head, may approve an increase in base salary for employees in higher level classes within the class series in the same organizational unit, who possess similar education, and experience, and whose salaries are less than five percent (5%) above the end of probation base salary of the highest paid newly-hired employee in the lower classification. When approved, such increases may be granted, within the pay range, in an amount up to the end of probation rate of the newly hired employee when promoted into the higher class. When requested and approved, equity increases pursuant to this Article shall be granted to all comparably qualified employees in the organizational unit, except that employee on probation or who are subject to disciplinary reductions in pay shall not be granted such increases until successful completion of probation or expiration of the disciplinary reduction. Equity increases will not be applicable if the newly hired employee was previously employed under Appendix B as provided in 10.5(A). The **Union** will be notified of the classification of personnel affected by equity adjustments prior to implementation.

F. End of Probation Increases

Upon successful completion of the initial probationary period, the base salary of the newly hired employee shall be advanced five percent (5%) or to the maximum of the range, whichever is less.

G. Promotional Increases

When an employee is promoted Priority one to a classification in a higher Pay Grade, the employee's base salary shall be increased by five percent (5%) or to the minimum rate of the range whichever is greater. Upon satisfactory completion of the probationary period following promotion, the base salary of the employee shall be advanced five percent (5%) or to the maximum of the range, whichever is less. In cases where the Director of Employee Services, with the concurrence of MBRC, has determined that it is appropriate for recruitment or retention of employees, classifications with high employee turnover may be designated as eligible for salary increases of fifteen percent (15%) upon promotion. Employees in classifications so designated shall not receive end of probation increases.

In no circumstances shall an employee's base salary exceed the maximum of the pay range as a result of promotion.

H. Emergency Communication Officer Advancement

Fire and Rescue Emergency Dispatch (FRED) shall be advanced eight percent (8%) within their salary range upon reaching three (3) years' seniority. All Police Emergency Communications Officers (PECO), regardless of grade, shall be advanced eight percent (8%) within their salary range upon reaching three (3) years' seniority.

I. Pay Upon Demotion

Upon demotion, the base salary of the employee will be placed within the range of the assigned lower Pay Grade at a rate determined by the **Employer**. If the employee is promoted again within a twelve (12)-month period following the demotion, he/she will receive a promotional increase of five percent (5%) upon promotion but will not receive an end of probation increase unless approved by the Director of Employee Services.

10. 6 Out of Classification Pay

When an employee is required by the **Employer** to accept the responsibility for work in a higher class or position for at least one (1) hour on continuous duty, or to temporarily replace employees on leave or to perform work of a vacant position until it can be filled, unless the employee is assigned to a higher classification for the purpose of on-the-job training for definite advancement purposes, such employee shall be compensated at the minimum of the range of the higher classification or shall receive a five percent (5%) increase, whichever is greater, for the time actually worked in the higher class. In no case, however, can the adjusted salary level exceed the maximum rate of the salary range of the higher position. An employee may be temporarily assigned to the work of any position of the same or lower classification without any change in pay. No on-the-job training without out-of-classification pay shall exceed twenty (20) workdays.

10. 7 Supplemental Pay for Property Appraiser Certification

Supplemental pay in an amount determined by the Property Appraiser may be granted to employees of the Property Appraiser who have attained the designation of Certified Florida Evaluator.

10. 8 Realignment of Pay Grades

The parties recognize that relationships between classifications may change over time as the nature of work evolves and changes. As a result

of such changes, those relationships should be reviewed periodically to determine if revisions in pay grade assignments are appropriate.

The parties agree that assignment of work to particular classifications, evaluation of classifications and resulting pay grade assignments are management prerogatives. The **Employer** recognizes the **Union's** interest in maintaining equity among classifications in the bargaining unit. Accordingly, during the life of this Agreement the **Union** may notify the Director of Employee Services of its belief that sufficient material changes have occurred in the nature of work assigned to one or more classifications, such that the relationship of that classification(s) to other classes should be reviewed for possible realignment. The Director of Employee Services shall conduct an appropriate review of the circumstances and report the findings to the **Union** and to the appropriate budgetary authority for action as warranted. This review may include recommendations for pay adjustments for affected employees where appropriate.

The Director of Employee Services is authorized to make such changes to the Pay Plan as may be necessary to implement the findings except that no current employee shall have his or her pay adversely affected as a result of such changes.

10.9 Pay Incentives for JSO and JFRD Employees

<ul style="list-style-type: none"> • POLICE EMERGENCY COMMUNICATIONS OFFICERS, JSO – IDENTIFICATION SPECIALIST, JSO – IDENTIFICATION SPECIALIST CLERK, POLICE SERVICE TECHNICIANS, AND JSO SECURITY OFFICERS 		
<ul style="list-style-type: none"> • Degree Requirement 	<ul style="list-style-type: none"> • Credit Requirements in addition to or within degree program 	<ul style="list-style-type: none"> • Monthly Differential (paid bi-weekly)
<ul style="list-style-type: none"> • (1) AA/AS/BA/BS 	<ul style="list-style-type: none"> • At least 15 credit hours completed toward Law Enforcement Certificate in Criminal Justice. 	<ul style="list-style-type: none"> • \$40.00
<ul style="list-style-type: none"> • (2) AA/AS/BA/BS 	<ul style="list-style-type: none"> • At least 25 credit hours completed toward Law Enforcement Certificate in Criminal Justice. 	<ul style="list-style-type: none"> • \$80.00
<ul style="list-style-type: none"> • (3) AS in Police Sciences 	<ul style="list-style-type: none"> • At least 18 credit hours in Police Sciences 	<ul style="list-style-type: none"> • \$80.00
<p>*The Law Enforcement Certification program at UNF shall be used in determining equivalency with other Law Enforcement certification programs. A "C" average or better is required for all hours.</p>		

No employee shall receive more than one differential under these provisions.		
Fire and Rescue Emergency 911 Dispatchers (FRED)		
• Degree Requirement	• Credit Requirements in addition to or within degree program	• Monthly Differential (paid bi-weekly)
(1) AA/AS/BA/BS	At least 15 credit hours in the field of Fire Science or Emergency Medical Services	• \$40.00
(2) AA/AS/BA/BS	At least 25 credit hours in the field of Fire Science or Emergency Medical Services	• \$80.00
A "C" average or better is required for all hours. No employee shall receive more than one differential under these provisions.		

10.10 A. Field Training Officer Pay Supplemental Pay

Qualified Field Training Officers in the Jacksonville Sheriff's Office and JFRD shall be granted an additional five percent (5%) above their base pay for each day they are actually training other employees as approved by management.

B. Qualified Designated Trainers

The **City**, in its sole discretion, upon consultation with the **Union**, may establish pay differentials for other classifications with recognized training programs. If such a differential is established, the **City** will notify the **Union** at least two (2) weeks in advance of the differential implementation.

C. Supplemental pay of one hundred (\$100.00) per month (paid bi-weekly) shall be paid to those Fire and Rescue Communication Officer's permanently assigned to the Fire Department who maintain certification as an Emergency Medical Technician or higher. Supplemental pay of one hundred and twenty-five (\$125.00) per month (paid bi-weekly) shall be paid to those Fire and Rescue Communication Officer's permanently assigned to the Fire Department who maintain certification as a Paramedic. No employee shall receive supplemental pay for certification as an EMT and certification as a Paramedic at the same time.

10.11 JSO and JFRD employees in any Emergency Communication Officer classification, Call Center employees, employees at the Tax Collector Office and other employees selected by management to perform bilingual

skills who are bilingual in English and other languages as identified by management shall receive one hundred and fifty dollars (\$150.00) per month (paid bi-weekly) differential in addition to base pay with the Departments approval based upon operational needs. Additional languages can be added for this differential based upon business needs and with approval of the Department Director and the Director of Employee Services. The **Employer** agrees to provide the **Union** a list of employees currently receiving the language supplement when requested.

10.12 Incentive Programs

At its sole discretion, the **Employer** may from time to time elect to establish incentive programs for individuals or groups which may consist of cash or other awards in recognition of improved job performance, improved safety records, innovative ideas that result in savings or other benefits, or other similar work-related improvements, results, or actions, provided the **Union** is informed in writing of any such programs

Also, the **Employer**, at its sole discretion, may elect to establish financial incentives to encourage employees to obtain certain work-related certifications or other educational credentials. Incentives may take the form of supplemental pay or one-time or periodic payments. All affected employees will be equally eligible to qualify for, and receive, such incentives under the same terms and conditions. Prior to the implementation of an incentive program, the **Employer** will provide the **Union** with at least two- weeks written notice of the following information:

- Classification(s) or organizational unit(s) affected
- Certifications or other educational credentials to be incented
- Resources available to employees to obtain the certification or credentials
- Amount and nature of the incentive, the frequency of payment, and the actions necessary for employees to qualify (Minimum incentive under this provision is twenty-five (\$25) per month).

10.13 Employee Referral Incentive

At its sole discretion, the **Employer** may establish an "Employee Referral Program" with financial incentives to encourage current employees to refer candidates for employment in **City** jobs. Incentives will be in the form of one-time payments. All eligible employees may participate in such a program and receive incentives under the same terms and conditions. If an Employee Referral program is established, the **Employer** will provide the **Union** with at least two weeks written notice of the following information:

- Eligibility criteria for participation
- Referral criteria

- Time frame the program is to be effective
- Amount and nature of the incentive, criteria for payment, frequency of payment and actions necessary for employees to qualify

10.14 Stand-by Pay

Employees shall receive one (1) hour at the employee's regular rate of pay for each day they are required to be on standby status during off-duty hours in addition to any other compensation received.

Employees shall not be eligible for stand by pay when they are unable to respond.

Standby time shall be that time when an employee is required to keep the **Employer** advised as to his/her whereabouts and be available to report for duty no more than forty-five (45) minutes after such notification.

10.15 Hazardous Pay

- A.** The **City** strives to provide a safe and healthy work environment for employees by minimizing exposure to known risks and by providing employees with the tools, equipment and training needed to perform their jobs safely. The **City** does not intend to expose employees to unnecessary hazards in the course of their employment and does not compensate employees for exposing themselves to risks and hazards due to unsafe work practices.
- B.** From time to time, the Director of Employee Services may determine that supplemental payments are appropriate for employees performing work under uncomfortable or undesirable working conditions and may, in his/her sole discretion, establish criteria for making such supplemental payments. In his/her sole discretion, the Director of Employee Services, with the concurrence of the Mayor's Budget Review Committee, may authorize such supplemental payments for employees in those classifications, assignments, or locations. If such supplemental payments are authorized, the **City** will provide the **Union** with at least two weeks written notice of the following information:
- Eligibility criteria for supplemental payments
 - The amount and nature of the payments
 - Effective date of the supplemental payments
 - Classifications, assignments, or locations in which employees will be eligible for supplemental payments
 - Current bargaining unit employees eligible to receive the payments

C. During the life of this Agreement, the **City** agrees to pay one hundred dollars (\$100.00) per month to employees in the following classifications and assignments, provided the employee worked or was on paid leave at least 80 hours per month.

Classification	Assignment	Other requirements
Mosquito Tech I	Mosquito Control	
Mosquito Tech II	Mosquito Control	
Mosquito Control Lead Technician	Mosquito Control	
Utility Worker	Mosquito Control	
Mosquito Control Equipment Maintenance Technician Repairman	Mosquito Control	
Mosquito Control Laboratory Technician	Mosquito Control	
Animal Code Enforcement Officer Animal Code Enforcement Officer Sr Veterinary Technician Veterinary Technician Sr Animal Care Assistant Animal Care Assistant Sr Veterinary Assistant	Animal Care and Protective Services	Must be directly involved in handling animals.
Forensic Investigator Forensic Photographer Histology Technician Autopsy Technician Autopsy Technician Sr	Medical Examiner Officer	
Traffic Sign Installer Traffic Signal Repairer	Traffic Engineering	
Pool Mechanic	Parks	
Police Service Technician	JSO Property and Evidence <u>warehouse.</u>	
JSO Security Officer	JSO Properties	

*Additional positions may be added at the discretion of the Department Director and the Director of Employee Services.

* Positions currently receiving this supplement will not be removed during the terms of this agreement.

- D. Where the **Union** believes it to be appropriate under the criteria established under 10.12, it may propose in writing to the Director of Employee Services that specified classifications, assignments or locations receive supplemental payments in accordance with this article. The **City** will consider such proposal, meet with the **Union** upon request, and provide a written response within fourteen (14) calendar days.

10.16 Employees who are designated to supervise prison crews and have obtained the appropriate training as directed by the **Employer** will be paid ten percent (10%) differential during the actual hours assigned to supervise a prison crew. Such employees reassigned to other duties not supervising prisoners to meet emergency/ operational needs shall not receive differential on such days.

10.17 Voluntary Severance Plan

The parties understand that during the life of this Agreement the **Employer** may, at its option, offer a voluntary severance plan to certain classifications of bargaining unit employees. Such plan would be on terms proposed by the **Employer** and any decision to accept such a plan would be made on an individual basis by each individual employee. The **Union** will be notified in writing of any such severance plan. In the event that execution of such a plan required a reorganization or redeployment by the **Employer**, the **Union** would have the right to request impact bargaining to the extent provided by law.

10.18 Florida Minimum Wage Adjustment

The **City** and the **Union** recognize the impact of recent amendments to Article X, Section 24 of the Florida Constitution regarding raising the State of Florida minimum wage to \$15/hour by September 30, 2026. However, the City has decided to implement fifteen \$15/hour minimum wage on April 1, 2026 for all bargaining unit employees. Wage increases will be effective at the start of the next weekly pay period.

ARTICLE 11: EMPLOYEE BENEFITS

11.1 A. Comprehensive Medical Coverage

The **Employer** will provide a choice of comprehensive group health plans from which the employee may select. Up to a ten percent (10%) employee contribution is required for all plans, except for the designated no contribution plan(s) in plan year 2026. Up to a twenty percent (20%) employee contribution is required for all plans except the designated employee no contribution plan(s) in plan year 2027. Up to a thirty percent (30%) employee contribution is required for all plans except the designated no contribution plan(s) in plan year 2028. In addition, the **Employer** will pay fifty percent (50%) of the cost of the comprehensive medical coverage for eligible dependents, and the employee will pay the remaining fifty percent (50%) of the cost.

B. Special Committee on Group Health Benefits

The **City** shall continue to utilize this joint labor-management committee in accordance with Ordinance 116.1402.

11.2 Group Term Life Insurance

A. Employees

The **Employer** shall, at no expense to the employee, secure and provide group term life insurance coverage in the amount of one times annual salary, with a double indemnity clause for accidental death and dismemberment for employees covered by this Agreement. It shall further allow the employee, at his/her option to purchase group term life insurance, where available, at the expense

of the employee, under the same policy, for one, two, or three-times annual salary, with a double indemnity clause for accidental death and dismemberment. Coverage may be reduced at age 70 to 65% of benefits under the policy. Where certain occupations are excluded from the insurance policy, the **City** will self-insure the one-time annual salary life insurance benefit, including double indemnity for accidental death and dismemberment.

B. Retirees

Employees who retire after the effective date of this Agreement, or who have retired from classifications in this bargaining unit and who are already covered by the group term life insurance policy may purchase life insurance coverage in increments of five thousand dollars (\$5,000), not to exceed fifteen thousand dollars (\$15,000) at their own expense at the group rate applicable to retirees. Those retirees under age seventy (70) presently covered for five thousand dollars (\$5,000), who wish to purchase additional coverage, will be subject to proof of insurability as required by the carrier. Retired employees, age seventy (70) and over may purchase five thousand dollars (\$5,000) coverage only.

11.3 Cancer Insurance

A program of cancer insurance will be offered at the employee's expense through payroll deduction to employees covered by this Agreement.

11.4 Group Dental Health Insurance

The **Employer** agrees to pay a premium of ten dollars (\$10.00) per month, per employee covered by this Agreement, for the purpose of providing partial payment toward a comprehensive dental health plan for said employees. The **Employer** may make an administrative charge not to exceed four cents per deduction.

11.5 Section 125 IRC Cafeteria Plan

The **Union** recognizes that the **Employer** has developed a Section 125 I.R.C. Cafeteria Plan for the benefit of employees.

11.6 Tool Allowance

A. Employees who are required to furnish their own tools to perform their job duties shall receive a quarterly tool allowance in accordance with the following schedule, provided the employee worked or was on paid leave at least 80 hours each month during the quarter. The

AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES

allowance shall be paid not later than the 15th day of the next month following the end of the quarter.

JOB TITLE	QUARTERLY ALLOWANCE
Fleet General Services Technician	\$400.00
Fleet Preventative Maintenance Technician	\$400.00
Fleet Services Driver	\$400.00
Tire Technician I	\$400.00
Automobile and Truck Technician	\$500.00
Automobile and Truck Technician Crew Leader	\$500.00
Fleet Fuel and Environmental Technician	\$500.00
Heavy Off-Road Equipment Technician	\$500.00
Heavy Vehicle Technician	\$500.00
Heavy Vehicle Technician Crew Leader	\$500.00
Light Engine Mechanic	\$500.00
Machinist Crew Leader	\$500.00
Machinist/Fluid Power Mechanic	\$500.00
Metal and Fiberglass Fabricator	\$500.00
Vehicle Body Technician	\$500.00
Welder	\$500.00
A&P Mechanic	\$500.00
Fire Rescue Vehicle and Equipment Technician	\$500.00
Fire Rescue Vehicle and Equipment Crew Leader	\$500.00

*Additional positions may be added as identified in Article 11.7(B)

- B. Employees of the general government in craft classifications who meet the requirements of Article 11.7(A) may, at the sole discretion of the Director of Employee Services, be granted a tool allowance under the same conditions described for Fleet Management employees in an amount to be determined by the Director of Employee Services.

- C. Allowances may be adjusted annually at the sole discretion of the Director of Employee Services if the cost of purchasing or replacing tools justifies an increase. No decreases are permitted under this provision.

11.7 Travel and Parking Costs

A. Mileage Reimbursement for Travel

An employee who is required to use his/her personal automobile in the performance of his/her duties will be reimbursed for operating expenses at the rate-per-mile traveled as prescribed by City Council

Ordinance exclusive of mileage traveled to and from the employee's work location.

B. Mileage Reimbursement for Temporary Assignment

An employee who, after reporting to his/her assigned work location, is required to work at another location and is required to use his/her personal automobile to travel to the other location, shall receive mileage reimbursement for the distance to and from the assigned work locations in accordance with this Article. When possible, employees will be given advanced notice of such temporary assignments.

C. Parking Space Provided

Parking space will be provided for employees who are required to use their personal vehicles on a daily basis, as a condition of employment in the performance of their duties.

D. Parking for Downtown non JSO and JFRD employees

For employees permanently assigned downtown that are not provided parking at no cost, the employer will provide a sixty-dollar (\$60) quarterly parking allowance.

E. Parking for Downtown JSO and JFRD employees

Currently parking is provided at no cost for downtown JSO and JFRD employees. If circumstances change and parking is no longer provided, the employer will provide a sixty-dollar (\$60) quarterly parking allowance.

- F.** If City Ordinance 122.202 is modified or repealed to reduce or eliminate the current fifty (50%) percent discount for City employees in City owned parking lots, the City and the Union agree to meet and discuss alternative enhanced parking allowances to offset downtown parking costs.

11.8 CDL License and Renewal Fees

- A. Commercial Driver's License (CDL)** - The **Employer** will reimburse up to one hundred dollars (\$100.00) for the cost of obtaining or renewing a Commercial Driver's License for all employees whose jobs require them to maintain a CDL.
- B. Hazardous Materials (HazMat) Endorsement** - The **Employer** will reimburse the cost of obtaining or renewing a CDL with Hazardous Material (HazMat) Endorsement, including the cost of the

background check required by the Transportation Safety Administration (TSA).

11.9 Personal Property Damage

- A. The **Employer** will repair or replace personal property, including toolboxes, of employees covered by this Agreement that is damaged while on duty, subject to the limitations provided in Articles 11.10(B) through 11.10(F).
- B. The **Employer** will repair or replace a bargaining unit employee's personal property, if all of the following conditions have been met:
 - (1) the personal property was damaged as a result of the employee's performance of his/her duties; or
 - (2) the damage was not the result of the employee's own negligence; or
 - (3) the employee reports the damage to the appropriate department head or agency authority within two (2) working days after the occurrence of the damage on a form provided for this purpose.
- C. The **Employer** reserves the right to determine whether to repair or replace damaged property.
- D. The **Employer** will not repair or replace telephones, pagers or other electronic devices, rings or other jewelry, except for watches. The **Employer** will not repair or replace tools for those employees who receive the tool allowance provided for in Article 11.7.
- E. In no event will the **Employer** pay more than two hundred fifty dollars (\$250.00) to repair or replace any damaged property, except watches and toolboxes, which will be limited to one hundred dollars (\$100.00).
- F. When an employee is entitled to payment under this Article, the **Employer** shall make every reasonable effort to reimburse the employee within thirty (30) days of the report of damage.

11.10 Uniforms

- A. The **Employer** shall furnish uniform(s) to employees in classifications which require a uniform.

Employees required to interact with the public during commercial or

residential visits shall be provided uniforms and badges for safety and identification purposes.

B. Cleaning Allowance

Employees who are required to wear uniforms are eligible to receive, at the **Employer's** option, a quarterly uniform cleaning allowance in the amount of one hundred dollars (\$100.00).

- (1) If the **Employer** elects not to pay the uniform cleaning allowance, the **Employer** shall be responsible for cleaning the uniforms.
- (2) If the **Employer** elects to pay the uniform cleaning allowance, the employee shall be responsible for cleaning of the uniform, and failure to do so may result in disciplinary action.
- (3) If the **Employer** elects to pay a uniform cleaning allowance, it shall be paid no later than the second pay day of the month following the end of the quarter.

C. The **Employer** shall furnish all necessary equipment to ECO's, PST's and Code Enforcement Officers, as required for the performance of their duties.

D. In those activities where safety shoes are required to be worn, the **Employer** shall pay each employee one hundred sixty dollars (\$160.00) per year for the purchase of safety shoes. The payment will be made the first pay period in January of each year. Alternatively, the **City** may elect to provide employees with vouchers to purchase safety shoes directly from a vendor.

11.11 Retirement Plan

All currently existing retirement benefits shall remain as they currently exist until such time as the **City** and the **Union** either reach agreement or otherwise resolve disputed issues pursuant to Chapter 447, Florida Statutes.

ARTICLE 12: PAID TIME FOR CIVIC DUTY

12.1 Voting

When an employee's normal work schedule during a Primary or General Election does not allow sufficient time for the employee to vote, the Department Head may authorize time off without loss of pay for the purpose of voting.

Employees will be considered to have sufficient time for voting:

- A. when the polls are open two (2) hours before or two (2) hours after the employee's regular scheduled work period; or
- B. when early voting is available.

12.2 Jury Service

- A. An employee who is required to perform jury service in any court during his/her normal working hours shall be paid his/her regular salary for the time spent in jury service.
- B. The employee shall notify his/her supervisor of the jury service summons as soon as he/she receives it.

Upon completion of jury service, the employee shall attach a copy of the jury duty certification of dates served to the leave request.

- C. Employees who are released from jury duty and have four (4) or more hours remaining on their workday shall be required to report to work within ninety (90) minutes of being released from jury duty. If less than four (4) hours remain in the employee's workday they will not be

required to return to work.

- D.** An employee who is required to report to jury duty service more than four (4) hours after the scheduled beginning of his/her workday must report to work prior to the beginning of jury services. An employee will be released from work at least 90 minutes prior to reporting for Jury Duty. Employees, who in the normal course of business become soiled in their work, will be released at least 120 minutes prior to reporting for Jury Duty.

12.3 Witness Service

A. Testimony Related to Official Duties

An employee who is called to testify outside normal work hours in any court proceeding as a result of his/her normal **City** duties is considered to be on duty. The employee shall be compensated at the appropriate rate for all hours engaged in such testimony with a minimum payment of four (4) hours.

B. Testimony Unrelated To Official Duties

An employee who is subpoenaed to serve as a witness in a criminal or civil case to which he/she is not a party, shall be granted paid leave for the time he/she is absent during normal work hours. A copy of the subpoena must be attached to the leave request.

ARTICLE 13: SAFETY AND HEALTH

- 13.1 The **Employer** will conform to and comply with safety, health, sanitation, and working conditions properly required by federal, state and local law. The **Employer** and the **Union** will cooperate in the continuing objective of eliminating safety and health hazards due to unsafe working conditions and inadequate restroom facilities where they are shown to exist.
- 13.2 A. All parties will cooperate to eliminate safety and health hazards.
- B. The **Employer** will provide protective devices, wearing apparel, and other equipment necessary to protect employees from occupational injury or disease in accordance with established safety practices. Such practices may be improved from time to time by the **Employer's** in-house safety representatives. The **Union** may submit safety recommendations from time to time. In cases where required safety equipment makes the use of standard prescription eyewear unsafe or unfeasible, the **Employer** will provide specialty prescription glasses as required.
- C. Employees are responsible for utilizing safety equipment, protective devices, apparel, and equipment when they are provided and required.
- D. Employees must follow safety rules and practices as issued by the **Employer**. An employee's willful neglect and/or failure to obey safety regulations and to use safety devices and/or equipment shall be just cause for disciplinary action.
- 13.3 A. An employee, who believes an assignment is abnormally dangerous or hazardous, shall immediately notify his/her supervisor. The supervisor will take such measures as are necessary to make the assignment consistent with health and safety.
- B. The **City** shall respond in writing to written employee reports of unsafe working conditions in a timely manner. This will include keeping the affected employee informed about the status of his/her report.
- C. The **City** will notify affected employees of major remodeling construction or facilities maintenance.

13.4 Department Workplace Safety Committee:

- A.** Each department shall have a Department Safety Committee to discuss safety and health matters such as existing practices and rules relating to safety and health, workplace design, accident statistics and trends, personal protective equipment, safety training, potential toxic substances, first aid procedures and other safety matters. This committee will meet at least on a quarterly basis with emergency meetings being called as needed and will allow input from a **Union** representative. AFSCME will provide the **Employer** with names of AFSCME bargaining unit participants.

ARTICLE 14: INJURY-IN-LINE-OF-DUTY

14.1 Any permanent employee covered by this Agreement who sustains a temporary disability as a result of accidental injury in the course of and arising out of employment with the **Employer** shall, in addition to compensation payable pursuant to the Workers' Compensation Law of the State of Florida, be entitled to the following benefits:

- A. During the first twenty (20) working days of such disability, said employee shall receive supplemental pay in an amount equal to the difference between his/her net take-home pay and the workers' compensation benefit payable. For the purpose of this Article, net take-home pay is defined as the amount of the employee's regular straight-time wages reduced by the amount deducted from the employee's pay for taxes and social security. In no event shall any employee receive more than his/her net after-tax take-home pay from the **Employer**.
- B. Thereafter, the **Employer** may, at its sole discretion (which discretion shall not be subject to arbitration), grant additional supplemental pay in increments of up to twenty (20) working days.
- C. An employee whose workers' compensation benefit is reduced pursuant to Chapter 440 F.S. shall not be eligible for a Supplemental Benefit.
- D. If an employee is eligible for monetary benefits under workers' compensation, the employee will be notified that deductions will cease without the Employee's consent. With the Employee's consent, normal payroll deductions will continue from workers' compensation benefits to avoid interrupting **Employer** provided benefits such as healthcare and pension.

14.2 Transitional Duty and Temporary Assignments

An employee who is temporarily partially disabled from performing the duties of his/her classification due to an on-the-job injury may be temporarily reassigned without reduction in pay, in accordance with the Civil Service and Personnel Rules and Regulations, to other duties commensurate with medical fitness, availability of suitable work, and his/her qualifications for the position. The **Employer** will make a reasonable effort to temporarily reassign the employee in accordance with the provisions of this Article, provided that failure to do so shall not be a basis for grievance or arbitration.

ARTICLE 15: CAREER DEVELOPMENT PROGRAM

- 15.1 The **City** and the **Union** recognize the importance of continuing education in providing equitable employment opportunities, employee growth and agree to a mutual commitment of education for employees in this bargaining unit. Therefore, following City Ordinance, the **City** may establish a Career Development Program further defined in **City** policies and procedures.
- 15.2 **Access to Training:** All Training notification systems shall be available to the **Union** and employees. Employees with training required by the employer shall be given a reasonable amount of uninterrupted work time to complete such training.
- 15.3 **Citywide Training and Educational Assistance Programs:** The **Employer** has established Citywide Training and Educational Assistance Programs to meet the following objectives:
- To equip employees with the knowledge, skills and competencies to effectively perform the work required by the City's operating units. The program endeavors to enhance employees' capabilities through education and career development aligned with the City's operational requirements
 - To support succession planning by closing the skill gaps in hard-to-recruit/hard-to-replace positions by giving staff the opportunities to obtain needed education
 - To provide incentive for high potential employees to invest in a career at COJ
 - To provide opportunities for career advancement at COJ
 - To provide access to certification pay where applicable
 - To improve customer service by encouraging a knowledgeable, trained, staff, with "institutional knowledge"
 - To encourage employees to increase their value to the organization through education and training
 - Enhancing the quality of life of the Jacksonville community by improving customer service and reducing staff concerns
- 15.4 The **Employer** will establish procedures for coordinating the Citywide Training and Educational Assistance Programs including planning, administering, record-keeping, approval and reimbursement procedures.
- 15.5 Under the Educational Assistance Program, the **City** may reimburse employees for eligible tuition expenses in order to enhance the quality of the existing workforce, attract and retain qualified candidates for **City** employment, and to ensure that **City** employees have access to training and education that will equip them to do the work that will be needed during their careers with the **City** of Jacksonville. In accordance with

Ordinance 2002-1263-E as revised, which established the Career Development Program, approval of eligible reimbursement is contingent upon funding.

15.6 Apprenticeship Program

If at any time during the term of this Agreement, the **Employer** decides to implement an Apprenticeship Program affecting classifications or employees in this bargaining unit, the **Employer** agrees that, upon request, it will meet with the **Union** to negotiate the impact, if any, as required by Chapter 447.

ARTICLE 16: JOB POSTING AND TRANSFERS

16.1 Civil Service Openings

- A. Internal eligibility for civil service Priority one promotional examinations shall be posted city-wide and sent to individuals in line of promotion to ensure each individual in the line of promotion has access to the posting.
- B. When a civil service job opening occurs that the **Employer** intends to fill by examination, the **Employer** shall publish notice of the examination schedule on all appropriate bulletin boards and electronically for ten (10) working days in the case of internal recruitment, and for five (5) days in the case of external recruitment. When available, the number of positions currently open will be advertised on the job posting.
- C. For purposes of this Article, "appropriate bulletin boards" shall include electronic bulletin boards in addition to physical bulletin boards where exam notices are now posted.

16.2 Employees who wish to apply for an examination including eligible employees covered by Appendix B of this Agreement, must do so in accordance with procedures established by the Director of Employee Services within the posting period provided above.

16.3 The **Employer** may assign or reassign employees to temporarily fill job openings.

16.4 Employees promoting to Priority two openings who fail to complete their probation period may be returned to their former classification with Employee Services approval. If a return to the former classification is not available, Employee Services will conduct a citywide review, based on the employee's education and experience, in an attempt to place the employee before separation.

16.5 In the event a transfer is needed, qualified volunteers within the Department shall be solicited first. If there are no qualified volunteers, then the employer shall consider qualified employees within the Department in inverse seniority. When known, the employer shall inform the employee(s) and Union of the duration of the transfer. Employees shall be notified within 10 days of the transfer beginning.

ARTICLE 17: REVIEW OF ASSIGNED DUTIES

17.1 WORKING OUT OF CLASSIFICATION

Assignment of employees to responsibility for work in a higher-level classification or position shall be limited to a period of six months and shall be to temporarily replace employees on leave or to perform work of a vacant position until it can be filled. Employees so assigned must meet the minimum qualifications for the higher-level classification. Compensation of employees assigned to higher level work shall be governed by Article 10.6.

17.2 CHANGES TO POSITION DUTIES AND RESPONSIBILITIES

In instances where the **Union** or the department head believe that the responsibilities of a position may have changed over time, the **City** will review the duties assigned to that position, for the purpose of determining if the position is properly classified. In situations where the position is evaluated at a higher level, if the incumbent meets the promotional requirements of the position and the department head certifies that the current incumbent has been performing the higher-level work at the full performance level or above for at least six (6) months, one of the following actions shall be taken:

- A. If an internal eligibility list exists for the higher-level position, it may be employed to fill the position utilizing the Rule of Three. If not already first, second, or third, the incumbent shall be placed in third position on the list. The department head shall choose from among the top three individuals (including the incumbent) on the list.
- B. If no eligibility list exists for the higher-level position, the department head shall file an examination request to fill the higher-level position. If the incumbent is eligible for, and passes, the examination, he/she shall be granted five additional preference points on his/her final score. The Rule of Three may be used to fill this and subsequent vacancies from the resulting list. The department head shall choose from among the top three individuals at the top of the list.

17.3 The provisions of this Article shall not apply in situations involving automatic promotions.

17.4 Filling a position at the higher level shall be subject to availability of budgeted funds and shall be at the discretion of the department head. This discretion shall not be subject to grievance or arbitration under this Agreement.

17.5 CLASSIFICATIONS

- A. When establishing a new classification within the bargaining unit, the **Employer** will notify the **Union** in writing as to the **Employer's** determination and whether the classification is competitive or non-competitive.
- B. The **Employer** shall notify the **Union** of any revisions to the class specifications or changes to the pay grade for any classification that is currently in the certified bargaining unit prior to the implementation of those revisions. The **Employer** will provide this notice to the Regional Director and Local President of the **Union** in Jacksonville, Florida. The **Union** may submit comments about the revisions within ten (10) working days of the date of the **Employer's** notice. This time limitation may be extended by mutual agreement.

The **Employer** will continue its practice of making class specification revisions prospective from the date of issuance, unless otherwise required by law. In cases where federal or state law requires that a class specification be changed, the **City** will make every effort to assist incumbent employees to meet the new requirements.

- C. If, during the term of this Agreement, a proposal to increase the rate of employee contributions to the pension system is considered by the **Employer**, the **Employer** and the **Union** shall meet, upon the request of either party, to consider and discuss the effect of such proposed legislation upon the employees in the bargaining unit.
- D. The **Employer** will notify the **Union** of any job abolishment at least thirty days (30), if possible, but at least prior to implementation.
- E. If the **Employer** creates a new position that AFSCME believes should be in their bargaining unit, the parties agree that it may be submitted to the Florida Public Relations Commission (PERC) for resolution.
- F. When an employee is assigned mandatory training, adequate time during the workday will be allocated to complete the training and the Employer will attempt to allow completion of the training uninterrupted.

ARTICLE 18: DISCIPLINE AND DISCHARGE

- 18.1 A. The procedure for dismissals, demotions, and suspensions shall follow the steps outlined in the Civil Service and Personnel Rules and Regulations.
- B. Progressive disciplinary action will be taken for repeated similar or related offenses, except where the course of conduct or severity of the offense justifies otherwise. Written Counseling should normally precede any progressive disciplinary action.

Counseling is not discipline and therefore not grievable; however, such documentation may be used by the parties during an employee's disciplinary proceedings to demonstrate the employee was on notice for performance deficiencies or conduct concerns. An employee may respond in writing to written counseling within 60 days of receipt and such response shall be maintained in the employee's personnel file.

- C. An employee who chooses to follow the provisions contained in the grievance procedure of this Agreement shall waive any and all rights contained in Article 17.11 of the Charter of the City of Jacksonville.
- 18.2 A. No permanent employee shall be removed, discharged, reduced in rank or pay, suspended, or otherwise disciplined except for just cause, and in no event until he/she has been furnished with a written statement of the charges and the reasons for such actions. A copy of the statement is to be sent to the **Union**. The statement will notify the employee of his/her right either to appeal the discipline to the Civil Service Board of the City of Jacksonville, or to grieve the discipline, pursuant to the provisions of Article 19 of this Agreement.

The **Employer** will provide the employee 24 hours' notice, not including weekends and holidays, for a fact-finding meeting(s) and any follow-up fact-finding meetings unless such notice is detrimental to the interest of the **City**. At the hearing, the **Employer** will provide the employee with copies of evidence related to the fact-finding meeting(s). It is understood that fact-finding meetings are any management meeting(s) with an employee while conducting an investigation that could lead to employee discipline. Management will provide the Employee with the fact-finding meeting notes after the meeting.

The **Employer** will make every effort to notify the **Union** and the Employee of its decision on disciplinary action in a timely fashion. If an employee has chosen **Union** representation, management will

notify the **Union** when disciplinary action will be given. Further, if no disciplinary decision has been made by 30 days after the conclusion of the investigation, the Employer will notify the **Employee** and the **Union** if the employee has chosen union representation that no disciplinary decision has been reached and provide an estimated conclusion date.

- B.** No employee may use both the Civil Service Board appeal process and the grievance procedure to appeal the same disciplinary action.
- 18.3**
- A.** Any written reprimand shall be furnished to the employee and shall outline the reason for the reprimand.
 - B.** The employee will be requested to sign this statement. If he/she refuses to do so, this refusal shall be noted and placed in the employee's personnel file.
 - C.** If the employee signs this statement, such signature shall only acknowledge receipt of a copy of the reprimand and shall not mean that the employee agrees or disagrees with the reprimand.
 - D.** The employee's responding statement, if any, will be attached to the reprimand. The reprimand and the responding statement will be placed in the employee's personnel file.
 - E.** Charges for discipline other than written reprimands shall be restricted to employee conduct/activity occurring or which has become known to a department within sixty (60) working days prior to the date of the written statement. For purposes of this section, where formal investigation is conducted to determine culpability, the sixty (60) working day period shall commence on the date of the conclusion of the investigation. The department or agency in each case shall demonstrate the reasonableness of the formal investigation and its length to the appellate fact finder.
 - F.** Employees will not be subject to disciplinary action for refusing to sign, as acknowledgement of receipt, a disciplinary or counseling document.
- 18.4**
- A.** After it has been on file in the employee's personnel file for a period of twenty-four (24) months, a disciplinary document shall not be used in any adverse way against the employee.
 - B.** Upon conclusion of the twenty-four (24) month period, the employee may request that the Director of Employee Services seal the document as provided in Article 18.5(G).

18.5 Personnel Records

- A.** There is only one official personnel file for each employee which shall be maintained in the Employee Services Department unless a different location is approved by the Director of Employee Services.
- B.** Duplicate personnel files may be established and maintained within an agency. The employee affected shall be notified as to the location of all duplicate files pertaining to him/her.
- C.** Employees have the right to review their own official personnel file and any duplicate personnel files at reasonable times under supervision of the designated records custodian.
- D.** Employees have the right to respond to any material included in their official personnel file.
- E.** Copies of any discipline or otherwise detrimental documents placed in an employee's official personnel file shall be sent to the employee.
- F.** Only disciplinary actions recorded in an employee's official personnel file may be used as the basis for progressive discipline.
- G.** When an agency head or designee, the Director of Employee Services, Chief of Employee and Labor Relations, the courts, an arbitrator, or any statutory authority determines that a document has been placed in an employee's personnel file in error, or is otherwise invalid, such document shall be labeled as sealed together with a letter of explanation. Provided however, that nothing in this provision shall grant any official, officer, or other person the authority to take any action not otherwise authorized.

18.6 Options for Appealing Disciplinary Action

- A.** Any employee shall have the right to either grieve a disciplinary action pursuant to the terms of this Agreement, or to appeal the decision to the Civil Service Board. Written and oral counseling are not discipline and are not grievable.
- B.** An employee who elects to pursue the grievance procedure provided for in this Agreement shall follow the procedures for filing a grievance outlined in Article 19.
- C.** Employees are not able to waive their contractual right to grieve disciplinary actions, pursuant to Article 19, prior to the expiration of the Step One timeline or 10 working days from the date of discipline administration. An employee may waive the right to a Civil Service Appeal at discipline administration.

- D.** An employee who elects to appeal a disciplinary action to the Civil Service Board shall initiate proceedings in accordance with the Civil Service and Personnel Rules and Regulations. When an employee elects to appeal to the Civil Service Board, there shall be a pre-disciplinary hearing to discuss the facts and investigate the validity of the disciplinary action. For employees in the general government, the pre-disciplinary hearing shall be conducted by the Director of Employee Services, Chief of Employee and Labor Relations, or their designee unless otherwise specified. For employees of the Jacksonville Sheriff's Office, the Chairperson shall be the Sheriff or his/her designee. The **Union** may be present to represent the employee, if requested by the employee. The findings from this hearing will in no way preclude an employee from appealing the discipline before the Civil Service Board in accordance with the current Civil Service and Personnel Rules and Regulations. This pre-disciplinary hearing may be waived by mutual consent.
- 18.7** The City shall not formally discipline an employee in the presence of other employees (other than AFSCME representatives) or the public.

ARTICLE 19: GRIEVANCE PROCEDURE

19.1 The term "grievance" means a dispute concerning the interpretation or application of a specific term or provision of this Agreement. All employees will have access to the grievance procedure.

19.2 **Grievances will be processed in accordance with the following:**

1. Grieving a matter under this provision of the collective bargaining agreement constitutes an election of remedies and a waiver of any and all appeal rights to the Civil Service appeals process by the employee(s) filing the grievance and the **Union** as the employee' (s) representative.
2. At his/her option, an employee may file a grievance on his/her own behalf, or may be represented by the **Union**. If the employee chooses to file a grievance on his/her own behalf and does not request **Union** representation, the **Union** will only be notified of the grievance resolution.
3. Receipt of a written or an electronically filed grievance shall be acknowledged in writing or electronically, including the date it was received.
4. The parties may agree to consolidate grievances of a similar nature to expedite resolution.
5. The parties may mutually agree to waive any step(s) in the grievance procedure to expedite resolution.
6. The **Union** shall be given reasonable opportunity to be present at any hearing or meeting called for the resolution of a grievance filed by an individual employee.
7. Resolution of any individually processed grievance shall be consistent with the terms of this Agreement.
8. Policy grievances filed on behalf of the **Union** shall be signed by the designated steward or the Regional Director and shall follow the procedures as set forth in this article.
9. In computing time limits under this article, "working days" shall mean Monday through Friday, excluding authorized paid holidays. Working days are not determined by any individual employee's work schedule. Authorized paid holidays are those listed in Article 20.1, except for the Personal Leave Day.
10. Once a grievance has been filed by the Union Representatives, all matters concerning the grievance should be made through or with a Union Representatives knowledge.
11. Upon request by the Union, the departments shall provide a copy of their organizational structure for the purpose of grievance filing.

Grievances will follow the steps below, except as otherwise provided for in Section 447.401, Florida Statutes.

STEP I

- Level: The grievant and/or the **Union** (if the employee requested **Union** representation) will notify the immediate supervisor of the grievance in writing.
- Time for Filing: Within ten (10) working days after the grievant and/or the **Union** representative knows, or should have known, about the act or condition which is the basis of the grievance.
- Process: A verbal discussion of the grievance will occur within ten (10) working days after the grievance was presented.
- Decision: Within ten (10) working days after the grievance was discussed, the supervisor will provide a written decision to the grievant and/or the **Union** representative (if the employee requested **Union** representation).

STEP II

- Level: Division Chief or Manager
- Time for Filing: The grievant and/or the **Union** (if the employee requested **Union** representation) will file a written grievance within ten (10) working days after receiving the supervisor's decision or after the date the supervisor's decision was due, whichever is earlier.
- Process: A verbal discussion of the grievance will occur within ten (10) working days after the grievance was presented.
- Decision: The Division Chief will send the written decision to the grievant and/or the **Union** (if the employee requested **Union** representation) representative within ten (10) working days after the grievance was discussed.

STEP III

- Level: Department Director
- Time for Filing: The grievant and/or **Union** (if the employee requested **Union** representation) will file a written grievance within ten (10) working days after receiving the Division Chief's decision or after the date the Division Chief's decision was due, whichever is earlier.
- Process: Director or designee will conduct a grievance meeting within ten (10) working days after the grievance was presented.
- Decision: The department head or designee will send the written decision to the grievant and/or the **Union** (if the employee requested **Union** representation) within ten (10) working days following the meeting.

STEP IV (A) For Employees of the Jacksonville Sheriff's Office

- Level: Sheriff

- Time for Filing: The grievant and/or **Union** (if the employee requested **Union** representation) will file a written grievance within ten (10) working days after receiving the Director's decision or after the date the Director's decision was due, whichever is earlier.
- Process: Grievances must be filed with the JSO Chief of Personnel. A hearing will be held by the Sheriff's designee who shall be at the level of Director or above but shall not be the same Director who heard the grievance at STEP III. The hearing officer will hold a meeting to hear the grievance within ten (10) working days of receiving the grievance.
- Decision: The hearing officer will send the written decision to the grievant and/or the **Union** within ten (10) working days following the hearing.

STEP IV (B) For All Other Employees

- Level: Employee Services Department
- Time for Filing: Within ten (10) working days after receiving the director's decision or after the date the director's decision was due, whichever is earlier.
- Process: The grievant and/or **Union** (if the employee requested **Union** representation) will file grievances with the Chief Employee and Labor Relations. The Chief of Employee and Labor Relations or his/her designee will hold a hearing on these grievances within ten (10) working days after receipt of the grievance.
- Decision: The hearing officer will send the written decision to the grievant and the **Union** within ten (10) working days following the hearing.

19.3 Rules for Grievance Processing

- A.** A written grievance must include the following information:
- (1) A complete statement of the grievance and facts upon which it is based including the date of the action complained of;
 - (2) The Article(s) of this Agreement claimed to have been misinterpreted, misapplied, or violated to include a statement as to how the Agreement has been misinterpreted, misapplied or violated;
 - (3) The remedy requested;
 - (4) The signature of the grievant(s).
 - (a) A grievance filed by the **Union** on behalf of an employee shall be signed by the aggrieved employee and the

designated **Union** representative. If the grievance is filed electronically, AFSCME will copy all aggrieved employees on the electronic submission.

(b) A grievance filed by the **Union** alleging that there has been a violation, misinterpretation, or misapplication of a provision of this Agreement that confers rights upon the **Union**, or that the effects of **City** policy decisions or actions generally applicable to employees gave rise to a dispute regarding the interpretation or application of specific terms of this Agreement shall be signed by the designated **Union** representative.

(c) A group grievance shall be dated and signed by the aggrieved employees presenting it.

B. Time Limits

- (1) In computing time limits under this Agreement, working days shall be Monday through Friday, excluding authorized paid holidays.
- (2) If the grievance is not advanced to the next higher step within the time limit provided, the latest decision issued by the **City** shall be deemed accepted.
- (3) If the **City's** representative fails to answer within the time limit set forth at any step, the grievance may be advanced to the next step.
- (4) The parties may agree to extend time limits at any step of the grievance procedure.
- (5) When the settlement of any grievance includes a retroactive adjustment, such adjustment shall be limited to sixty (60) calendar days prior to the date of the filing of the grievance. This shall include claims that an employee was in a higher classification without appropriate compensation under Article 10.6.

C. Representation

- (1) At his/her option, the grievant may be represented by the **Union** at any and all steps of the grievance procedure. The grievant will attend the grievance meeting or hearing at each step, unless the parties mutually agree that the grievant's absence would be in the best interest of orderly dispute resolution.

- (2) If a grievant elects not to be represented by the **Union**, the **City** representative shall promptly notify the **Union** that the grievance has been filed and, upon request, shall provide the **Union** with a copy of the grievance. The **City** will also notify the **Union** of the date, time and place of any meeting or hearing to resolve the grievance. The **Union** may have an observer present at any meetings or hearings held to resolve the grievance and shall be sent copies of all decisions at the same time as they are sent to the other parties.

D. Precedents

- (1) Grievance decisions concerning disciplinary action shall not constitute a precedent for any purpose.
- (2) Step IV grievance decisions shall constitute a precedent insofar as they concern interpretation or application of the terms of this Agreement.
- (3) The resolution of a grievance prior to Step IV shall not establish a precedent binding on either the **Employer** or the **Union** in other cases.

19.4 Arbitration

A. Initiation of Arbitration

- (1) If the grievance is not settled at Step IV, the grievant and/or the **Union** may initiate arbitration by serving written Notice of Intent to Arbitrate on the Chief of Employee and Labor Relations no later than thirty (30) working days after receipt of the **City's** response at Step IV, together with a written statement of the facts and the specific provision(s) of this Agreement in dispute which were addressed at the earlier stages of the grievance procedure. If the Notice of Intent to Arbitrate is not filed within thirty (30) working days, the **City's** Step IV answer shall be final.
- (2) It is specifically and expressly understood that taking a grievance to arbitration constitutes an election of remedies and a waiver of any and all appeal rights to the Civil Service appeals process by the initiating party and all persons it represents.
- (3) In its Notice of Intent to Arbitrate, the grievant and/or the **Union** may propose the names of two (2) arbitrators, either of whom is acceptable. If both parties do not mutually agree on the

selection of one (1) of the persons proposed, or some other person qualified to arbitrate, the parties will select an arbitrator as follows:

- (a) The parties will jointly request the Federal Mediation and Conciliation Service (FMCS) to provide a panel of five (5) arbitrators.
- (b) If FMCS is unable to provide the parties with a list of five (5) names within thirty (30) days of the initial request to FMCS, either party may request a list of five (5) arbitrators from the American Arbitration Association (AAA).
- (c) Upon receipt of the panel from either FMCS or AAA, the parties' representatives shall meet and alternately strike names until one (1) arbitrator remains. The party requesting arbitration shall strike the first name. The last remaining name shall be selected as the arbitrator.
- (d) Notwithstanding the provisions of this Article, an arbitrator may be mutually selected by the parties by a means other than the methods specified in Article 19.4(a).

B. Hearings and Decisions

- (1) The date for the arbitration hearing will be set within sixty (60) days from the date the arbitrator was notified of his/her selection. This date may be extended by mutual agreement of the parties.
- (2) All testimony given at the arbitration hearing will be under oath. The arbitrator may not issue declaratory or advisory opinions and shall be confined exclusively to the issues presented by the parties and addressed at the earlier stages of the grievance procedure.
- (3) The arbitrator shall consider only the specific dispute(s) regarding the application or interpretation of this Agreement submitted to him/her in writing by the parties. The arbitrator shall have no authority to consider or rule upon any matter which is stated in this Agreement not to be subject to arbitration, or which is not specifically covered by this Agreement.
- (5) The arbitrator shall base his/her decision exclusively on the testimony and documentary evidence submitted by the parties as part of the hearing, and his/her conclusions based on that evidence.

- (6) The arbitrator's authority is limited strictly to the application and interpretation of the provisions of this Agreement, and he/she shall not have authority or power to make any decision that is contrary to, inconsistent with, or which modifies in any way the terms of this Agreement. Furthermore, the arbitrator may not usurp any authority or responsibility of the **City** as provided by Chapter 447, Florida Statutes or the Charter of the **City** of Jacksonville unless specifically provided for by this Agreement.
- (6) The arbitrator shall issue his/her decision in writing within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, provided that the parties may mutually agree in writing to change the due date of the decision.
- (7) If made in accordance with his/her jurisdiction and authority under this Agreement, the arbitrator's decision shall be final and binding on all parties.

C. Costs

- (1) The arbitrator's fees and expenses shall be shared equally by the parties.
- (2) A party requesting a transcript of the hearing shall pay for it.
- (3) An employee who acts independently in appealing a grievance to arbitration shall pay for his/her share of the arbitrator's costs and expenses.

ARTICLE 20: HOLIDAYS

20.1 Authorized Holidays and Holiday Pay

A. Employees shall observe the following thirteen (13) paid holidays each year:

Date	Observance
January First (1 st)	New Year's Day
Third Monday in January	Martin Luther King's Birthday
Third Monday in February	Presidents' Day
Last Monday in May	Memorial Day
June 19 th	Juneteenth
July Fourth (4 th)	Independence Day
First Monday in September	Labor Day
November Eleventh (11 th)	Veterans' Day
Fourth Thursday in November	Thanksgiving
Friday after Thanksgiving	
December Twenty-Fourth (24 th)	Christmas Eve
December Twenty-Fifth (25 th)	Christmas Day
Personal Leave Day	

B. Any day declared a holiday by **City** Council ordinance, or by proclamation of the Mayor, shall also be observed as a paid holiday.

C. A Permanent, probationary, or provisional employee shall be eligible for holiday pay unless he/she:

- (1) has an unexcused absence on the last regular workday preceding the holiday, or on the next regular workday following the holiday; or
- (2) is scheduled to work on the holiday, and fails to report for work without a justifiable reason; or
- (3) is on leave of absence without pay; or
- (4) is receiving a wage benefit from workers' compensation.

20.2 Observance of Holidays Falling on Non-Work Days

A. When an observed holiday occurs on an employee's scheduled day off, the **Employer** may either:

- (1) schedule the employee to observe the holiday on another mutually agreeable date; or
 - (2) compensate the employee at the employee's regular straight-time rate for up to eight (8) hours for the holiday not taken.
- B.** A holiday that falls on a weekend shall be observed as follows:
- (1) For employees working a Monday through Friday schedule:
 - (a) holidays falling on Sunday will be observed on the following Monday (except as noted).
 - (b) holidays falling on Saturday will be observed on the preceding Friday (except as noted).
 - (c) when Christmas Eve falls on a Saturday or Sunday it will be observed on the following Tuesday.
 - (d) for employees assigned to shift schedules, and emergency maintenance crews assigned to work on the weekend, the actual day of the holiday shall be observed for purposes of calculating pay.
- C.** When an official holiday is observed on a Friday, departments operating on a six (6) day schedule have the option, where practicable, to schedule the Saturday following the holiday as the regular day off that week for all employees to afford employees three (3) consecutive days off.

20.3 Compensation for Holiday Work

- A.** An employee who is required to work on a holiday shall be compensated as follows:
- (1) one and one-half (1-1/2) times his/her regular hourly rate for any hours worked; plus
 - (2) one day's straight time pay for the holiday.
- B.** Alternatively, the **Employer** may schedule the employee to take equivalent time off at another mutually agreeable date.

20.4 Personal Leave Day

- A.** Once an employee has completed initial probation, and achieved permanent civil service status, he/she may take the Personal Leave Day on any date during the fiscal year as agreed upon by the employee and the Division Chief. Employees in classifications which

have probation periods longer than six months may take the Personal Leave Day after they have satisfactorily completed six months of employment.

- B.** Approval of the Personal Leave Day shall not be unreasonably withheld.
- C.** Unused Personal Leave Days shall be forfeited at the end of the fiscal year.

ARTICLE 21: BEREAVEMENT LEAVE

21.1 A. Immediate Family

At the time of a death of a member of the employee’s immediate family, an employee may be granted up to five (5) workdays (not to exceed 40 working hours) off without loss of pay as bereavement leave, not otherwise chargeable. Bereavement leave shall be used within a reasonable period of time. Employees are responsible for communicating the exact dates with their manager.

B. Co-Worker

Employees covered by this Agreement shall be granted up to four (4) hours leave, without loss of pay, to either attend or serve as an active pallbearer at the funeral of a co-worker from the same department (active or retired), unless operational needs dictate that the employee must be present at work.

21.2 Definition of “Immediate Family”

“Immediate Family” Defined	
Spouse	
Children	including step-children and children’s spouses
Parents	including step-parents and parents-in-law
Brothers and Sisters	including half- and step- siblings, and brothers- and sisters-in-law
Aunts, Uncles	
Nieces, Nephews	Maximum allowance of 3 days
Grandparents	
Grandchildren	
Other relatives who permanently reside with the employee.	
Also applies to relatives of the employee’s spouse	

21.3 The **Employer** will not unreasonably deny requests for bereavement leave subject to the provisions of this Article.

- A.** The **Employer** may require the employee to supply documentation of the death as well as the employee’s relationship to the deceased prior to payments of bereavement benefits.
- B.** Needs of employees upon the death of a family member may vary depending upon individual circumstances.

(1) In determining the amount of bereavement leave to be authorized in each situation, the **Employer** shall consider such factors as:

- distance to the funeral location
- the relationship of the employee to the deceased
- the employee's responsibility for funeral arrangements and other business matters

(2) If the employee requires additional time off to attend the funeral of a member of the immediate family, the **Employer** may permit the employee to use other accrued leave to extend his/her absence for a reasonable period without incurring unscheduled leave.

C. The President of the Union or his/her designee shall be allowed up to four (4) hours off to attend the funeral services of an active or former union officer or Council 79 staff member.

ARTICLE 22: MILITARY LEAVE

Leaves of absence and re-employment rights of employees inducted into the military service shall be as described under the Uniformed Services Employment and Re-employment Rights Act of 1994, Florida Statutes and Florida Administrative Code.

ARTICLE 23: PERSONAL LEAVE (PLAN E)

23.1 This article shall apply to all permanent, probationary, and provisional employees of the following categories:

- A.** Employees hired on or after October 1, 1968, and prior to October 1, 1987.
- B.** Those employees who elected to use their option and participate in the personal leave plan shall remain in said plan until such time as this personal leave plan or policy is changed.

23.2 Employees shall accrue personal leave with pay according to the following schedule on a bi-weekly basis.

Upon Completion of Years of Continuous Service	Hours Accrued Per Year
0 thru 4	160
5 thru 9	184
10 thru 14	208
15 thru 19	232
20 thru 24	256
25 or more	280

The rate of accrual shall change to the higher rate at the start of the pay period in which the employee’s adjusted service date falls.

23.3 Employees, when eligible and authorized may use their personal leave for any reason they deem necessary as provided in Article 23.4. Authorized use of personal leave shall not constitute grounds for disciplinary action.

23.4 Accrued personal leave may be taken at any time when authorized by the appropriate supervisor. Requests for personal leave must be submitted in writing at least two (2) weeks in advance for personal leave of five (5) or more consecutive workdays. Requests for personal leave of less than five (5) consecutive workdays must be submitted as least twenty-four (24) hours in advance unless the personal leave is for illness or emergency. In the latter case, written requests shall be submitted as soon as practicable. Scheduling of personal leave will be based on seniority and classification within the department for the first request of five (5) days or more, provided the request is submitted prior to April 15. Upon written request and with a least thirty (30) days advance notice when required, an employee taking at least two (2) weeks of authorized personal leave, may have payment for personal leave advanced to him/her on his/her last regular pay day before his/her scheduled leave.

23.5 Maximum Accrual

Personal leave shall accrue to a maximum of nine hundred sixty (960) hours.

23.6 Rollback Payments

The **Employer** will compensate the employee on an hour-for-hour basis for any accrued amount over nine hundred sixty (960) hours as of September 30 each year. These payments will be made on the second pay day in November at the September 30 rate of pay.

23.7 Sellback Payments

- A. Employees who do not use all of the personal leave accrued in a fiscal year may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis. Leave hours transferred to deferred comp will count as leave time used during the fiscal year.
- B. To receive such payment, the employee must make an irrevocable election in the fiscal year preceding the fiscal year in which the payment is made. For example, for leave accrued during fiscal year 2008-2009, the irrevocable election must be made on or before September 30, 2008 in accordance with administrative procedures established by the City of Jacksonville.
- C. This payment is not available to an employee who would have less than eighty (80) hours of personal leave remaining after such payment. Such payments will be made on the first payday in December at the September 30 rate of pay.

23.8 The **Employer** will provide employees the option to use leave time unaccrued leave to fund their Deferred Compensation Program pursuant to the terms of this article and Internal Revenue Service (IRS) regulations in the following manner:

- A. First, an employee who does not intend to use all of the personal leave to be accrued in a fiscal year may elect to be paid all or part of the difference on a percentage basis, between the amount of leave to be used and the amount of leave to be accrued for that fiscal year on an hour-for-hour basis. Payments will be made on the second payday in January at the September 30 rate of pay.

To receive such payment, the employee must make an irrevocable election of the percentage to be paid. The election must be made no later than September 30 of the fiscal year preceding the fiscal year in which the leave will accrue. Elections shall be made in accordance with administrative procedures established by the City

of Jacksonville.

Employees otherwise eligible for this option who do not elect to be paid a percentage of leave prior to the deadline will not be permitted to be paid any leave for the subsequent calendar year (except as otherwise required pursuant to Section 23.6).

This election will not be effective for an employee who would have less than eighty (80) accrued annual leave hours remaining after such payment.

- B.** Second, an employee who has timely made the payment election described in Section 23.8 A may elect to defer all or a portion of such payment into an eligible nonqualified deferred compensation plan, up to the maximum amount permitted under the plan and by law and subject to applicable timing requirements.
- 23.9** The minimum amount of personal leave to be taken and charged shall be one half (1/2) hour.
- 23.10** Personal leave will be charged only against an employee's regular workday and shall not be charged for absences on prearranged overtime work, unscheduled call-in overtime days, or holidays.
- 23.11** Should a holiday provided for in Article 20 of this Agreement fall within an employee's scheduled personal leave period, the holiday will not be charged against the employee's personal leave.
- 23.12** In a JSO or JFRD twenty-four (24) hour-a-day seven (7) day-a-week operation an employee using personal leave for a bona fide illness must notify his/her immediate supervisor at least one (1) hour prior to the starting time for the first day that the employee is unable to report for work because of illness unless extenuating circumstances make a full hour's notice impractical. Other employees using personal leave for bona fide illness or other emergency must notify their immediate supervisor as early as reasonably possible, but in no event later than the starting time for the first day of such illness, that the employee is unable to report for work. Absences for illness under annual, vacation or personal leave conditions may be subject to investigation. (This Article is not intended to require an employee to provide a physician's certified statement of illness after each absence. It is intended to correct suspected abuse of annual, vacation or personal leave for illness, such as when leave for sickness is combined with regular days off more than three (3) times annually or when leave is used on an unscheduled basis more than six (6) times annually). An employee will be counseled whenever a pattern clearly develops where an employee is abusing leave. If any extended illness causes an employee to use all of his/her accrued personal leave, then such employee may use hours

previously transferred to the employee's retirement account pursuant to Article 23.5, as explained below.

- A. If an employee, due to an extended continuous illness, requires eighty (80) or more working hours leave for illness, then such leave may, at the employee's option, be deducted from the personal leave days previously transferred to the employee's retirement leave account.
- B. If an employee has eighty (80) or less personal leave hours in his/her personal leave account, then the employee may, at the employee's option, use his/her retirement account for bona fide illness.

23.13 The **Employer** has the right to require any employee to undergo a medical or psychological examination by an assigned doctor at any time to ascertain whether or not the employee is physically and mentally capable of performing any and all duties required of the employee's classification. The examination will be conducted at **Employer's** expense. The **Union** will be notified as soon as possible if it is determined that an employee must submit to a fit-for-duty examination.

23.14 Upon termination in good standing for other than retirement purposes, the employee shall be paid for all accrued personal leave, and for eight (8) hours for every sixteen (16) hours accrued in the employee's retirement account.

23.15 For the purposes of this Agreement, retirement shall mean retirement pursuant to the full-time service requirements or early vested retirement pursuant to the provision in the pension plans of the **City** or of its former governments; the accrual of Social Security for employees covered solely by Social Security, provided such employee has ten (10) years' service with the **City**; or retirement of officers or employees of the **Employer** who have more than ten (10) years' service with the **City** and who are covered by the Florida Retirement System. Upon retirement of an employee, said employee's personal leave account and retirement leave account shall be used or paid for on an hour-for-hour basis, up to a maximum of nine hundred sixty (960) hours in each account, under the following provisions:

- A. Leave may be taken either immediately prior to the desired eligible retirement date, which leave may then be used for the fulfillment of time service requirements; or
- B. Such leave may be taken following fulfillment of time service requirements;
- C. Employees electing to use leave pursuant to subsections (A) and (B) may be maintained on the regular payroll, thereby continuing to

avail the employee of payroll deductions, pension contributions, and insurance deductions;

- D. Requests to be placed on such leave shall be considered irrevocable;
- E. While on such leave, an employee shall not accrue personal leave but shall be paid for legal holidays, and shall be eligible for any general salary increases;
- F. If the employee elects not to take leave, the leave account will be paid for in one lump sum, on an hour-for-hour basis.

23.16 Upon the death of an employee, the employee's next of kin or estate, as determined in accordance with law, shall be paid for all accrued personal and retirement leave on the basis of eight (8) hours pay for each eight (8) hours in said accounts.

23.17 When an employee who has approved scheduled leave time is transferred to another organizational unit or work location, management in the new location shall give due consideration to the employee's planned leave time.

23.18 The **Employer** and the **Union** agree to comply with the **City's** Employee Services Department policy on leave/sick leave donations.

23.19 Parental Leave Plan

The **City** and the **Union** recognize the importance of our employee's families and the value of time during the birth or adoption of a child. In this spirit, the **City** will offer a parental leave plan consisting of paid time off following the birth or adoption of a child.

The **City** will establish policies and procedures for administering the Parental Leave Plan as outlined in applicable HR Directive.

ARTICLE 24: PERSONAL LEAVE (PLAN H)

24.1 This article shall apply to all permanent, probationary, and provisional employees employed on or after October 1, 1987.

24.2 Method of Earning and Accruing Personal Leave:

A. Employees shall accrue personal leave with pay for straight time hours worked in accordance with the following schedule:

Upon Completion of Years of Continuous Service	Hours Accrued Per Year
0 thru 4	160
5 thru 9	184
10 thru 14	208
15 thru 19	232
20 thru 24	256
25 or more	280

B. Employees shall earn leave time based on time actually worked and time on approved leave with pay.

C. Personal leave will be credited to the employee at the rate stated in Article 24.2(a) on a bi-weekly basis. The leave shall be credited on the last day of the pay period.

D. The rate of accrual shall change to the higher rate at the start of the pay period in which the employee's adjusted service date falls.

24.3 Personal leave shall accrue to a maximum of six hundred (600) hours. Accrued and unused personal leave over six hundred (600) hours will be

forfeited, except if applied in accordance with the provisions of Article 24.4 below.

- 24.4** There shall also be established a Critical Emergency Leave Bank (CELB). Any accrual over the maximum six hundred (600) hours allowed in the regular Personal Leave Account pursuant to Article 24.3 may be credited to the CELB account up to a maximum of seven hundred twenty (720) hours. To transfer excess time to the CELB, those employees with accrual over six hundred (600) hours in the Personal Leave Account on September 30 each fiscal year, shall execute a transfer option immediately after the close of the fiscal year, but no later than October 31. The CELB account shall be used as follows:
- A.** The CELB shall only be used for critical emergency illness or personal crisis. A critical emergency illness is defined as any incapacitating emergency illness requiring hospitalization and/or a recuperation period documented by a certified physician and/or hospital. Personal Crisis – A personal crisis is a severe circumstance that directly impacts the employee. This may include a natural disaster impacting the employee’s primary residence such as a fire or severe storm. *Employee CELB usage requests qualify under the personal crisis provision must be approved by the Director of Employee Services.
 - B.** The CELB shall only be used for a critical illness or personal crisis of more than eighty (80) consecutive hours of the employee or member of his/her immediate family. Immediate family is defined as: spouse, children, stepchildren, parents, grandparents, grandchildren, and siblings. An employee may donate accrued CELB leave to another employee’s CELB account under the **City’s** Donated Leave policy and procedures.
 - C.** Upon separation with greater than twenty (20) years of service, employees will be paid up to eighty (80) hours of accrued CELB hours.
- 24.5** Employees, when eligible and authorized as provided in Article 24.6 through 24.9, may take personal leave for any reason they deem necessary. Personal leave may be taken only from accrued personal leave days earned. Once an employee’s resignation or notice of retirement has been offered and accepted, “running out” leave is prohibited. “Running out” shall be defined as greater than 2 weeks of consecutive leave immediately prior to the resignation or retirement date.
- 24.6** Requests for personal leave must be submitted in writing at least two (2) weeks in advance for personal leave requests of five (5) or more consecutive working/shift days. Requests for personal leave of less than five (5) consecutive working/shift days must be submitted in writing for approval

at least twenty-four (24) hours in advance unless the personal leave is for illness or emergency. In the latter case, written requests shall be submitted as soon as practicable. These advance notice requirements may be waived by the division chief. Requests for leave of any nature, as provided for above, shall not be unreasonably denied.

- 24.7** The minimum amount of personal leave to be taken and charged shall be one half (1/2) hour. Personal leave will be charged only against an employee's regular workday and shall not be charged for absences on prearranged overtime work, unscheduled call-in overtime, or holidays.
- 24.8** Should a legal holiday fall within an employee's scheduled personal leave period, no personal leave time will be charged for the holiday.

- 24.9** In a JSO or JFRD twenty-four (24) hour a day seven (7) day a week operation, an employee using personal leave for a bona fide illness must notify his/her immediate supervisor at least one (1) hour prior to the starting time for the first day that the employee is unable to report for work because of illness unless extenuating circumstances make a full hour's notice impractical.

Other employees must notify their supervisor as early as possible, and no later than thirty (30) minutes before starting time, the first day the employee is unable to report for work. Absences for illness under annual, vacation or personal leave conditions may be subject to investigation (this Article is not intended to require an employee to provide a physician's certified statement of illness after each absence. It is intended to correct suspected abuse of annual, vacation or personal leave for illness, such as when leave for sickness is combined with regular days off more than three (3) times annually or when leave is used on an unscheduled basis more than six (6) times annually). An employee will be counseled whenever a pattern develops where an employee is abusing unscheduled personal leave.

The employee will notify the supervisor of the nature of the employee's illness and the approximate amount of time the employee will be absent. Use of personal leave for illness is subject to investigation by the appropriate supervisor. A doctor's certificate may be required for personal leave used for sick leave or injury.

- 24.10** The **Employer** has the right to require any employee to undergo a medical or psychological examination by an assigned doctor at any time to ascertain whether or not the employee is physically and mentally capable of performing any and all duties required by the employee's classification. The examination may be conducted on the **Employer's** time and the **Employer** will pay for the medical and/or psychological exam costs incurred. The **Union** will be notified as soon as possible if it is determined that an employee must submit to a fit-for-duty examination.
- 24.11** Upon retirement (including vesting under the pension law) or service with the **City** of 5 years or more, the employee shall be paid for all unused accrued personal leave on an hour-for-hour basis.
- 24.12** Upon termination of an employee for other than retirement with less than 5 years of continuous service with the **City**, the employee shall be paid for seventy five percent (75%) of all unused personal leave on an hour-for-hour basis.
- 24.13** When an employee who has approved scheduled leave time is transferred to another organizational unit or work location, management in the new location shall give due consideration to the employee's planned leave time.

24.14 The **Employer** and the **Union** agree to comply with the **City's** Employee Services Department policy on leave/sick leave donations.

24.15 Parental Leave Plan

The **City** and the **Union** recognize the importance of our employee's families and the value of time during the birth or adoption of a child. In this spirit, the **City** will offer a parental leave plan consisting of paid time off following the birth or adoption of a child.

The **City** will establish policies and procedures for administering the Parental Leave Plan as outlined in applicable HR Directive.

ARTICLE 25: ALCOHOL & DRUG ABUSE POLICY AND PROCEDURES

Introduction: The Union and the City hereby jointly express their commitment to a Drug-Free Workplace for the health and safety of employees and citizens of the City of Jacksonville. In accordance with this commitment, the parties support a policy of Zero Tolerance for Alcohol and Drug Abuse and further agree that employees violating this policy can and will be disciplined up to and including termination.

25.1 Definitions:

- A. "Alcohol abuse" means the use of alcohol or alcoholic beverages, on or off duty, which impairs or otherwise adversely affects the employee's ability to perform his/her job duties. Using or being under the influence of alcohol or alcoholic beverages on the job by **City** employees is strictly prohibited.
- B. "Drug abuse" means the ingestion of any controlled substance as defined in Section 893.03, Florida Statutes, as amended from time to time, not pursuant to a lawful prescription. The term "drug abuse" also includes the commission of any act prohibited by Chapter 893, Florida Statutes, as amended from time to time.
- C. "Controlled Substance/drug" means any controlled substance as defined in Section 893.03, Florida Statutes, as amended from time to time, not possessed or taken in accordance with lawful prescription.
- D. "Department of Health and Human Services" (DHHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs (the DHHS Guidelines) means those guidelines as printed in the April 11, 1988 Federal Register (53 C.F.R. 11970), as they may be amended from time to time.
- E. "Reasonable suspicion" means a suspicion which is based on specific, objective facts derived from the surrounding circumstances from which it is reasonable to infer that further investigation is warranted.

25.2 Circumstances When Testing May be Required

The **Employer** may require an employee to submit to alcohol and/or drug testing under any of the following circumstances:

- A. As part of the initial screening process for employment applicants.
- B. As required by the Federal Highway Administration, Department of Transportation, Omnibus Transportation Employee Testing Act of 1991

AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES

(OTETA).

- C. When an employee is promoted; provided that only the employee selected for promotion shall be tested; and provided further that a drug test under this subsection shall not be conducted if the employee promoted has had a negative drug test within the past six (6) months.
- D. When one or two managerial and/or supervisory employees make the observation and determine that there is reasonable suspicion that an employee is using, or under the influence of a controlled substance/drug while on duty, or that the employee is abusing alcohol or controlled substance/drugs and the abuse either adversely affects his job performance or represents a threat to the safety of the employee, his co-workers, or the public, and the basis for the reasonable suspicion is communicated to a **Union** representative; provided that if, after reasonable efforts, the supervisory/managerial employees are unable to contact a **Union** representative within one (1) hour, the employee may be required to submit to testing.
- E. When an employee who is operating a **City** vehicle, or operating any vehicle while on **City** business, is involved in an accident involving personal injury or property damage which could result in liability of, or loss to, the **Employer**.
- F. At any time within one year after an employee has been counseled or otherwise disciplined because of a problem with alcohol or controlled substance/drugs, or within one year after an employee has tested positive for the presence of alcohol or illegal drugs. No employee shall be tested more than one time per year under this provision, unless a rehabilitation or aftercare program specifies more frequent testing.
- G. As part of a Random Drug and Alcohol Testing Program applicable to employees in safety-sensitive positions in accordance with criteria set forth in Appendix C. Management's designation of a position as "safety-sensitive" shall be subject to appeal to the Director of Employee Services, or designee, whose decision may be subject to arbitration. An employee who disputes the safety-sensitive designation of his/her position shall be required to submit a sample in accordance with testing procedures, but the results of the test shall be sealed until the dispute has been resolved.
- H. In determining a position to be "safety sensitive", consideration will be given to "safety sensitive," as defined in Chapter 112, Florida Statutes.

25.3 Testing Procedures

- A. When an employee is required to provide specimens for these testing procedures, the employee shall be required to provide one specimen (large enough to provide two (2) separate samples) at the time of collection in order to facilitate the testing procedures described in this Article. The **Employer** shall follow chain of custody procedures consistent with the DHHS and/or OTETA Guidelines.
- B. The threshold level or cut-off limit shall be established in accordance with the DHHS and/or OTETA Guidelines, or in accordance with generally accepted medical procedures, where such limits have not been established by the DHHS or OTETA Guidelines.
- C. The **City** shall notify the **Union** of the specific procedures to be utilized in the drug testing program, including the site(s) where specimens will be collected, in advance of implementing the program.
- D. The **Employer** shall observe the following procedures to the extent that they are not inconsistent with the DHHS and/or OTETA Guidelines:
 - (1) The **Employer** shall submit the first of the samples to an immunochemical assay or radio-immunoassay test or currently acceptable DHHS Guideline test. If the results of this test are negative, no further testing will be required.
 - (2) If the results of the initial test provided for in Article 25.3(D) 1 are positive, the **Employer** will submit the sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method or other method specified by DHHS Guidelines to verify the initial test results. The **Employer** will not notify any person about the initial positive result, until it has been confirmed as provided for in this Article.
- E. If the results of the second test for controlled substance/drugs that is provided for in Article 25.3(D)(2) are positive, as confirmed by a qualified medical review officer, the **Employer** shall promptly notify the employee of the results. At that time, the employee may elect to have the second sample subjected to testing at the employee's expense.
- F. Employees who are tested on the basis of reasonable suspicion will, depending on the nature of their job duties, be returned to their job, assigned to a different work location, or placed on administrative leave with pay pending receipt of the test results.
- G. When testing is performed under the auspices of the Omnibus

Transportation Employee Testing Act of 1991, the Federal protocol must be followed.

25.4 Rehabilitative Action

- A. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, the **Employer** may take rehabilitative action as provided for in this Article.
- B. The **Employer** may require an employee who has tested positive for the presence of controlled substance/drugs to submit to counseling, or other rehabilitative treatment as a condition of continued employment.
- C. This Article shall not be construed to limit the **Employer's** right to take appropriate corrective or disciplinary action when an employee tests positive for the presence of alcohol or controlled substance/drugs.

25.5 Corrective Action

- A. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, the **Employer** may take corrective or disciplinary action in addition to requiring the employee to submit to rehabilitative treatment.
- B. Any employee who refuses to submit to substance abuse testing as required by this article shall be subject to discipline, up to and including discharge from his/her employment.

25.6 A. The **Employer** will pay the cost of any physical examinations and tests required by this article except as defined in 25.3 E.

- B. Physical examinations and/or specimens required by this article will normally be obtained while the employee is on duty. If an employee is required to submit to examinations or testing other than during normal duty hours, the employee shall be paid for all time required for the examination and/or testing.
- C. The physical examinations and tests will be performed by personnel and facilities selected by the **Employer** in accordance with DHHS guidelines.
- D. Employees who are required by this article to take a physical examination or test shall be required to sign an authorization releasing the records of such examinations and tests to the **Employer**.

- E. The **Employer** will, to the extent permitted by law, keep the results of any testing required by this article confidential. Furthermore, any results of positive testing which the **Employer** later determines have been refuted shall have affixed thereto the subsequent refutation. Test results shall be considered confidential medical records.

25.7 Training

- A. **Employer** and **Union** representatives (all local **Union** officers and stewards) shall receive training to ensure that they understand their roles and responsibilities in implementing this article. Training will be conducted during normal working hours. Trainers will be experts in the drug abuse/treatment field.
 - B. Such training shall include behavioral observation techniques for detecting reduced job performance, and the impairment or change in employee behavior; techniques for recognizing drugs, drug paraphernalia, and the indications of the use, sale, or possession of drugs; alcohol abuse; and the procedures for referral to the Employee Assistance Program.
 - C. The lack of such training by a manager/supervisor shall not automatically disqualify a manager/supervisor from making a "reasonable suspicion" determination.
- 25.8 It is understood that, except for V. Drug Screening Program B.2, employees in the Sheriff's Office shall be subject to the applicable General Order.
- 25.9 This alcohol and drug testing program was initiated at the request of the **Employer**. The **Union** participated only to the extent of protecting the rights of workers arising from the administration of the alcohol and drug testing program.

ARTICLE 26: LIMITED EMERGENCY

In the event of the official declaration of a local emergency or other event as declared by the **City** elected Official, operational needs may affect some employees differently from others. All employees may be utilized as needed to assist in emergencies as determined by the **Employer**. Employees will be notified by their Supervisor as to their status.

26.1 Employees who are not required to work are designated as "non-essential" and released from duty shall be granted administrative leave for the balance of their normal shift and for such additional time as authorized by the Mayor.

26.2 A. Essential employees are those who are required to assist in emergencies as determined by the **Employer**. Employees designated as "essential" shall be required to work during the emergency. Essential employees who fail to meet their responsibilities under this provision may be subject to discipline.

B. An employee's designation as "essential" or "non-essential" may change due to the nature of the emergency.

C. Where possible in situations where there is advance notice of an impending emergency, the **Employer** may authorize employees to take reasonable time, as determined by the **Employer**, to return home to secure their homes and property and arrange for the safety of their families. Employees will not be charged leave for any such authorized preparation time taken. Following such preparation time, employees must report to work during the emergency.

D. Employees designated "essential" to the operation who report to work shall be paid in accordance with Article 9.

E. Employees designated as essential to the operation and who reported to work shall be granted straight time compensatory time for the same number of hours given to employees administrative leave during the emergency.

F. Employees on previously approved leave, scheduled holiday, authorized leave without pay, or who called in to request leave during the emergency, shall be charged for the leave.

26.3 In non-emergency situations in which employees are requested to leave early to accommodate special events, employees may use annual leave or modify their work schedules, within operational requirements and with the approval of their supervisor. At the **Employer's** discretion, there may be times when the employee may not be charged annual leave.

- 26.4** During a declaration of emergency by the Mayor, Sheriff or Governor, or when an emergency may reasonably be determined to be imminent, provisions of this Agreement addressing notification, scheduling and shift assignment requirements may be suspended during the time of the declared emergency provided that wage rates and monetary fringe benefits shall not be suspended.
- 26.5** During events or days when the employer releases bargaining unit employees from their normal work schedules due to special events, holidays etc., management will endeavor to equalize opportunities for early release within classifications when within those classifications, a subset of the Department population within those classifications must stay as essential.

ARTICLE 27: SECONDARY EMPLOYMENT

The City shall not unreasonably restrict an employee's ability to engage in secondary employment. Secondary employment shall not impair independence in judgment or performance of City duties.

Bargaining unit employees shall not be unreasonably denied secondary employment. Such denial shall be subject to Step IV of the grievance procedure, not arbitration.

ARTICLE 28: SEVERABILITY

This agreement is subject to all federal, state and local laws. In the event any article, section, or portion of this Agreement should be held invalid or unenforceable by any court of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specified in the court's decision. Upon request of either party, the parties agree to meet for the purpose of negotiating a substitute for that specific article, section, or portion thereof. All other articles, sections, and portions of this Agreement shall remain valid and enforceable.

ARTICLE 29: RESIDUAL RIGHTS CLAUSE

- 29.1** The **Employer** retains all rights, powers, functions, and authority it had prior to the signing of this Agreement except as such rights, powers, functions, and authority are specifically relinquished or abridged in this Agreement in accordance with Section 447.309(3), Florida Statutes.
- 29.2** All matters pertaining to terms and conditions of employment guaranteed by law to employees within the bargaining unit shall apply except as such matters are specifically abridged or modified by the terms of this Agreement in accordance with Section 447.309(3), Florida Statutes.

ARTICLE 30: ENTIRE AGREEMENT

- 30.1** The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the **Employer** and the **Union** voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, this Article shall not be construed to in any way restrict the parties from commencing negotiations under the applicable law on any succeeding Agreement to take effect upon termination of this Agreement.
- 30.2** Except as otherwise provided in the Agreement, this Agreement shall go into effect on October 1, 2025, and shall remain in effect through September 30, 2028.
- 30.3** AFSCME or the **City** must provide the other at least a thirty (30) day notice within the expiration of this agreement, prior to the beginning of negotiations.
- 30.4** The parties recognize that during the term of this contract, situations may arise which require the terms and conditions not specifically and clearly set forth in the contract to be clarified or amended. Under such circumstances, the **Union** is specifically authorized to enter into settlement of grievance disputes or memoranda of understanding which clarify or amend this contract without having to be ratified by employees.

SALARY SCHEDULE

AFSCME SALARY SCHEDULE October 1, 2025		
PAY GRADE	START RATE	MAXIMUM RATE
15.03	\$21,846.77	\$42,045.44
15.04	\$22,730.40	\$43,745.54
15.05	\$23,701.59	\$45,616.79
15.06	\$24,762.72	\$47,658.85
15.07	\$25,999.18	\$50,038.27
15.08	\$27,500.86	\$52,930.78
15.09	\$29,180.07	\$56,162.56
15.10	\$31,036.64	\$59,733.74
15.11	\$33,244.75	\$63,985.04
15.12	\$35,807.37	\$68,916.93
15.13	\$38,724.91	\$74,530.49
15.14	\$42,081.80	\$80,992.76
15.15	\$45,970.71	\$88,475.03
15.16	\$50,475.93	\$92,577.19

AFSCME SALARY SCHEDULE October 1, 2026		
PAY GRADE	START RATE	MAXIMUM RATE
15.03	\$22,502.17	\$43,306.80
15.04	\$23,412.31	\$45,057.91
15.05	\$24,412.64	\$46,985.29
15.06	\$25,505.60	\$49,088.62
15.07	\$26,779.15	\$51,539.41
15.08	\$28,325.89	\$54,518.71
15.09	\$30,055.47	\$57,847.43
15.10	\$31,967.74	\$61,525.76
15.11	\$34,242.09	\$65,904.59
15.12	\$36,881.59	\$70,984.44
15.13	\$39,886.66	\$76,766.41
15.14	\$43,344.26	\$83,422.55
15.15	\$47,349.84	\$91,129.28
15.16	\$51,990.21	\$95,354.51

AFSCME SALARY SCHEDULE October 1, 2027		
PAY GRADE	START RATE	MAXIMUM RATE
15.03	\$23,177.24	\$44,606.01
15.04	\$24,114.68	\$46,409.64
15.05	\$25,145.02	\$48,394.85
15.06	\$26,270.76	\$50,561.28
15.07	\$27,582.53	\$53,085.60
15.08	\$29,175.66	\$56,154.27
15.09	\$30,957.14	\$59,582.86
15.10	\$32,926.77	\$63,371.53
15.11	\$35,269.35	\$67,881.73
15.12	\$37,988.04	\$73,113.97
15.13	\$41,083.26	\$79,069.40
15.14	\$44,644.58	\$85,925.22
15.15	\$48,770.33	\$93,863.16
15.16	\$53,549.91	\$98,215.14

**AFSCME, COUNCIL 79
BARGAINING UNIT
APPENDIX A**

CLASS CODE	CLASS TITLE	PAY GRADE
Z0001	A&P MECHANIC INSPECTOR	15.14
C0627	ABSENTEE BALLOT COORDINATOR	15.10
A0006	ACCOUNT CLERK	15.09
A0011	ACCOUNT TECHNICIAN	15.10
A0015	ACCOUNT TECHNICIAN SPECIALIST	15.12
W0136	ADA PROGRAM COORDINATOR	15.13
B0005	ADMINISTRATIVE AIDE	15.12
B0002	ADMINISTRATIVE SPECIALIST	15.10
Z0026	AIR CONDITIONING & HEATING OPERATOR	15.09
Z0013	AIR CONDITIONING & HEATING TECHNICIAN	15.12
Z0043	AIR CONDITIONING AND HEATING APPRENTICE	15.11
T0034	ANIMAL BEHAVIOR COORDINATOR	15.11
T0031	ANIMAL CARE ASSISTANT	15.08
T0032	ANIMAL CARE ASSISTANT SENIOR	15.10
T0016	ANIMAL CODE ENFORCEMENT OFFICER	15.12
T0021	ANIMAL CODE ENFORCEMENT OFFICER SENIOR	15.13
T0027	ANIMAL FOSTER COORDINATOR	15.12
T0017	ANIMAL PLACEMENT ASSISTANT	15.10
T0033	ANIMAL PLACEMENT COORDINATOR	15.12
U0171	ASSOCIATE URBAN FORESTER	15.10
W0002	ATHLETICS COORDINATOR	15.13
Z0074	AUTOMOBILE AND TRUCK MASTER TECHNICIAN	15.14
Z0061	AUTOMOBILE AND TRUCK TECHNICIAN	15.11
Z0076	AUTOMOBILE AND TRUCK TECHNICIAN CREW LEADER	15.12
O0001	AUTOPSY TECHNICIAN	15.10
N0070	AUTOPSY TECHNICIAN SENIOR	15.12
C0161	BUILDING CODE ENFORCMENT COORDINATOR	15.12
L0061	BUILDING PERMIT & LICENSE INSPECTOR	15.12
L0062	BUILDING PERMIT & LICENSE INSPECTOR SENIOR	15.13
L0070	BUILDING PLANS EXAMINER	15.14
L0071	BUILDING PLANS EXAMINER SENIOR	15.15
V0042	BUYER	15.13
Z0116	CARPENTER	15.09
3T7CB	CIVILIAN BAILIFF	00.03
A0012	CLAIMS INTAKE SPECIALIST	15.10
C0081	CLERICAL SUPPORT AIDE II	15.07

AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES

C0141	CLERICAL SUPPORT AIDE III	15.09
C0143	CLERICAL SUPPORT SPECIALIST	15.11
L0051	CODE COMPLIANCE OFFICER	15.13
L0065	CODE COMPLIANCE OFFICER SENIOR	15.14
W0043	COMMUNITY ACTIVITIES COORDINATOR	15.12
C0251	CONCURRENCY COORDINATOR	15.12
L0200	CONSTRUCTION TRADES INSPECTOR	15.13
L0202	CONSTRUCTION TRADES INSPECTOR SENIOR	15.14
L0077	CONSTRUCTION TRADES PLANS EXAMINER SENIOR	15.16
L0001	CONTRACT COMPLIANCE INSPECTOR	15.13
L0006	CONTRACT COMPLIANCE INSPECTOR SENIOR	15.14
C0274	CONTRACTOR CERTIFICATION COORDINATOR	15.10
C0087	COURT OPERATIONS SPECIALIST	15.12
C0092	COURT RECORDS AIDE	15.08
C0093	COURT RECORDS AIDE SENIOR	15.09
C0091	COURT RECORDS CLERK	15.07
C0094	COURT SERVICES SPECIALIST	15.13
C0200	COURT SUPPORT ASSISTANT	15.05
E0023	CUSTODIAN	15.03
E0024	CUSTODIAN SERVICES WORKER	15.05
B0265	CUSTOMER SERVICE REPRESENTATIVE	15.09
B0268	CUSTOMER SERVICE REPRESENTATIVE SENIOR	15.10
B0269	CUSTOMER SERVICE SPECIALIST	15.12
F0024	DESKTOP SUPPORT TECHNICIAN	15.13
F0025	DESKTOP SUPPORT TECHNICIAN SR	15.15
T0126	DISABLED PARKING ADMINISTRATOR	15.13
C0271	ELECTIONS AIDE	15.10
C0269	ELECTIONS ASSISTANT II	15.07
C0270	ELECTIONS ASSISTANT III	15.09
C0275	ELECTIONS TRAINING AIDE	15.10
T0170	EMERGENCY SYSTEMS SPECIALIST	15.15
T0169	EMERGENCY SYSTEMS TECHNICIAN	15.13
C0120	EMPLOYEE BENEFITS SPECIALIST	15.13
Y0034	EQUAL OPPORTUNITY AIDE	15.11
Z0300	EQUIPMENT PROCUREMENT COORDINATOR	15.14
V0047	ERP BUSINESS SUPPORT SPECIALIST	15.13
C0401	EXECUTIVE SECRETARY I	15.10
Z0301	FACILITY MAINTENANCE SPECIALIST	15.10
T0161	FIRE/RESCUE 911 EMERGENCY CALL RECEIVER	15.10
T0165	FIRE/RESCUE 911 EMERGENCY DISPATCHER	15.12
A0022	FIRE/RESCUE ADMINISTRATION TECHNICIAN	15.11
A0030	FIRE/RESCUE EMS BILLING AND CODING SPECIALIST	15.12
Z0099	FIRE/RESCUE VEHICLE AND EQUIPMENT CREW LEADER	15.12
Z0062	FIRE/RESCUE VEHICLE AND EQUIPMENT TECHNICIAN	15.11
Z0271	FLEET FACILITIES COORDINATOR	15.11

AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES

Z0276	FLEET FUEL & ENVIRONMENTAL TECHNICIAN	15.11
Z0273	FLEET GENERAL SERVICES TECHNICIAN	15.07
Z0275	FLEET PREVENTIVE MAINTENANCE TECHNICIAN	15.10
Z0067	FLEET SERVICE WRITER SENIOR	15.10
Z0263	FLEET SERVICES DRIVER	15.10
N0072	FORENSIC INVESTIGATOR	15.13
N0068	FORENSIC PHOTOGRAPHER	15.10
Z0306	GENERAL MAINTENANCE WORKER	15.08
Z0072	HEAVY OFF-ROAD EQUIPMENT TECHNICIAN	15.11
Z0071	HEAVY VEHICLE TECHNICIAN	15.11
Z0070	HEAVY VEHICLE TECHNICIAN APPRENTICE	15.09
Z0078	HEAVY VEHICLE TECHNICIAN CREW LEADER	15.12
L0063	HISTORIC PRESERVATION CODE INSPECTOR	15.14
Z0071	HEAVY VEHICLE TECHNICIAN SENIOR	15.11
P0147	HOUSING REHABILITATION SPECIALIST	15.15
V0067	INVENTORY CONTROL SPECIALIST	15.13
V0069	INVENTORY CONTROL/SERVICE SPECIALIST	15.13
Z0550	IRRIGATION TECHNICIAN	15.11
T0167	JSO - 911 CALL TAKER	15.10
B0299	JSO - COMMUNITY SERVICES OFFICER	15.11
Z0280	JSO BUILDING FACILITIES COORDINATOR	15.11
T0311	JSO – IDENTIFICATION CLERK	15.11
T0311	JSO – IDENTIFICATION SPECIALIST	15.11
T0167	JSO – POLICE DISPATCH	15.10
T0167	JSO – POLICE EMERGENCY COMMUNICATIONS OFFICER I	15.10
T0162	JSO – POLICE EMERGENCY COMMUNICATIONS OFFICER II	15.12
T0130	JSO – POLICE PHOTOGRAPHER	15.12
T0298	JSO – PUBLIC RECORDS COORDINATOR I	15.11
T0296	JSO – PUBULIC RECORDS COORDINATOR II	15.12
C0150	JSO – SECONDARY EMPLOYMENT SPECIALIST	15.09
E0113	JSO – SECURITY OFFICER	15.09
T0295	JSO – SENIOR PUBLIC RECORDS COORDINATOR	15.13
C0142	JSO – TRAINING AIDE	15.09
Z0274	JSO – VEHICLE ATTENDANT	15.07
B0233	JSO – VOCATIONAL TRAINING SPECIALIST	15.13
Z0685	JSO – WELDER SENIOR	15.12
G0116	LAND SURVEY WORKER	15.07
G0106	LAND SURVEY WORKER SENIOR	15.09
L0067	LANDSCAPE INSPECTOR	15.12
L0068	LANDSCAPE INSPECTOR SENIOR	15.13
U0077	LANDSCAPE PLANS EXAMINER	15.14
N0008	LIBRARY ASSISTANT	15.09
N0007	LIBRARY CLERK	15.07
L0005	LIBRARY SAFETY AND SECURITY COORDINATOR	26.15
Z0361	MACHINIST/FLUID POWER CREW LEADER	15.12

AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES

Z0355	MACHINIST/FLUID POWER MECHANIC	15.11
Z0391	MAINTENANCE ELECTRICIAN	15.12
C0449	MARINA AND WATERWAYS ASSISTANT	15.13
C0336	MEDICAL EXAMINER'S OFFICE RECORDS COORDINATOR	15.11
C0335	MEDICAL TRANSCRIPTIONIST	15.12
Z0209	MOSQUITO CONTROL EQUIPMENT MAINTENANCE TECHNICIAN	15.09
O0082	MOSQUITO CONTROL LABORATORY TECHNICIAN	15.12
P0110	MOSQUITO CONTROL LEAD TECHNICIAN	15.10
P0109	MOSQUITO CONTROL TECHNICIAN I	15.06
P0116	MOSQUITO CONTROL TECHNICIAN II	15.08
L0092	MOTOR VEHICLE INSPECTOR	15.10
F0017	NETWORK OPS CENTER TECHNICIAN I	15.10
F0018	NETWORK OPS CENTER TECHNICIAN II	15.11
W0073	PARK RANGER	15.08
T0222	PARKING ENFORCEMENT LEAD SPECIALIST	15.10
T0226	PARKING ENFORCEMENT SPECIALIST	15.09
T0231	PARKING EQUIPMENT MECHANIC	15.07
T0211	PARKING FACILITY OPERATOR	15.06
C0170	PARKING SPECIALIST	15.09
C0026	PARKS PERMIT ASSISTANT SENIOR	15.11
A0024	PAYROLL ANALYST	15.14
B0221	PENSION ASSOCIATE	15.12
C0160	PERMIT ASSISTANT	15.10
C0436	PERMIT ASSISTANT SENIOR	15.11
C0294	PLANNING AND COMMISSION SUPPORT SPECIALIST	15.11
R0052	PLANNING COUNCIL SUPPORT SPECIALIST	15.13
P0144	PLANNING TECHNICIAN	15.13
Z0556	PLUMBER	15.12
Z0549	PLUMBER APPRENTICE	15.11
Z0400	POOL MECHANIC	15.11
Z0405	POOL SERVICES TECHNICIAN	15.09
W0134	PROGRAM AIDE	15.07
L0026	PROJECT INSPECTOR	15.13
L0015	PROJECT INSPECTOR - LANDSCAPE	15.13
L0056	PROJECT INSPECTOR - LANDSCAPE SENIOR	15.14
F0035	PUBLIC BUILDINGS ROOF SPECIALIST	15.13
F0050	RADIO INSTALLER	15.10
F0051	RADIO SYSTEMS ENGINEER	15.14
F0044	RADIO SYSTEMS TECHNICIAN	15.12
W0072	RECREATION ACTIVITIES COORDINATOR	15.11
W0076	RECREATION LEADER	15.10
D0012	REPRODUCTION SYSTEMS OPERATOR I	15.10
D0013	REPRODUCTION SYSTEMS OPERATOR II	15.11
C0201	REVENUE COLLECTOR	15.09
C0202	REVENUE COLLECTOR SENIOR	15.10

AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES

B0242	RISK MANAGEMENT ASSISTANT	15.12
B0007	SENIOR SERVICES COORDINATOR	15.12
F0029	SERVICE DESK REPRESENTATIVE I	15.12
F0030	SERVICE DESK REPRESENTATIVE II	15.13
U0202	SIGN SHOP OPERATOR	15.08
Y0099	SOCIAL SERVICES AIDE	15.11
U0165	SOLID WASTE COMPLIANCE INSPECTOR	15.11
L0014	SOLID WASTE FRANCHISE INVESTIGATOR	15.14
U0155	SOLID WASTE WEIGHMASTER	15.10
U0154	SOLID WASTE WEIGHMASTER II	15.11
C0121	STOCK CLERK	15.07
C0123	SUPPLY COORDINATOR	15.09
B0059	SUPPLY SPECIALIST - JSO	15.11
B0058	SUPPLY TECHNICIAN - JSO	15.10
V0053	SURPLUS PROPERTY COORDINATOR	15.11
C0211	TAX ASSISTANT	15.09
C0212	TAX ASSISTANT SENIOR	15.10
C0213	TAX ASSISTANT SPECIALIST	15.12
C0167	TAX COLLECTOR SUPPLY COORDINATOR	15.13
F0152	TECHNOLOGY SUPPORT TECH - TC	15.13
U0201	TRAFFIC SIGN INSTALLER	15.07
U0197	TRAFFIC SIGN REPAIRER	15.11
U0250	TRAFFIC SIGNAL SYSTEMS OPERATOR	15.13
U0196	TRAFFIC SIGNAL TECHNICIAN	15.12
C0088	TRIAL CLERK I	15.12
C0095	TRIAL CLERK II	15.13
Z0660	UTILITY WORKER	15.08
Z0041	VEHICLE BODY TECHNICIAN	15.11
B0063	VEHICLE COORDINATOR	15.12
Y0126	VETERANS OUTREACH COORDINATOR	15.13
T0023	VETERINARY TECHNICIAN	15.11
B0064	WARRANTY SPECIALIST	15.10
Z0681	WELDER	15.11
Z0682	WELDER ASSISTANT	15.09
T0401	ZONING ASSISTANT	15.12

APPENDIX B - PREAMBLE

On October 10, 2024, the State of Florida Public Employees Relations Commission (PERC) issued Certification #2085 which certified the American Federation of State, County and Municipal Employees, Council 79, AFL-CIO as the bargaining agent for a bargaining unit that includes certain part-time, temporary, grant or special purpose employees (including Community Services Officer) of the City of Jacksonville. These employees, who are described in the October 10, 2024 order of the Public Employees Relations Commissions Case Number, EL-24-058, will be referred to in this appendix as "eligible employees." This appendix sets forth the agreement reached by the City of Jacksonville and AFSCME with regard to the terms and conditions of employment of the eligible employees.

It is the **City's** intention to utilize temporary/seasonal employees in this bargaining unit on a full-time basis for periods not to exceed one hundred twenty (120) days per calendar year for reasons including, but not limited to, special projects or replacing employees on extended leave, or to meet seasonal needs.

The **City** has identified part-time positions that are expected to be required for an indefinite period, but which require the services of an eligible employee for no more than an average of twenty-five (25) hours per week, fifty (50) hours per pay period. Employees who work in such part time positions will continue to be eligible employees, covered by the Appendix of this Agreement.

The term "eligible employee" in this appendix shall refer to the following employees:

Part-time bargaining unit employees currently identified as bargaining unit 179 employees. These employees are eligible for benefits.

It is recognized that the use of temporary, seasonal, and part-time employees is to supplement full-time employees; not to reduce the number of full-time employees.

ARTICLE B-1: ARTICLES ADOPTED BY REFERENCE

The current provisions of Articles 1 through 8, 13, 19, 24, 25, 26, 28, 29 and 30 of the Agreement reached between the City of Jacksonville and the American Federation of State, County and Municipal Employees, Florida Council 79, (the Agreement) are hereby adopted by reference and made a part hereof.

ARTICLE 1:	UNION RECOGNITION
ARTICLE 2:	UNION SECURITY
ARTICLE 3:	UNION RIGHTS
ARTICLE 4:	MANAGEMENT RIGHTS AND SECURITY
ARTICLE 5:	PERFORMANCE PARTNERSHIP
ARTICLE 6:	SPECIAL MEETINGS
ARTICLE 7:	UNION ACTIVITY
ARTICLE 8:	BULLETIN BOARDS
ARTICLE 13:	SAFETY AND HEALTH
ARTICLE 19:	GRIEVANCE PROCEDURE
ARTICLE 24:	PERSONAL LEAVE (PLAN H)
ARTICLE 25:	ALCOHOL & DRUG ABUSE POLICY AND PROCEDURES
ARTICLE 26:	LIMITED EMERGENCY
ARTICLE 28:	SEVERABILITY
ARTICLE 29:	RESIDUAL RIGHTS CLAUSE
ARTICLE 30:	ENTIRE AGREEMENT

ARTICLE B-2: GRIEVANCES AND SEPARATIONS

B-2.1 Grievance Procedure

- A.** No eligible employee has a right to the Civil Service complaint/grievance procedure. The sole complaint/grievance procedure available to eligible employees shall be the Article 19 grievance procedure.

- B.** Eligible employees may grieve separations from employment. Separation grievances will be heard at Step IV of the grievance process as outlined in Article 19 and the decision will be final and is not subject to arbitration. Eligible employees may be separated from employment only for legal reasons.

ARTICLE B-3: HOLIDAYS

B-3.1 Eligible employees shall be entitled to compensation as provided for in Articles B-3.2 and B-3.3 for the twelve (12) holidays below:

Date	Event
January First (1 st)	New Year's Day
Third Monday in January	Martin Luther King's Birthday
Third Monday in February	Presidents' Day
Last Monday in May	Memorial Day
June 19 th	Juneteenth
July Fourth (4 th)	Independence Day
First Monday in September	Labor Day
November Eleventh (11 th)	Veterans' Day
Fourth Thursday in November	Thanksgiving
Friday after Thanksgiving	
December Twenty-Fourth (24 th)	Christmas Eve
December Twenty-Fifth (25 th)	Christmas Day

B-3.2 Eligible employees who are normally required to work on a holiday listed in Article B-3.1 will be compensated at their regular hourly rate for their regular scheduled hours. However, no eligible employee who works less than forty (40) hours per week will receive compensation for a holiday unless the holiday is observed on a regular scheduled workday of the eligible employee. If any employee has a work schedule that changes, they will be eligible for holiday pay if in the last six weeks they worked the same day as the holiday at least four times.

B-3.3 Eligible employees who are required to work on a holiday shall be compensated at one and one-half (1-1/2) times their straight time pay for all hours worked on the holiday, in addition to being paid for the holiday pursuant to Article B-3.1.

B-3.4 Eligible employees shall be eligible for holiday pay unless he/she:

- (1) has an unexcused absence on the last regular workday preceding the holiday, or on the next regular workday following the holiday; or
- (2) is scheduled to work on the holiday, and fails to report for work without a justifiable reason; or
- (3) is receiving a wage benefit from workers' compensation.

ARTICLE B-4: HOURS OF WORK AND OVERTIME PAYMENT

B-4.1 SCHEDULES

Eligible employees' work schedules shall be set at the sole discretion of the appropriate Department Director.

B-4.2 OVERTIME

- A. Eligible employees shall be required to work overtime when and as required. The department director or his/her designated representative shall determine the necessity for overtime hours and the composition of the workforce. In order to fairly distribute the benefit of compensable overtime hours among the workforce, the **Employer** shall provide, as far as practicable, equal distribution of overtime hours among permanent and eligible employees.
- B. Eligible employees shall be paid at the rate of one and one-half (1-1/2) times the employee's regular rate of pay for all hours worked in excess of 40 hours per week. All compensated leave except annual leave, compensatory leave and parental leave will be considered time worked in the calculation of the 40-hour threshold. During declared emergencies this provision shall be suspended.

With approval of the department head, the employee may elect to receive compensatory time in lieu of cash. Such election and approval shall be made on forms provided by the **Employer**. An employee may accrue up to a maximum of forty (40) hours of compensatory time. When the maximum has been reached, compensation for additional overtime worked shall be in the form of cash. Compensatory time that has not been used within eight (8) pay periods of the pay period in which it was earned shall be paid for in cash in the next pay period, except that all compensatory time earned but not used shall be paid for in the last pay period of the fiscal year.

- C. An employee who is called in to work outside of, and not continuous with, his/her regularly scheduled working hours shall be compensated for the time worked at the straight time rate until the employee has worked forty (40) hours for the week, at which time the employee shall be paid at the rate of one and one-half (1-1/2) times the employee's regular rate of pay.

ARTICLE B-5: WAGES

B-5.1 Eligible employees shall be compensated at the rate determined by their department head.

B-5.2 Effective October 1, 2025 – Four percent (4%) wage adjustment.

Effective October 1, 2026–Three percent (3%) wage adjustment.

Effective October 1, 2027 – Three percent (3%) wage adjustment

A. The City appreciates the critical work the men and women of AFSCME perform and continue to perform every day. In recognition of this, employees shall receive a premium payment in the second year of this agreement. Employees shall receive a one-time premium payment of one hundred and fifty dollars (\$150) for work to be performed in the fiscal year (FY27). The payment will be made in the first full pay period after October 1, 2026. The premium payment is not considered regular earnings, does not impact the employees' base wages, and is not pensionable. To be eligible for the premium payment, an employee must be actively employed on the date of the premium payment.

*Wage increases will be effective at the start of the next weekly pay period after October 1st.

Performance-Based Pay Increases

For the duration of the contract, no pay for performance increases are authorized.

B-5.3 Shift Differential

Employees assigned to work a shift which begins after 12:00 p.m. (noon) shall be paid a shift differential of seven (.07) cents per hour for actual hours worked.

B-5.4 Hazardous Duty Pay

Eligible employees covered by this Appendix who are designated as comparable to classifications entitled to receive hazardous duty pay under Article 10.15 of the Agreement will receive hazardous duty pay of fifty-eight (.58) cents per hour for each hour actually worked as provided by Article 10.15. No employee will be eligible for duplicate hazardous duty pay.

B-5.5 Incentive Program

At its sole discretion, the **Employer** may from time to time elect to establish incentive programs for individuals or groups which may consist of cash or other awards in recognition of improved job performance, improved safety records, innovative ideas that result in savings or other benefits, or other similar work-related improvements, results, or actions, provided the **Union** is

informed in writing of any such programs. The parties agree that incentive programs authorized under Article 10 of the main agreement may be applied to Eligible Employees covered by Appendix B.

B -5.6 FICA Alternative Plan

The **City** has an alternate FICA (Federal Insurance Contributions Act) plan in which employees covered by this Appendix shall participate in, rather than in the Social Security system.

B 5.7 The **City** and the Union recognize the impact of recent amendments to Article X, Section 24 of the Florida Constitution regarding raising the State of Florida minimum wage to \$15/hr. by September 30, 2026 and acknowledge that wage adjustments beyond those outlined in this agreement may be required to be compliant with state law. If such wage increases are required, the **City** will meet and confer with the Union if to discuss timing and impacted classifications.

B 5.8 Part-time employees at the Tax Collector Office and other employees selected by management to perform bi-lingual skills who are bi-lingual in Spanish and other languages as identified by management shall receive sixty dollars (\$60) per month (paid bi-weekly) differential in addition to base pay with the Department's approval based up on operational needs.

B 5.9 Florida Minimum Wage Adjustment

The City and the Union recognize the impact of recent amendments to Article X, Section 24 of the Florida Constitution regarding raising the State of Florida minimum wage to \$15/hour by September 30, 2026. However, the City has decided to implement the fifteen \$15/hour minimum wage on April 1, 2026, for all bargaining unit employees. Wage increases will be effective at the start of the next weekly pay period.

ARTICLE B-6: INJURY IN LINE OF DUTY

Any eligible employee who sustains a temporary disability as a result of accidental injury in the course of, and arising out of, employment by the **Employer** shall only be entitled to the benefits payable under the Workers' Compensation Laws of the State of Florida.

If an employee is eligible for monetary benefits under workers' compensation, normal payroll deductions will continue with the employee's consent, from workers' compensation benefits to avoid interrupting **Employer** provided benefits.

ARTICLE B-7: INSURANCE AND BENEFITS

B-7.1 The **Employer** shall provide five thousand dollars (\$5,000.00) group term life insurance for all eligible employees, at no cost to the employee.

Eligible employees who are covered by the group term life insurance policy may purchase additional coverage in the amount of five thousand dollars (\$5,000.00) or ten thousand dollars (\$10,000.00) at their own expense.

B-7.2 The parties agree that during the life of this Agreement, the **Employer** may, at its sole option, offer a contribution to cover a portion of the premium for medical insurance coverage for temporary employees.

B-7.3 Mileage Reimbursement

An employee who is required to use his/her personal automobile in the performance of his/her duties will be reimbursed for operating expenses at the rate-per-mile traveled as prescribed by City Council Ordinance exclusive of mileage traveled to and from the employee's work location. The **Employer** will also pay the mileage allowance for travel from a permanent job site to a temporary job site and return to the permanent site each day of a temporary assignment for any reason other than replacing employees who are absent.

B-7.4 CDL License Renewal Fees

The **Employer** will reimburse up to one hundred dollars (\$100.00), for the cost of obtaining or renewing a Commercial Driver's License, for all employees whose jobs require them to maintain a CDL license.

B-7.5 Safety Shoes

Eligible employees who are required to wear safety shoes will receive one hundred sixty dollars (\$160.00) per year for the purchase of safety shoes. The payment will be made the first pay period in January of each year. Alternatively, the **City** may elect to provide employees with vouchers to purchase safety shoes from a vendor.

ARTICLE B-8: JURY AND WITNESS DUTY

An eligible employee who works less than forty (40) hours per week shall have his/her work schedule adjusted to accommodate jury and witness duty. Forty-hour employees shall be governed by the provisions of Article 12.2 and Article 12.3 in the Agreement.

ARTICLE B-9: MILITARY LEAVE

Leave of absence and re-employment rights of employees inducted into the military service shall be described under the Uniformed Services Employment and Re-employment Rights Act of 1994, Florida Statutes and Florida Administrative Code.

Eligible employees shall be paid for military leave at their regular hourly rate times the average number of hours they have worked per day during the six weeks prior to the military leave (e.g., forty (40) hours a week worked = eight (8) hours pay; thirty (30) hours a week worked = six (6) hours of pay; twenty (20) hours a week worked = four (4) hours pay).

ARTICLE B-10: BEREAVEMENT LEAVE

Eligible employees may be granted up to two (2) days off without loss of pay as bereavement leave not otherwise chargeable upon the death of a member of the employee’s immediate family. Employees may use other leave for bereavement of relatives, and this leave shall not be unreasonably denied.

Definition of “Immediate Family”

“Immediate Family” Defined	
Spouse	
Children	including step-children and children’s spouses
Parents	including step-parents and parents-in-law
Brothers and Sisters	including half- and step- siblings, and brothers- and sisters-in-law
Aunts, Uncles	
Grandparents	
Grandchildren	
Other relatives who permanently reside with the employee.	
Also applies to relatives of the employee’s spouse	

ARTICLE B-11: INTERNAL RECRUITMENT

Part-time employees in Bargaining Unit 179 shall be eligible for internal recruitment if they have worked a minimum of one thousand forty (1,040) hours, unless waived by the Director of Employee Services, within the twelve-month (12-month) period immediately preceding the examination date.

ARTICLE B-12: MATTERS NOT ADDRESSED

To the extent any provision of the Agreement reached between the City of Jacksonville and the American Federation of State, County, and Municipal Employees, Florida Council 79, is not adopted herein by reference, or is not specifically addressed in this Appendix B, said provision is null and of no effect as it relates to employees covered by this Appendix.

APPENDIX C

**SAFETY SENSITIVE POSITIONS
DEFINITIONS AND KEY**

	ABBREVIATION	DEFINITION
1	SPECIAL RISK	EMPLOYEE HAS TO BE CERTIFIED AS A(A)LAW ENFORCEMENT OFFICER OR (B) FIREFIGHTER OR FIRE MARSHALL
2	CORRECTIONAL	WORKS WITH INMATES/DETAINEES IN THE CORRECTIONAL SYSTEM
3	DOT/CDL	PERFORMS WORK FOR WHICH A COMMERCIAL DRIVERS LICENSE (CDL) IS REQUIRED BY DOT
4	EMERGENCY	PERFORMS LIFE-THREATENING PROCEDURES
5	FIREARM	CARRIES A FIREARM OR WORKS CLOSELY WITH SOMEONE WHO CARRIES A FIREARM
6	CHILDREN/VULNERABLE ADULTS	SUPERVISES OR INSTRUCTS CHILDREN OR WORKS WITH OR SUPERVISES VULNERABLE ADULTS, SUCH AS THE EDERLY OR DISABLED PERSONS, FOR WHICH A BACKGROUND CHECK PER F.S. 110.1127 IS REQUIRED
7	SAFETY INSEPCTION	PERFORMS SAFETY INSPECTIONS
8	CONFIDENTIAL INFORMATION/DOCUMENTS	WORKS WITH CONFIDENTIAL INFORMATION/DOCUMENTS
9	CONTROLLED SUBSTANCES	STORES CONTROLLED SUBSTANCES
10	HEAVY OR DANGEROUS EQUIPMENT OR MACHINERY	OPERATES HEAVY OR DANGEROUS EQUIPMENT, MACHINERY OR MECHANICAL DEVICES
11	OTHER SAFETY-SENSITIVE	PERFORMS PERILOUS WORK OR ANY WORK WHERE A MOMENTARY LAPSE IN ATTENTION COULD RESULT IN INJURY OR DEATH TO ANOTHER PERSON

INDEX

SUBJECT	PAGE
ACCIDENTAL DEATH BENEFITS	38
AERIAL BUCKET WORK DIFFERENTIAL	28
ALCOHOL & DRUG ABUSE POLICY & PROCEDURES.....	80
ALLOWANCES	
CLEANING	42
MEAL	25
PARKING.....	41
SAFETY SHOE.....	43
TOOL	39
ANNUAL LEAVE	
ACCRUAL (PLAN E).....	71
ACCRUAL (PLAN H)	76
APPROVAL (PLAN E)	71
APPROVAL (PLAN H)	77
CRITICAL EMERGENCY LEAVE BANK (CELB)(PLAN H).....	76
MAXIMUM ACCRUAL (PLAN E).....	72
MAXIMUM ACCRUAL (PLAN H)	76
MINIMUM USAGE (PLAN E).....	73
MINIMUM USAGE (PLAN H)	77
RETIREMENT (PLAN E)	74
RETIREMENT (PLAN H).....	78
ROLLBACK (PLAN E).....	72
SELLBACK (PLAN E)	72
TERMINAL LEAVE BENEFITS (PLAN E)	73
TERMINATION PAY (PLAN E)	74
TERMINATION PAY (PLAN H).....	78
APPENDIX A (BARGAINING UNIT LIST)	93
APPENDIX B	
ARTICLES ADOPTED BY REFERENCE	99
BEREAVEMENT LEAVE	109
GRIEVANCES AND SEPARATIONS	100
HOLIDAYS	101
HOURS OF WORK AND OVERTIME PAYMENT.....	102
INJURY IN LINE OF DUTY.....	105
INSURANCE AND BENEFITS	106
INTERNAL RECRUITMENT	110
JURY AND WITNESS DUTY.....	107
MATTERS NOT ADDRESSED	111
MILITARY LEAVE.....	108
PREAMBLE.....	97
WAGES.....	103
APPENDIX C (SAFETY SENSITIVE POSITIONS DEFINITIONS AND KEY)	112
APPRENTICESHIP PROGRAM.....	50

AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES

ARBITRATION 62

BEREAVEMENT LEAVE 68

BULLETIN BOARDS 16

CDL LICENSE 41, 106

COMPENSATORY TIME 23

CONTRACTED WORK 12

DEPARTMENTAL SPECIAL COMMITTEES..... 11

DISCIPLINE AND DISCHARGE..... 54

 60 DAY TIMEFRAME 55

 CIVIL SERVICE BOARD APPEALS 57

 FACT-FINDING MEETINGS 54

EMPLOYEE BENEFITS..... 38

ENTIRE AGREEMENT 90

GRIEVANCE PROCEDURE 58

 STEP I 59

 STEP II..... 59

 STEP III..... 59

 STEP IV (ALL OTHER EMPLOYEES) 60

 STEP IV (JSO ONLY) 59

HAZARDOUS PAY..... 35

HOLIDAYS 65

HOURS OF WORK AND OVERTIME PAYMENT 18, 102

INJURY IN LINE OF DUTY 48

INSURANCE

 CANCER 39

 DENTAL 39

 GROUP TERM LIFE..... 38

 MEDICAL..... 38

JOB POSTINGS 51

JURY SERVICE..... 44

LIMITED EMERGENCY 85

MANAGEMENT RIGHTS AND SECURITY 9

MILEAGE REIMBURSEMENT FOR TEMPORARY ASSIGNMENT 40

MILEAGE REIMBURSEMENT FOR TRAVEL..... 40

MILITARY LEAVE 70

NEW EMPLOYEE ORIENTATION 6

OVERTIME COMPENSATION 22, 102

PARENTAL LEAVE 75

PERFORMANCE EVALUATIONS AND APPEAL PROCESS 27

PERSONAL LEAVE (PLAN E)..... 71

PERSONAL LEAVE (PLAN H) 76

PERSONAL PROPERTY DAMAGE..... 41

PREAMBLE 4

QUARTERLY REPORTING 6

RESIDUAL RIGHTS CLAUSE 89

REST PERIODS 24

RULE OF THREE 52

AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES

SAFETY AND HEALTH 46

SAFETY COMMITTEE 47

SALARY SCHEDULE..... 91

SECONDARY EMPLOYMENT..... 87

SEVERABILITY 88

SHIFT ASSIGNMENTS 18

SHIFT DIFFERENTIAL..... 28

SPECIAL MEETINGS 12

STAND-BY PAY..... 35

TRANSFERS..... 51

TUITION REIMBURSEMENT..... 49

UNIFORMS 42

UNION ACTIVITY (REPRESENTATION AND STEWARDS) 13

UNION RECOGNITION 5

UNION RIGHTS..... 8

UNION SECURITY 6

 UNION DUES 7

VOTING 44

WAGES 26

 BILINGUAL PAY 33

 INCENTIVE PAY 34

 JSO AND JFRD PAY INCENTIVES 32

 MINIMUM WAGE ADJUSTMENT 37

 OUT OF CLASSIFICATION PAY 31

 PREMIUM PAYMENT 26

 SERVICE RAISE 28

WITNESS SERVICE 45