CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY

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Bill Type and Number: Ordinance 2017-222

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

Date of Introduction: March 28, 2017

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

Date of Analysis: March 24, 2017

Type of Action: Comprehensive Plan amendment

Bill Summary: The bill adopts the modification of the 2030 Comprehensive Plan to update the fiscal years on the Capital Improvement Element Schedule as 2017-2021 in the Capital Improvements Element (CIE).

Background Information: Florida's Growth Management Act requires all of Florida's counties and municipalities to adopt Local Government Comprehensive Plans that guide future growth and development. The City of Jacksonville 2030 Comprehensive Plan contains chapters or 'elements' that address Capital Improvements, Conservation Coastal Management, Future Land Use, Historic Preservation, Housing, Infrastructure, Intergovernmental Coordination, Public School Facilities, Recreation and Open Space and Transportation.

The state statute allows for modification of the 2030 Comprehensive Plan to update the 5-year CIE Schedule in the Capital Improvements Element through an ordinance without being considered an amendment. The CIE Schedule of Projects is updated annually by the City’s Planning and Development Department. It includes projects from the Capital Improvement Program (CIP) (Ordinance 2016-505-E) and subsequent amendments, Transportation Improvement Program (TIP) (adopted June 9, 2016), Transportation Planning Organization (TPO) Long Range Transportation Plan, and 2030 Mobility Plan (Ordinance 2011-536-E). These projects contribute to the maintenance of the Level of Service (LOS) Standards in the 2030 Comp Plan. LOS addresses schools, portable water, sanitary sewer, solid waste, drainage, and parks and recreation while the Mobility System focuses on transportation facilities.

Policy Impact Area: Capital improvement planning

Fiscal Impact: Undetermined

Analyst: Mitchell

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Bill Type and Number: Ordinance 2017-223

Sponsor: Council Member Gulliford:

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS; F

Date of Analysis: March 31, 2017

Type of Action: Conservation Easement Authorization

Bill Summary: The ordinance approves and authorizes the Mayor and Corporation Secretary to execute and deliver, for and on behalf of the City, a Conservation Easement to Atlantic Beach Preservation and Conservation, Inc., for property located in Council District 13 near Seminole Road, to prevent any use of the subject property that will impair or interfere with the environmental value of the property and to allow Atlantic Beach Preservation and Conservation, Inc. to improve, relocated, construct, maintain and repair, if necessary, an existing fence on the subject property; it provides for City oversight by the Parks, Recreation and Community Services Department.

Background Information: The easement at the property near Seminole Road will bar access to Hannah Park. The intent of the easement is to ensure that the park is retained and conserved in its current, natural and scenic condition. It is further the intent is to ensure authorize access into the park at the existing entrance at Wonderwood Drive and to eliminate unauthorized access and trespassing into the park at the northern terminus of Seminole Road. If pedestrians were provided access at the Seminole terminus, people would converge on the area and parking their vehicles to the inconvenience and dismay of homeowners in the immediate area. Due to current conditions on the property and the condition of the existing fence, individuals are entering the park without authorization. Unauthorized entry and trespassing into the park reduces revenue for the operation and maintenance of the park and creates a risk of harm to users of the park and endangers the natural resources of the park.

Policy Impact: Parks, Recreation & Community Services Department/Hannah Park

Fiscal Impact: Undetermined. Unauthorized entry into park reduces potential revenue.

Analyst: Jackson

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Bill Type and Number: Ordinance 2017-0224

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: F

Date of Analysis: March 24, 2017

Type of Action: Special District budget approval ordinance

Bill Summary: Per Ordinance 2011-724-E and section 189.02, *Florida Statutes*, the Isle of Palms Dependent Special District must submit its proposed budget to the City Council every year by April 1st. This bill indicates that the District has submitted the proposed Fiscal Year 2017/2018 budget to the City Council by the deadline and it has been approved.

Background Information: The City of Jacksonville established the Isle of Palms as a Dependent Special District for the purpose of dredging the Isle of Palms canal system. The Isle of Palms Special District (IPSD) raises revenue through homeowner assessments to reserve for dredging. According to the requirements for 'special district' status, the IPSD must submit its annual budget for council approval. The 2017-2018 IPSD budget shows total revenue of $323, 650 ($323,050 from assessments on 497 properties and $600 miscellaneous) and total expenditures of $323, 650 ($299, 400 for dredging and $24, 250 for operating expenses).

Policy Impact Area: Special District canal dredging funds

Fiscal Impact: The Isle of Palms Special District budget for FY2017-2018 is $323, 650. No cost to the city.

Analyst: Hampsey

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Bill Type and Number: Ordinance 2017-225

Sponsor: Council President at the request of the Mayor

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS; F; PHS

Date of Analysis: March 31, 2017

Type of Action: Appropriation; Ordinance Amendment

Bill Summary: The ordinance transfers $4,000.00 from the Ryan White Care Act of 1990 Title I Grant – Miscellaneous Services Account to the Ryan White Care Act of 1990 Title I Grant – Food Account to establish a food expenditure line item within the F17 Ryan White Part A Grant and revise Attachment A (Food and Beverage) t Ordinance 216-504-E, as initiated by B.T. 17-080; it amends Ordinance 2016-504-E by replacing Attachment A to the ordinance with Second Revised Attachment A to correct a budgetary oversight.

Background Information: The purpose of the appropriation is to establish a food expenditure line within the FY17 Ryan White Part A Grant and revise Attachment A (food and beverage) to Ordinance 2016-504-E. The Social Services Division is required to provide food for clients and contracted agencies that attend public meetings or gatherings related to the Grant program. Attachment A is being replaced because the food line item was never included on the Council approved food and beverage schedule and the expense was not appropriated in the legislation which approved the Grant. This legislation will correct that oversight.

Policy Impact: Parks, Recreation & Community Services Department/Social Services Division

Fiscal Impact: The ordinance appropriates $4,000.00.

Analyst: Jackson

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Bill Type and Number: Ordinance 2017-0226

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: F

Date of Analysis: March 24, 2017

Type of Action: Special District budget approval ordinance

Bill Summary: Per Ordinance 2014-700-E and section 189.02, *Florida Statutes*, the Millers Creek Dependent Special District must submit its proposed budget to the City Council every year by April 1st. This bill indicates that the District has submitted the proposed Fiscal Year 2017/2018 budget to the City Council by the deadline and it has been approved.

Background Information: The City of Jacksonville established a dependent special district for the purpose of dredging the Millers Creek canal system. The Millers Creek Dependent Special District raises revenue through homeowner assessments to reserve for dredging. According to the requirements for 'special district' status, the Miller Creek Special District must submit its annual budget for council approval. The 2017-2018 Miller Creek District budget shows total revenue of $126,160 ($81,060 from assessments on 28 properties, $45,000 carryover and $1000 interest) and total expenditures of $81,792 with $44,368 in reserves.

Policy Impact Area: Special District canal dredging funds

Fiscal Impact: The Millers Creek Dependent Special District budget for FY2017-2018 is $81,792. There is no cost to the city.

Analyst: Hampsey

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Bill Type and Number: Ordinance 2017-228

Introducer/Sponsor(s): Land Use & Zoning Committee

Date of Introduction: March 28, 2017

Committee(s) of Reference: LUZ

Date of Analysis: March 24, 2017

Type of Action: Attachment of correct site plan

Bill Summary: The bill attaches the correct site plan for rezoning of land located in Council District 4 on 0 Deer Lake Drive East between J. Turner Butler Boulevard and Deer Lake Drive East; makes the amendment/correction retroactive; finds that the amendment/correction does not adversely affect any procedural or substantive due process rights of any affected party, and provides direction to the Legislative Services Division regarding the amendment/correction adopted.

Background Information: The land (R.E. No. 147981-5640) is owned by Guidewell Group, Inc., and is approximately 16.62 acres. Ordinance 2016-724-E rezoned the property from PUD to PUD, to allow multifamily uses. The revised site plan was inadvertently not attached to the bill. Therefore, the correct site plan is attached to the bill as “Revised Exhibit 4” dated November 16, 2016.

Policy Impact Area: Planning and Development Department

Fiscal Impact: Undetermined

Analyst: Mitchell

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Bill Type and Number: Ordinance 2017-229

Introducer/Sponsor(s): Council Member Schellenberg

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS, LUZ

Date of Analysis: March 30, 2017

Type of Action: Ordinance Code amendment

Bill Summary: The bill amends Ordinance Code Chapter 656 – Zoning Code – in Part 13 – Sign Regulations – to create a new provision allowing temporary display of signs announcing registration for sports teams and activities in public parks for the 14-day period immediately prior to the opening of the season for which registration is being offered, subject to permitting, size and height restrictions, and location conditions.

Background Information: The City's sign ordinance does not currently permit the posting of the temporary "snipe" signs that are commonly used by youth athletic associations to announce registration for their upcoming seasons for baseball, football, cheerleading, etc. in City parks. This bill would amend the Zoning Code to create a definition of *Temporary City of Jacksonville Parks Recreational Sign* meaning a sign that (1) functions to provide information on Park programming by the City of Jacksonville through *Clubs* currently licensed to provide park programming though a License Agreement between the City of Jacksonville and the Club and (2) complies with each and all of the conditions and limitations provided in a newly created Section 656.1311. The new Section 656.1311 in the Zoning Code's sign regulations provides that such signs may be posted by not-for-profit organizations that hold license agreements to utilize City recreational facilities for a period not to exceed 14 calendar days prior to the beginning of a club season opening as specified in the license agreement. Such signs may not exceed three feet in height, may not exceed 4 square feet in area per face, and must be spaced at least 100 feet apart from any other *Temporary City of Jacksonville Parks Recreational Sign* on the same side of the road. Such signs are prohibited from being placed within a public right-of-way, within 10 feet of a driveway intersection or 25 feet of a roadway intersection, within a sign overlay zone or designated scenic corridor, or in a location that obstructs a sidewalk. Permits for such signs must be obtained from the City's Building Inspection Division for a fee of $30 that covers up to 5 temporary signs for a period of 1 year. No more than 10 signs per organization may be allowed during the durational period.

Policy Impact Area: Advertisement of recreational opportunities in City parks

Fiscal Impact: The bill provides for a $30 registration fee for up to 5 signs, valid for a period of 1 year.

Analyst: Clements

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Bill Type and Number: Ordinance 2017-231

Introducer/Sponsor(s): Council Member Crescimbeni

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS, LUZ

Date of Analysis: March 30, 2017

Type of Action: Ordinance Code amendment

Bill Summary: The bill amends Ordinance Code to add a new Chapter 261 - Sale of Tires - to require storage of tires for sale to be inside a structure and not visible from the street or adjacent properties within 5 years of the effective date of ordinance. It amends Chapter 656 – Zoning Code – in Part 3 – Schedule of District Regulations – to prescribe certain commercial zoning classifications where sale of new or used tires may only be conducted by exception and/or in conformance with Part 4 of the Zoning Code – Supplementary Regulations. The bill amends the Supplementary Regulations in Subpart A – Performance Standards – to add performance standards relating to the sale of new and used tires.

NOTE: the new Chapter 261 as written does not contain the indoor storage and sales requirement – that language appears the Zoning Code Performance Standards in Chapter 656.

Background Information: The Council's Special Committee on Solid Waste, of which the bill's sponsor was a member, discussed the continuing problem of illegal disposal of tires in wooded areas, water bodies and vacant lots as a solid waste issue. The Ad Hoc Committee on Blight, of which the sponsor was also a member, discussed the visual blight aspect of both waste tires and tires stacked for sale outside of new and used tire dealers. Tires stored outdoors hold water which poses a pest problem (especially mosquito breeding), which can be particularly dangerous given the presence of the mosquito-borne Zika virus in our area.

This bill, which does not apply to the Beaches cities and Baldwin, requires, by means of an addition to the Performance Standards of the Zoning Code, that every establishment selling tires must store and display the tires within an enclosed and covered structure, not visible from the right-of-way or neighboring properties. It also requires that the tires must be kept free from standing water at all times. The Zoning Code is also amended to make the sale of tires permissible only by exception and in compliance with the performance standards in the CCG-1 zoning district, and to allow tire sales by right but to require compliance with the performance standards in the CCG-2 zoning district.

Policy Impact Area: Blight prevention; community health

Fiscal Impact: Undetermined

Analyst: Clements

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Bill Type and Number: Ordinance 2017-0232

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS, F

Date of Analysis: March 24, 2017

Type of Action: Appropriation

Bill Summary: The purpose of this bill is to transfer of funds from the Deappropriated Projects Account to the PB Security Cameras – Libraries Account. This balance transfer (BT 17-083) will provide funding from completed and closed capital projects for the repair and replacement of security cameras at the following library branches: Brentwood, Brown Eastside, Dallas Graham, Highlands, Bradham Brooks Northeast, Regency, San Marco, Charles Webb, Westbrook, and Willowbranch.

Background Information: The Brentwood, Brown Eastside, Dallas Graham, Highlands, Bradham Brooks Northeast, Regency, San Marco, Charles Webb, Westbrook and Willowbranch library branches have security cameras that are in need of replacement and/or repair. Funding is coming from completed closed capital projects where funding was sent back to its origin. This transfer will appropriate residual funding to a project titled PB Security Camera - Libraries for the repair and replacement of security cameras at eleven (11) Jacksonville Public Library locations.

Policy Impact Area: Library security cameras

Fiscal Impact: $28,367.54 as initiated by BT 17-083

Analyst: Hampsey

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Bill Type and Number: Ordinance 2017-0233

Introducer/Sponsor(s): Council President pursuant to Section 118.804, *Ordinance Code*

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS, PHS, F

Date of Analysis: March 24, 2017

Type of Action: Grant appropriations priorities

Bill Summary: This ordinance is hereby establishing the Priority Populations for the 2017-2018 Fiscal Year for Public Service Grants. Public Service Grants (PSG) made by City Council shall be used to exclusively serve priority populations. Where a priority population contains more funding than applied for then the excess funding for that population may be applied to a priority population that contains less funding than applied for. Where more than one priority population has fewer funds than applied for, then the excess funding shall be divided among the underfunded populations on a percentage basis where the total amount underfunded in all underfunded populations is the denominator and the amount underfunded in any one population is the numerator.

Background Information: On or before March 1st of each year, the PSG Council shall assess the needs of the community and recommend to the City Council the priority populations or priority needs for the upcoming fiscal year and provide recommended changes, if any, to the assignment of points to the evaluation criterion in Section 118.807(c). Such priority population recommendations shall be sufficiently narrow and specific to address a particular gap in service and shall not be so broad that every applicant is eligible.

The PSG Council's reasons for selecting priority populations or priority needs may include, but not be limited to, recommendations, studies and reports from JCCI, the Non-Profit Center, Jessie Ball Dupont, Community Foundation, United Way, Disabled Services Council, the Health Planning Council of Northeast Florida and other organizations regarding the priority populations or needs. Organizations that provide recommendations regarding the priority populations or priority needs shall not be eligible to apply for Public Service Grants appropriated in the fiscal year in which the recommendations are given.

2017-2018 Priority Populations: **1.** Homeless persons and families. The percentage of available funding allocated to this priority population shall be 35%. **2**. Low-income persons and families. The percentage of available funding allocated to this priority population shall be 40%. **3.** Adults with physical, mental and behavioral disabilities. The percentage of available funding allocated to this priority population shall be 20%. **4.** Low-income, Elderly and Homebound. The percentage of available funding allocated to this priority population shall be 5%.

Policy Impact Area: Establishment of public service grant priority populations

Fiscal Impact: 2017 Public Service Grant Funding Allocation: $2,624,196

Analyst: Hampsey

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Bill Type and Number: Ordinance 2017-234

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: Finance

Date of Analysis: March 30, 2017

Type of Action: Budget ordinance amendment

Bill Summary: The bill amends JTA's FY15-16 budget (Schedules O, P, Q and R to the City budget adopted by 2015-504-E) to reflect actual operating and capital revenues and expenditures for the year.

Background Information: Schedule O (operating revenues) is revised upward from $189,230,887 to $195,125,674 to reflect a $3.5 million increase in federal and state grants, a $2 million increase in sale tax revenue, an approximately $900,000 increase in the transfer from bus operations to the Skyway, and a $386,000 transfer from bus operations to the Mayport Ferry. Schedule P (operating appropriations) is revised upward by the same amount to reflect a $2 million increase in fringe benefits, a $1.2 million decrease in fuel and lubricant expenses, a $3 million increase in services, a $2 million increase in the transfer to the City for BJP debt service, and a $2.3 million increase in all other/miscellaneous. Schedule Q (capital revenues) is revised upward from $25,807,393 to $30,120,836 to reflect a $4.2 million increase in federal funding. Schedule R (capital expenditures) reflects various project increases and decreases, including JRTC bus transfer facility (+$2.6 million), paratransit vans (+$1.12 million), security equipment (+$509,879), and transit satellite amenities (+$581,214).

Policy Impact Area: JTA budget reconciliation

Fiscal Impact: The FY15-16 JTA operating revenue and expense budgets are revised upward by $5,894,787 and the capital revenue and expense budgets are revised upward by $4,312,993.

Analyst: Clements

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Bill Type and Number: Ordinance 2017-235

Sponsor: Council Member R. Brown:

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS; F

Date of Analysis: March 31, 2017

Type of Action: Appropriation

Bill Summary: The ordinance appropriates $75,000 from the Old Kings Road Landfill Mitigation Account to fund baseball field design, electric scoreboard, batting cage and fencing at J. Gardner "NIP" Sams Memorial Park located in Council District 10; it provides for oversight by the Parks, Recreation and Community Services Department.

Background Information: The park is located at 7000 Richardson Road, Jacksonville, Fl. 32209. Funding for the projects comes from the Kings Road Landfill host fees that are required to be used to enhance real property owned by the City or purchase additional real property for the City.

Mr. Sams was a graduate of Stanton High School and Bethune-Cookman College, majoring in physical education. He served as Chaplin of the Gate City Golfers Association.

Mr. Sams worked as coordinator and publicity director with the Jacksonville Recreation Department. He was a member of the first Black football officials organization in Duval County and served as an official at many of Florida A&M football games. He was instrumental in the spearheading of amateur and professional boxing within the Black community.

Policy Impact: Parks, Recreation and Community Services Department

Fiscal Impact: The ordinance appropriates $75,000

Analyst: Jackson

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Bill Type and Number: Ordinance 2017-236

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: Rules

Date of Analysis: March 30, 2017

Type of Action: Adopting Ordinance Code supplements

Bill Summary: The bill adopts Supplements #16 through 45 to the 1990 Edition of the Jacksonville Ordinance Code and repeals any general and permanent ordinances considered and adopted prior to March 24, 2017.

Background Information: The printed versions of the City's Ordinance Code are generally updated 2 to 3 times per year to reflect additions or deletions to the text as a result of ordinances adopted by the Council since the last supplement. It was formerly the practice of the City Council to adopt each supplement to the Code by ordinance so that the supplements could then be printed and distributed by the code publisher – Municipal Code Corporation of Tallahassee. When the Code was made available online on the municode.com web site, the codifier began updating the online version every two weeks to reflect the actions of each council meeting. The practice of approving supplements was discontinued after the Code began to be published electronically and continually updated on the web site. This bill approves Supplements 16-45 covering the period from 2004 to the present and repeals the ordinances or portions of ordinances that are now incorporated into the Ordinance Code.

Policy Impact Area: Ordinance Code codification

Fiscal Impact: None

Analyst: Clements

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Bill Type and Number: Resolution 2017-240

Sponsor: Council President at the request of the Mayor

Date of Introduction: March 28, 2017

Committee(s) of Reference: R

Date of Analysis: March 24, 2017

Type of Action: Appointment Confirmation

Bill Summary: This bill confirms the Mayor's appointment of Derek H. Dostie as a member of the Subdivision Standards and Policy Advisory Committee, as a representative of the Underground Utility Contractor profession, filling a seat formerly held by Joshua A. Garrison, for a partial term ending November 30, 2018.

Background Information: Section 654.142(a), *Ordinance Code,* provides that the members of the Subdivision Standards and Policy Advisory Committee shall be appointed by the Mayor, subject to confirmation by the Council.

Mr. Dostie has a bachelor's of business administration degree in human resources management from the University of Mississippi and is a Certified Underground Utility and Excavation Contractor. He is a Project Manager at the *United Brothers Development Corporation* and is a member of a number of community organizations including the Northeast Florida Business Association and the National Utility Contractor's Association. Mr. Dostie resides in the Deercreek area within Council District #11.

Policy Impact Area: Subdivision Standards & Policy Advisory Committee operations

Fiscal Impact: Anticipated to be minimal.

Analyst: Shoup

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Bill Type and Number: Resolution 2017-241

Sponsor: Council President at the request of the Mayor

Date of Introduction: March 28, 2017

Committee(s) of Reference: R

Date of Analysis: March 24, 2017

Type of Action: Appointment Confirmation

Bill Summary: This bill confirms the Mayor's appointment of Michelle Barnett as a member of the Jacksonville Ethics Commission, filling a seat formerly held by R. Anthony Salem, for a first full term ending December 31, 2018.

Background Information: The Jacksonville Ethics Commission is established pursuant to Chapter 602, Part 9, *Ordinance Code*, and empowered to review, interpret, render advisory opinions and enforce Chapter 602, *Ordinance Code*; and, in accordance with Section 1.202, *Municipal Charter*, to exercise the following powers and duties:

- Authorized to receive, and to investigate and issue findings with regard to complaints alleging an ethics violation;
- Provide assistance and input into the management and coordination of the training and education of local officers and employees in state and local ethics, including the City's Ethics Education Program, as well as all public records and sunshine law training throughout the government;
- May, upon employee or citizen complaint, or upon its own initiative, seek information and gather facts for the purpose of reviewing any circumstance or situation of which the Commission may become aware that appears to violate or may potentially violate an acceptable standard of ethics conduct for City officers and employees;
- Jurisdiction to levy those civil fines or penalties authorized in Chapter 602 for violations of the City's ethics code; and
- Act as the hiring committee, subject to Council confirmation, for the executive director of the Ethics Oversight and Compliance office.

Section 602.912, *Ordinance Code*, provides that one of the nine members of the commission shall be appointed by the Mayor and confirmed by Council.

Ms. Barnett, a Duval registered voter, received a law degree from Vanderbuilt University and is an Attorney with *Alexander DeGance Barnett.* She is a member of the Board of Directors for the Jacksonville Housing Authority and The Performers Academy. Ms. Barnett resides in Duval County.

Policy Impact Area: Jacksonville Ethics Commission operations

Fiscal Impact: Anticipated to be minimal.

Analyst: Shoup

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Bill Type and Number: Resolution 2017-242

Sponsor: Council President at the request of the Jacksonville Ethics Commission

Date of Introduction: March 28, 2017

Committee(s) of Reference: R

Date of Analysis: March 24, 2017

Type of Action: Appointment Confirmation

Bill Summary: This bill confirms the Jacksonville Ethics Commission's appointment of Ellen M. Schmitt as a member of the Jacksonville Ethics Commission, replacing Thomas C. Paul, for a partial term ending December 31, 2017.

Background Information: The Jacksonville Ethics Commission is established pursuant to Chapter 602, Part 9, *Ordinance Code*, and empowered to review, interpret, render advisory opinions and enforce Chapter 602, *Ordinance Code*; and, in accordance with Section 1.202, *Municipal Charter*, to exercise the following powers and duties:

- Authorized to receive, and to investigate and issue findings with regard to complaints alleging an ethics violation;
- Provide assistance and input into the management and coordination of the training and education of local officers and employees in state and local ethics, including the City's Ethics Education Program, as well as all public records and sunshine law training throughout the government;
- May, upon employee or citizen complaint, or upon its own initiative, seek information and gather facts for the purpose of reviewing any circumstance or situation of which the Commission may become aware that appears to violate or may potentially violate an acceptable standard of ethics conduct for City officers and employees;
- Jurisdiction to levy those civil fines or penalties authorized in Chapter 602 for violations of the City's ethics code; and
- Act as the hiring committee, subject to Council confirmation, for the executive director of the Ethics Oversight and Compliance office.

Section 602.912, *Ordinance Code*, provides that three of the nine members of the commission shall be Duval County registered voters appointed by the commission and confirmed by Council.

Ms. Schmitt received a master's degree in social work from the State University of New York at Stony Brook and is a Certified Case Manager and Licensed Clinical Social Worker. She is the System Director of Social Services and Case Management with the *Baptist Health System.* Ms. Schmitt resides in the Cobblestone area within Council District #2.

Policy Impact Area: Jacksonville Ethics Commission operations

Fiscal Impact: Anticipated to be minimal

Analyst: Shoup

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Bill Type and Number: Resolution 2017-243

Sponsor: Council President at the request of the Mayor

Date of Introduction: March 28, 2017

Committee(s) of Reference: R

Date of Analysis: March 24, 2017

Type of Action: Appointment Confirmation

Bill Summary: This bill confirms the Mayor's appointment of Julie R. Adamson, CPA, as the Operations Director of the Neighborhoods Department.

Background Information: Ordinance 2016-140-E, established the Neighborhoods Department, effective April 2, 2016. Section 34.102, *Ordinance Code*, provides that the Operations Director shall have a four-year degree from an accredited university or college, and a minimum of five years of experience in an administrative or regulatory position.

Ms. Adamson received a master's degree in business administration from Florida State University and is a Certified Public Accountant. She was recently the Statewide Programs Manager at the Office of Work Program & Budget within the *Florida Department of Transportation*.

Policy Impact Area: Neighborhoods Department operations

Fiscal Impact: According to Employee Services, the salary range for this position is $83,707 - $136,665 annually.

Analyst: Shoup

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Bill Type and Number: Resolution 2017-244

Sponsor: Council President Boyer

Date of Introduction: March 28, 2017

Committee(s) of Reference: R

Date of Analysis: March 24, 2017

Type of Action: Appointment

Bill Summary: This bill appoints Hillary L. Almond, P.E., to the Building Codes Adjustment Board, replacing Karl-Gustav M. Soderholm, for a first term ending September 30, 2018.

Background Information: The Building Codes Adjustment Board is established pursuant to Chapter 56, *Ordinance Code*, and charged to study building codes and recommend to Council needed amendments thereto as may be found necessary or desirable; hear and decide building code enforcement appeals; and authorize building code variances where authorized by law. Section 56.101, *Ordinance Code*, provides that the nine members of the board are appointed by the Council.

Ms. Almond received a master's degree in environmental engineering from the University of Florida and is a Florida licensed Professional Engineer. She is the President of *Almond Engineering*. Ms. Almond resides in the Miramer area within Council District #5.

Policy Impact Area: Building Codes Adjustment Board operations

Fiscal Impact: Anticipated to be minimal.

Analyst: Shoup

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Bill Type and Number: Ordinance 2017-245

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: TEU, LUZ

Date of Analysis: March 24, 2017

Type of Action: Charter amendment

Bill Summary: This bill amends Section 656.608 (Off-Street Parking of Bicycles), Part 6 (Off-Street Parking and Loading Regulations), Subpart B (Off-Street Parking of Bicycles) Chapter 656 (Zoning Code), *Ordinance Code*, to ensure the number of off-street bicycle parking spaces meet requirement standards.

Background Information: The proposed revisions will correct and update the Zoning Code to provide consistency and accuracy regarding off-street bicycle parking requirements. The number of parking spaces differs according to the category use. The specific uses impacted are:

- Residential uses
- Institutional uses
- Schools, educational uses and day nurseries
- Assembly, recreational and similar uses
- Office and professional uses
- Industrial and similar uses
- Uses not specifically mentioned

Policy Impact Area: Economic stimulus

Fiscal Impact: Undetermined

Analyst: Mitchell

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Bill Type and Number: Ordinance 2017-246

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: TEU, F

Date of Analysis: March 30, 2017

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the JEA and the Professional Employees Association for the period from October 1, 2016 through September 30, 2019.

Background Information: Hours of work and overtime: compensation for overtime shall be in cash; however employees may elect to receive compensatory time and to accrue up to 240 hours of such comp time. JEA may pay off any amount of accrued comp time at any time and employees may request payoff of accrued comp time at any time. When JEA requires an employee to perform scheduled or planned work outside of their normal working hours, this overtime is considered Scheduled/Planned. For exempt classifications, the first 5 hours worked in excess of 40 per week shall be paid at the employee's regular pay rate and hours in excess of 45 shall be paid at 1.5 times the regular pay rate. For non-exempt classifications all hours in excess of 40 are payable at the 1.5 times regular pay rate.

Leave time: employees discharged for cause shall forfeit any unused personal leave accrued during the contract year. Employees who terminate for other than retirement (including resignation or discharge not for cause) are entitled to payment for 100% of accrued leave on an hour for hour basis. The personal leave accrual cap is increased from 480 to 600 hours. Any accrued leave over that amount is payable on an hour for hour basis at the end of each fiscal year.

Insurance and benefits: PEA agrees to the closure of the General Employees Pension Plan (GEPP) to new hires after the effective date, with new hires being enrolled in a defined contribution (DC) plan. Participants in the DC plan will make an 8% employee contribution and the JEA will make a 12% contribution. In the event that other bargaining units participating in the DC plan (i.e. LIUNA, CWA, AFSCME) receives any greater benefits than the JEA provides to PEA (i.e. through contract negotiations, settlement, impasse proceedings or litigation) then PEA shall receive the difference between the DC plan benefit and that received by the other bargaining unit. No benefits under the DC plan shall decrease for all active, full-time, enrolled unit employees. JEA agrees to contribute to the employee's pension program to the extent required by applicable laws pertaining to the employee's contributory pension program. No benefits under the GEPP shall decrease for all active, full-time, enrolled unit employees, including but not limited to the DROP program, disability benefits, COLA increases, survivor benefits and any other benefits as they exist as of the date of PEA's ratification of this agreement. The DB plan will be closed to new members as of October 1, 2017 except for employees who were DB plan members who left their contributions in the plan and are returning to employment. In the event that other bargaining units participating in the DB plan (i.e. LIUNA, CWA, AFSCME) receives any greater benefits than the JEA provides to PEA (i.e. through contract negotiations, settlement, impasse proceedings or litigation) than PEA shall receive the difference between the DB plan benefit and that received by the other bargaining unit.

Supplemental pay: effective October 1, 2016 the standard rate of standby compensation shall be increased from $28 to $45 for each day the employee is on standby.

Administration of the pay plan: Effective the first full pay period following City Council approval, JEA will increase all pay range maximums 2% with an effective date of October 1, 2016 or when administratively feasible. Effective October 1, 2016 JEA will increase the minimums of pay grades #630-670 by 2%. Effective the date employee contributions to the pension increase, JEA will increase all pay range maximums by 2%. Effective the first full pay period following City Council approval, JEA will provide base pay increases of 2% with an effective date of October 1, 2016 or when administratively feasible. Effective the date employee contributions to the pension increase, JEA will provide base pay increases of 2%. If the contract is ratified by PEA on or before March 17, 2017, all active employees will receive a 1-time lump sum payment equal to 1.5% of their base hourly wage rate times 2,080, less deductions. Performance based pay increases or lump sum payouts will be made annually using the standard methodology through September 30, 2019.

Performance review and pay increases: upon satisfactory completion of the probationary period after initial appointment or promotion, the base salary of the employee should be advanced 3%. If an employee hires or promotes into the PEA mid-year, employees with less than 6 months of service or hired after April 1 of that year will receive a mid-year review based on their performance and will be eligible to receive a pro-rated payout based on the score earned in the review. Employees with less than 3 months of service and hired on or after July 1 of that year will receive a default evaluation score of 70 (no review will be done) and will be eligible to receive a pro-rated payout based on that score of 70.

Alcohol and controlled substance abuse and testing: deletes Section 25.2(e) regarding annual testing with advance notice during normal working hours.

Policy Impact Area: Collective bargaining; retirement benefits

Fiscal Impact: JEA estimate the salary increase impact for the 283 covered employees at $3.8 million over the three years of the contract term.

Analyst: Clements

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Bill Type and Number: Ordinance 2017-247

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: TEU, F

Date of Analysis: March 30, 2017

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the JEA and the American Federation of State, County and Municipal Employees (AFSCME) Council 79, Local 429 through September 30, 2019.

Background Information:

Wages: all active employees shall receive general increases of 2.5% to base pay effective October 1, 2016 plus a 1% lump sum payment; 2.5% increase plus a 1% lump sum payment effective October 1, 2017; 3% increase effective October 1, 2018; and a 2% increase concurrent with the increase in the employee contribution to the GEPP to 10% (or otherwise matching a change in the employer contribution rate). All active employees shall receive a 1-time 1.5% lump sum ratification incentive payment contingent upon the agreement being ratified by the bargaining unit no later than February 24, 2017.

Supplemental pay: customer service employees shall be eligible for a bilingual supplement of $46.15 per pay period for ability to speak a language besides English as a customer care specialist, consultant or trainee.

Retirement benefits: AFSCME agrees to the closure of the GEPP to new hires and their enrollment in a defined contribution (DC) plan. Participants in the DC plan will make an 8% employee contribution and the JEA will make a 12% employer contribution to the DC plan. . In the event that other bargaining units participating in the DC plan (i.e. LIUNA, CWA, JSA) receives any greater benefits than the JEA provides to AFSCME (i.e. through contract negotiations, settlement, impasse proceedings or litigation) then AFSCME shall receive the difference between the DC plan benefit and that received by the other bargaining unit. No benefits under the DC plan shall decrease for all active, full-time, enrolled unit employees. JEA agrees to contribute to the employee's pension program to the extent required by applicable laws pertaining to the employee's contributory pension program. No benefits under the GEPP DB shall decrease for all active, full-time, enrolled unit employees, including but not limited to the DROP program, disability benefits, COLA increases, survivor benefits and any other benefits as they exist as of the date of AFSCME's ratification of this agreement. In the event that other bargaining units participating in the DB plan (i.e. LIUNA, CWA, JSA) receives any greater benefits than the JEA provides to AFSCME (i.e. through contract negotiations, settlement, impasse proceedings or litigation) than AFSCME shall receive the difference between the DB plan benefit and that received by the other bargaining unit.

Alcohol and controlled substance abuse and testing: deletes Section 21.2(D) regarding annual testing with advance notice during normal working hours.

Policy Impact Area: Collective bargaining; retirement reform

Fiscal Impact: JEA estimates the cost of the wage increases for the 182 covered employees over 3 years at $1,172,433.

Analyst: Clements

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Bill Type and Number: Ordinance 2017-248

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: TEU, F

Date of Analysis: March 30, 2017

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the JEA and the JEA Supervisors Association (JSA) through September 30, 2019.

Background Information:

Personal leave: Plan H is amended to delete language providing for the elimination of the Critical Emergency Leave Bank.

Retirement benefits: JSA agrees to the closure of the GEPP to new hires and their enrollment in a defined contribution (DC) plan. Participants in the DC plan will make an 8% employee contribution and the JEA will make a 12% employer contribution to the DC plan. . In the event that other bargaining units participating in the DC plan (i.e. LIUNA, CWA, AFSCME) receives any greater benefits than the JEA provides to JSA (i.e. through contract negotiations, settlement, impasse proceedings or litigation) then JSA shall receive the difference between the DC plan benefit and that received by the other bargaining unit. No benefits under the DC plan shall decrease for all active, full-time, enrolled unit employees. JEA agrees to contribute to the employee's pension program to the extent required by applicable laws pertaining to the employee's contributory pension program. No benefits under the GEPP DB shall decrease for all active, full-time, enrolled unit employees, including but not limited to the DROP program, disability benefits, COLA increases, survivor benefits and any other benefits as they exist as of the date of JSA's ratification of this agreement. In the event that other bargaining units participating in the DB plan (i.e. LIUNA, CWA, AFSCME) receives any greater benefits than the JEA provides to JSA (i.e. through contract negotiations, settlement, impasse proceedings or litigation) than JSA shall receive the difference between the DB plan benefit and that received by the other bargaining unit.

Supervisory differential: Sec. 19.6(b) providing for a 5% wage supplement for all time an employee spends in a position where they are required to handle cash is deleted.

Administration of pay plan: all employees shall receive general increases of 3% effective October 1, 2016; 3% effective October 1, 2017; 3% increase effective October 1, 2018; a 2% increase concurrent with the increase in the employee contribution to the GEPP to 10% (or otherwise matching a change in the employer contribution rate). All employees shall receive a 1-time lump sum payment of 1.5% of base pay as of October 1, 2016 (which shall include the general wage increase effective on that date).

Arbitration: the requirement that an arbitrator shall render his/her decision within 30 days after the conclusion of the hearing or receipt of post-hearing briefs or face a fee reduction of 5% per day beyond the 30 day limit is deleted.

Alcohol and controlled substance abuse and testing: deletes Section 21.2(D) regarding annual testing with advance notice during normal working hours.

Policy Impact Area: Collective bargaining; retirement reform

Fiscal Impact: The JEA estimates the cost of the wage increases for the 194 covered employees at $2,595,083 over the three year period.

Analyst: Clements

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Bill Type and Number: Ordinance 2017-249

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: TEU, F

Date of Analysis: March 30, 2017

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the JEA and Northeast Florida Public Employees' Local 630, Laborers' International Union of North America, AFL-CIO (LIUNA) through September 30, 2019.

Background Information:

Stewards and representation: adds a provision that through the life of the contract, JEA will provide up to 2 days without loss of pay for LIUNA steward training for up to 17 stewards.

Special meetings: the Manager of Labor Relations and the LIUNA Business Agent agree to convene quarterly for a labor/management meeting to confer on matters of interest a mutually agreeable time and place. Up to 6 representatives of management and 6 representatives of labor may be present unless the parties agree to a different number. Union representatives shall receive their regular pay for attending, providing the meeting takes place during the employee's normal work day. The parties agree that neither special meetings nor quarterly labor/management meetings shall be used to renegotiate terms of this agreement or to discuss matters addressed in the grievance process.

Overtime: an employee who is required by management to attend a meeting outside of and not contiguous to his/her regularly scheduled working hours shall be compensated the greater of 2 hours or the actual meeting duration at 1.5 times the employee's regular rate of pay. Violation of the rules regarding passing over an employee who was eligible and available for the next overtime opportunity will require 2 hours of compensation at 1.5 times the employee's regular rate of pay.

System or limited emergency: when employees are requested and authorized to assist other utilities in the restoration of their service areas, those employees will receive compensation at 2 times their normal rate of pay for hours worked in this process, to include travel and any other time required. In non-emergency situations assisting other utilities, JEA will pay compensation of 2 times normal rate of pay if reimbursable from non-JEA sources (i.e. FEMA or the other utility).

Wages: employees shall receive a general increase of 4.5% for FY16-17, 5% for FY17-18 and 4.5% for FY18-19. Employees will receive a 2% increase to base salary concurrent with the increase in the employee contribution GEPP from 8% to 10%, or otherwise matching the change in employee contribution.

Employee benefits: LIUNA agrees to the closure of the GEPP to new hires and their enrollment in a defined contribution (DC) plan. Participants in the DC plan will make an 8% employee contribution and the JEA will make a 12% employer contribution to the DC plan. In the event that other bargaining units participating in the DC plan (i.e. JSA, CWA, AFSCME) receives any greater benefits than the JEA provides to LIUNA (i.e. through contract negotiations, settlement, impasse proceedings or litigation) then LIUNA shall receive the difference between the DC plan benefit and that received by the other bargaining unit. No benefits under the DC plan shall decrease for all active, full-time, enrolled unit employees. JEA agrees to contribute to the employee's pension program to the extent required by applicable laws pertaining to the employee's contributory pension program. No benefits under the GEPP DB shall decrease for all active, full-time, enrolled unit employees, including but not limited to the DROP program, disability benefits, COLA increases, survivor benefits and any other benefits as they exist as of the date of LIUNA's ratification of this agreement. In the event that other bargaining units participating in the DB plan (i.e. JSA, CWA, AFSCME) receives any greater benefits than the JEA provides to LIUNA (i.e. through contract negotiations, settlement, impasse proceedings or litigation) than LIUNA shall receive the difference between the DB plan benefit and that received by the other bargaining unit.

Any new employee hired on or after October 1, 2017 shall become a member of the DC plan. Members of the DC plan shall make an employee contribution of 8% with the JEA making an employer contribution of 12%. Members shall vest in the DC plan on a sliding scale (25% after 2 years of service, 50% after 3 years, 75% after 4 years) with full vesting after 5 years of service.

Financial advice: JEA agrees to provide, at its own expense, meetings for each member with a financial advisor three times during the member's career: within 90 days of original employment, at the member's 10 year anniversary, and at the member's 20 year anniversary of employment.

Disability: permanent, full-time employees who are disabled (as established by competent medical evidence) due to a job-related accident, injury or illness are entitled to long-term disability benefits equal to 50% of the employee's earnable compensation at the time of the disability. Employees who suffer a non-job related disability are entitled to 25% of the employee's earnable compensation at the time of the disability, plus an additional 2.5% of earnable compensation for each year of credited service beyond 5 years, up to a maximum of 50%. Employees with less than 5 years of credited service at the time of disability are not entitled to any non-job related disability benefit. Upon the death of a member receiving a disability benefit, an eligible surviving spouse shall be paid 75% of the disability benefit in lieu of the payment of the employee's contributions and earnings in the DC plan and any employer contributions and earnings to which the employee may have had a vested right.

Survivor benefits: a surviving spouse or unmarried, orphaned children of a fully vested, active, full-time employee may choose a benefit equal to 75% of 60% of the employee's earnable compensation at the time of death. If there is no surviving spouse and no qualifying children, a solely dependent father or mother of the deceased employee may choose to receive 75% of 60% of the employee's earnable compensation. If there is a surviving spouse who chooses to receive the spousal benefit above, each child of the deceased employee will receive $300 per month until the earlier of the child turning 18 or marrying; benefits to a disabled child will continue for the life of the child or until the end of the disability. An annual cost of living adjustment of 3% will begin 5 years after the start of the survival benefit payment. Total survivor benefit (spouse plus children) will not exceed 80% of the deceased employee's earnable compensation. If survivor death benefits are paid to any survivor, those benefits will be in lieu of payment of the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event of the death of a non-vested permanent, active, full-time employee, the survivors will receive the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event of the death of a permanent, active, full-time employee with no survivor entitled to a death benefit, the City will reimburse the employee's estate or the person paying for the employee's funeral an amount not to exceed $2,500 or one-half of the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested right, whichever is less. The remaining contributions and earnings will be paid to the estate of the deceased employee.

Policy Impact Area: Collective bargaining; retirement reform

Fiscal Impact: JEA estimates the cost of wage increases for the 339 covered employees will be $4.2 million over the three year term.

Analyst: Clements

CITY COUNCIL RESEARCH DIVISION
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Bill Type and Number: Ordinance 2017-250

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: TEU, F

Date of Analysis: March 30, 2017

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the JEA and the International Brotherhood of Electrical Workers (IBEW) through September 30, 2019.

Background Information:

Accidental death benefits: JEA shall provide accidental death benefits at no expense to the employee in the amount of ~~$100,000~~ $250,000.

Retirement benefits: IBEW agrees to the closure of the GEPP to new hires and their enrollment in a defined contribution (DC) plan. Participants in the DC plan will make an 8% employee contribution and the JEA will make a 12% employer contribution to the DC plan. In the event that other bargaining units participating in the DC plan (i.e. JSA, CWA, AFSCME) receives any greater benefits than the JEA provides to IBEW (i.e. through contract negotiations, settlement, impasse proceedings or litigation) then LIUNA shall receive the difference between the DC plan benefit and that received by the other bargaining unit. No benefits under the DC plan shall decrease for all active, full-time, enrolled unit employees. JEA agrees to contribute to the employee's pension program to the extent required by applicable laws pertaining to the employee's contributory pension program. No benefits under the GEPP DB shall decrease for all active, full-time, enrolled unit employees, including but not limited to the DROP program, disability benefits, COLA increases, survivor benefits and any other benefits as they exist as of the date of IBEW's ratification of this agreement. In the event that other bargaining units participating in the DB plan (i.e. JSA, CWA, AFSCME) receives any greater benefits than the JEA provides to IBEW (i.e. through contract negotiations, settlement, impasse proceedings or litigation) than IBEW shall receive the difference between the DB plan benefit and that received by the other bargaining unit.

Administration of pay plan: employees shall receive a general increase of 4.5% for FY16-17, 4.5% for FY17-18 and 4.5% for FY18-19. Employees will receive a 2% increase to base salary concurrent with the increase in the employee contribution GEPP from 8% to 10%, or otherwise matching the change in employee contribution.

Drug testing: deletes the provision that the union shall be given prior written notice of any change in the established drug threshold levels prior to written notice of an upcoming test being issued.

Policy Impact Area: Collective bargaining; retirement reform

Fiscal Impact: JEA estimates the cost of the wage increases for the 531covered employees at $7.7 million over the three year term.

Analyst: Clements

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Bill Type and Number: Ordinance 2017-251

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: PHS, F

Date of Analysis: March 30, 2017

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement on wages and pension between the City and the Fraternal Order of Police Lodge 5-30 (police officers through sergeants, lieutenants and captains bargaining units), FOP Lodge 5-30 (rank and file corrections officers and supervisory corrections officers bargaining units), and FOP Lodge 5-30 (judicial officers and sworn bailiffs bargaining units) through FY19-20.

Background Information:
Wages: the agreement provides that all full-time employees shall receive a one-time 3% lump sum of base wages benefit in FY16-17, contingent upon Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) not having been ruled invalid by a judge of the 4th Judicial Circuit by October 1, 2017, ratification of the bargaining agreement by the City Council, and closure of the current defined benefit pension plan to new members. Full-time employees (except judicial officers and sworn bailiffs – see below) then will receive wage increases of 6.5% in FY17-18, 6.5% in FY18-19 and 7% in FY19-20. Wage increases will adjust the wages for each step in step schedules by the wage increase percent. Judicial officers and sworn bailiffs will receive wage increases of 5% in FY17-18, 4.5% in FY18-19 and 4.5% in FY19-20.

Contributions and vesting: the agreement provides that full-time employees hired before October 1, 2107 and enrolled in the defined benefit (DB) pension plan shall increase their employee contribution to the plan from 8% to 10% of earnable compensation, and on or after October 1, 2017 those employees may not switch to the defined contribution (DC) plan. The benefits for all active, full-time police and fire unit employees hired prior to October 1, 2017 (Group 1 and its subgroups and Group 2) shall be consolidated and such employees will receive the same retirement benefits, including disability and death benefits, as those members previously known as “Group 1 members with 20 or more years of credited service as of June 19, 2015”, including: DROP eligibility with an 8.4% annual rate of return; COLA of 3%; vesting with 5 years of credited service; pension accrual at 3% for the first 20 years and 2% for up to 10 more years; and normal retirement at 20 years. Any new employee hired on or after October 1, 2017 shall become a member of the DC plan, except that employees who were members of the DB plan before that date who leave City employment and leave their contributions in the DB plan may resume membership in the DB plan if subsequently re-hired. Members of the DC plan shall make an employee contribution of 10% with the City making an employer contribution of 25%. Members shall vest in the DC plan on a sliding scale (25% after 6 months of service, 50% after 1 year, 75% after 2 years) with full vesting after 3 years of service. Corrections unit employees who are participating in DROP will receive a minimum 2% annual rate of return. At retirement, corrections employees may choose a one-time payment of the DROP benefit or may leave their funds in the DROP plan and take a monthly distribution based on current correction officer pension actuarial mortality tables. If the monthly distribution option is chosen, the employee will earn interest on their DROP account at the actual rate of return with a floor of 0% and a ceiling of 14%.

Financial advice: the City agrees to provide, at its own expense, meetings for each member with a financial advisor three times during the member's career: within 90 days of original employment, at the member's 10 year anniversary, and at the member's 20 year anniversary of employment.

Disability: active, full-time employees (except judicial officers and sworn bailiffs – see below) who are permanently and totally disabled (as established by competent medical evidence) from useful and efficient service as a police or corrections officer are entitled to disability benefits equal to 60% of the average salary received by the employee for the preceding 52 pay periods (2 years) at the time of the disability. An annual 3% COLA will apply. Additionally the employee will receive a supplement of $5 per month of actual credited services, which shall be no less than $25 or more than $150 per month.

Judicial officer and bailiff unit members who are permanently and totally disabled (as established by competent medical evidence) as a result of job-related accident, illness or injury are entitled to long-term disability benefits equal to 50% of the employee's earnable compensation at the time of disability. Unit members who are disabled (as established by competent medical evidence) due to non-job related accident, illness or injury are entitled to long-term disability benefits equal to 25% of the employee's earnable compensation at the time of disability, plus an additional 2.5% for each year of credited service beyond 5 years, up to a maximum of 50% of earnable compensation. There is no non-service related disability benefit for unit employees with less than 5 years of service. Upon the death of a member receiving a disability benefit, an eligible surviving spouse shall be paid 75% of the disability benefit in lieu of the payment of the employee's contributions and earnings in the DC plan and any employer contributions and earnings to which the employee may have had a vested right.

Survivor benefits (all except judicial officers and bailiffs – see below): a surviving spouse or unmarried, orphaned children of a fully vested, active, full-time employee shall receive a benefit equal to 75% of 60%, plus an additional 2% for each full year of service in excess of 20, of the average salary received by the employee for the 52 pay periods (2 years) immediately prior to death. A 3% COLA will apply. If there is a surviving spouse, each child of the deceased employee will receive $200 per month until the earlier of the child turning 18 (or 22 if a qualified student) or marrying. Total survivor benefit (spouse plus children) will not exceed 60% plus an additional 2% for each full year of service in excess of 20, of the average salary received by the employee for the 52 pay periods immediately preceding the employee's death. A 3% COLA will apply. If there is no surviving spouse, each child of the deceased employee under the age of 18 will receive the greater of $200 per month or a proportionate share of the surviving spouse's benefit until reaching the age of 18 or marrying. If there is no surviving spouse, each child of the deceased employee who is age 18 or older and who is a qualified student will receive $200 per month until reaching age 22 or becoming married. If there is no surviving spouse, each child of the deceased employee who is disabled and reaches the age of 18 will receive 50% of the benefit otherwise allocable to the surviving spouse, during the presence of the disabling condition. An annual 3% COLA will apply. The survival benefit will include a supplemental benefit of $5 per month for each year of actual credited service, which shall be no less than $25 or more than $150 per month. If survivor death benefits are paid to any survivor, those benefits will be in lieu of payment of the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event that a deceased employee's qualified survivors decline the benefits described above, the deceased employee's designated beneficiaries will receive the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest.

Judicial officer and bailiff survivor benefits are largely the same as for police and corrections officers, but with the following differences: no surviving spouse/orphaned child benefit of an additional 2% for each full year of service in excess of 20 beyond the 75% of 60% of compensation; each child of the deceased employee will receive $300 (not $200) per month until the earlier of the child turning 18 or marrying; no extension of child benefit to age 22 if a qualified student; 3% annual COLA begins 5 years after the survivor benefit begins; if there is no survivor entitled to the death benefit, the City will reimburse the employee's estate or the person paying the employee's funeral expenses up to $2,500 or one-half of the employee's contributions and earnings to the DC plan, whichever is less. The remaining contributions will be paid to the employee's estate.

Additional terms (police officer units): the implementing ordinance shall include language providing that: 1) nothing in this section shall be construed to impair the rights provided under Article 1, Section 6 of the Florida Constitution (right to work) or Chapter 447, Florida Statutes (labor organizations); 2) nothing herein shall be construed to waive the City's or the certified bargaining agent's right to demand collective bargaining as authorized under Florida law; 3) the City and any authorized certified bargaining agent shall have all the rights and be subject to the provisions of Chapter 447 including negotiation and an impasse process, provided, however, that the City shall not unilaterally alter the retirement benefits of DB or DC plan members for a period of 3 years from October 1, 2017, which period shall automatically extend for two additional 3-year periods and an additional 1-year period if the average annual growth rate of the City's ad valorem revenue for the most recent 3-year period is no less than 2.5% (unless there is a millage reduction, in which case that year is excluded from the calculation) and if the time-weighted, average annual gross return on investment for the PFPF fund for the most recent 3 years is no less than the actuarial assumed rate of return, less 1%; the automatic extensions described above shall not take effect if the collective bargaining agent declares an impasse on retirement benefits. The parties agree that the City and PFPF will no longer make the additional UAAL payments set forth in Ordinance 2015-304-E now that a long-term solution to the UAAL has been agreed upon. Effective October 1, 2107, in return for reassigning all future Chapter 175 proceeds for the IAAF's legal use and reassigning 20% of the balances (together with interest) in the Unfunded Liability Payment Account and the Supplemental Payment Account to the Fund for the IAAF's legal use, it is agreed that the remaining balances plus any interest thereon in the City's Budget Stabilization Account, Enhanced Benefit Account, Unfunded Liability Payment Account and Supplemental Payment Account shall be applied to the City's employer contribution for the year(s) selected by the City; both the City and IAAF agree not to initiate any changes to the balances of those funds. Police unit members who entered DROP as members of pension group 1B or 1C will be made whole as far as COLA and 8.4% DROP interest, as if they never left Group 1A. Police officers who have retired since June 19, 2015 will be retroactively compensated with a 3% COLA as if they never left the plan.

Corrections officer units: same as police units above, except without the retroactivity of pension group consolidation (last 2 sentences in the paragraph above)

The judicial officers and bailiffs agreement does not contain additional terms.

Reopeners: police officers - except for wages and pension benefits covered by this agreement, the City agrees to reopen negotiations during the first year of this agreement for other terms and conditions of employment including, but not limited to, retirement of members not currently appointed at their highest Civil Service attained rank, health insurance issues and voluntary individual employee benefit contracts.

Corrections officers – same as police officers above, plus: FOP proposal that current members of the corrections pension fund will receive the current balance of the booking funds or Administrative Surcharges and future proceeds of these charges, which can be used to fund a Share Plan or Voluntary Employee Benefit Association and a comprehensive salary plan for corrections officers that will discuss and analyze the need for parity pay with police officers; the new salary plan to go into effect October 1, 2018 and will not decrease wages of corrections unit employees.

Judicial officers and bailiffs – health insurance issues.

Contingencies and effect: this agreement, when accepted, supersedes and repudiates all previous retirement benefit agreements and past practices, including but not limited to the 2015 Retirement Reform Agreement effective in June 2015; if Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) has been ruled invalid by a judge of the 4th Judicial Circuit before October 1, 2017 then none of the wage or retirement changes will go into effect, the agreement will be dissolved and the parties shall re-enter collective bargaining over wages and benefits within 30 days. If Section 212.055(9) of the Florida Statutes is ruled invalid by a judge of the 4th Judicial Circuit after October 1, 2017 then any future wage increases that have not been realized will not occur; however any wages increases and benefits that have been realized at the time of the resolution of the invalidation shall remain intact, including the October 1, 2017 wage increase, the one-time lump sum payment and the consolidation of defined benefit plan participants. If invalidation occurs the parties shall enter collective bargaining over wages within 30 days. All bargaining units within the applicable pension fund must agree to the same new DC plan for their new employees effective October 1, 2017, which must be ratified by City Council and an implementing ordinance enacted. All bargaining units must agree and understand that any existing Ordinance Code which contradicts this agreement will be changed to effectuate and coincide with this agreement.

Additional language in police officers unit contract: it is understood that the City will leave their monies in the account of the Police and Fire Pension Fund. These monies will be credited to the City by the PFPF to make their ARC payments in the amount chosen by the City each year. It is also understood if this agreement is determined to violate any IRS tax rules or causes a negative tax implication for the fund or members of the fund, both parties agree to re-open this agreement. The re-opening of the agreement will be for the sole purpose of correcting any negative tax implication or IRS rule violation.

Policy Impact Area: Collective bargaining; retirement reform

Fiscal Impact: Undetermined

Analyst: Clements

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Bill Type and Number: Ordinance 2017-252

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: PHS, F

Date of Analysis: March 30, 2017

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the City and Local 122 of the International Association of Firefighters (IAFF) firefighters, fire engineers, fire lieutenants and fire captains, and fire district chiefs bargaining units through FY19-20.

Background Information:
Wages: the agreement provides that all full-time employees shall receive a one-time 3% lump sum of base wages benefit in FY16-17, contingent upon Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) not having been ruled invalid by a judge of the 4th Judicial Circuit by October 1, 2017, ratification of the bargaining agreement by the City Council, and closure of the current defined benefit pension plan to new members. Full-time employees then will receive wage increases of 6.5% in FY17-18, 6.5% in FY18-19 and 7% in FY19-20. Wage increases will adjust the wages for each step in step schedules by the wage increase percent.

Contributions and vesting: the agreement provides that full-time employees hired before October 1, 2107 and enrolled in the defined benefit (DB) pension plan shall increase their employee contribution to the plan from 8% to 10% of earnable compensation, and on or after October 1, 2017 those employees may not switch to the defined contribution (DC) plan. The benefits for all active, full-time police and fire unite employees hired prior to October 1, 2017 (Group 1 and its subgroups and Group 2) shall be consolidated and such employees will receive the same retirement benefits, including disability and death benefits, as those members previously known as “Group 1 members with 20 or more years of credited service as of June 19, 2015”, including: DROP eligibility with an 8.4% annual rate of return; COLA of 3%; vesting with 5 years of credited service; pension accrual at 3% for the first 20 years and 2% for up to 10 more years; and normal retirement at 20 years. Any new employee hired on or after October 1, 2017 shall become a member of the DC plan, except that employees who were members of the DB plan before that date who leave City employment and leave their contributions in the DB plan may resume membership in the DB plan if subsequently re-hired. Members of the DC plan shall make an employee contribution of 10% with the City making an employer contribution of 25%. Members shall vest in the DC plan on a sliding scale (25% after 6 months of service, 50% after 1 year, 75% after 2 years) with full vesting after 3 years of service.

Financial advice: the City agrees to provide, at its own expense, meetings for each member with a financial advisor three times during the member’s career: within 90 days of original employment, at the member’s 10 year anniversary, and at the member’s 20 year anniversary of employment.

Disability: active, full-time employees who are permanently and totally disabled (as established by competent medical evidence) from useful and efficient service as a firefighter are entitled to disability benefits equal to 60% of the average salary received by the employee for the preceding 52 pay periods (2 years) at the time of the disability. An annual 3% COLA will apply. Additionally the employee will receive a supplement of $5 per month of actual credited services, which shall be no less than $25 or more than $150 per month.

Survivor benefits: a surviving spouse or unmarried, orphaned children of a fully vested, active, full-time employee shall receive a benefit equal to 75% of 60%, plus an additional 2% for each full year of service in excess of 20, of the average salary received by the employee for the 52 pay periods (2 years) immediately prior to death. A 3% COLA will apply. If there is a surviving spouse, each child of the deceased employee will receive $200 per month until the earlier of the child turning 18 (or 22 if a qualified student) or marrying. Total survivor benefit (spouse plus children) will not exceed 60% plus an additional 2% for each full year of service in excess of 20, of the average salary received by the employee for the 52 pay periods immediately preceding the employee's death. A 3% COLA will apply. If there is no surviving spouse, each child of the deceased employee under the age of 18 will receive the greater of $200 per month or a proportionate share of the surviving spouse's benefit until reaching the age of 18 or marrying. If there is no surviving spouse, each child of the deceased employee who is age 18 or older and who is a qualified student will receive $200 per month until reaching age 22 or becoming married. If there is no surviving spouse, each child of the deceased employee who is disabled and reaches the age of 18 will receive 50% of the benefit otherwise allocable to the surviving spouse, during the presence of the disabling condition. An annual 3% COLA will apply. The survival benefit will include a supplemental benefit of $5 per month for each year of actual credited service, which shall be no less than $25 or more than $150 per month. If survivor death benefits are paid to any survivor, those benefits will be in lieu of payment of the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event that a deceased employee's qualified survivors decline the benefits described above, the deceased employee's designated beneficiaries will receive the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest.

Additional terms: the implementing ordinance shall include language providing that: 1) nothing in this section shall be construed to impair the rights provided under Article 1, Section 6 of the Florida Constitution (right to work) or Chapter 447, Florida Statutes (labor organizations); 2) nothing herein shall be construed to waive the City's or the certified bargaining agent's right to demand collective bargaining as authorized under Florida law; 3) the City and any authorized certified bargaining agent shall have all the rights and be subject to the provisions of Chapter 447 including negotiation and an impasse process, provided, however, that the City shall not unilaterally alter the retirement benefits of DB or DC plan members for a period of 3 years from October 1, 2017, which period shall automatically extend for two additional 3-year periods and an additional 1-year period if the average annual growth rate of the City's ad valorem revenue for the most recent 3-year period is no less than 2.5% (unless there is a millage reduction, in which case that year is excluded from the calculation) and if the time-weighted, average annual gross return on investment for the PFPF fund for the most recent 3 years is no less than the actuarial assumed rate of return, less 1%; the automatic extensions described above shall not take effect if the collective bargaining agent declares an impasse on retirement benefits. The parties agree that the City and PFPF will no longer make the additional UAAL payments set forth in Ordinance 2015-304-E now that a long-term solution to the UAAL has been agreed upon. Effective October 1, 2107, in return for reassigning all future Chapter 175 proceeds for the IAAF's legal use and reassigning 20% of the balances (together with interest) in the Unfunded Liability Payment Account and the Supplemental Payment Account to the Fund for the IAAF's legal use, it is agreed that the remaining balances plus any interest thereon in the City's Budget Stabilization Account, Enhanced Benefit Account, Unfunded Liability Payment Account and Supplemental Payment Account shall be applied to the City's employer contribution for the year(s) selected by the City; both the City and IAAF agree not to initiate any changes to the balances of those funds.

Reopeners: except for wages and pension benefits covered by this agreement, the City agrees to reopen negotiations during the first year of this agreement for other terms and conditions of employment including, but not limited to, retirement of members not currently appointed at their highest Civil Service attained rank, incentive pay, employee benefits (including cell phone repair/replacement and transfer pay), leave usage, promotions, personal leave (Plan P) and voluntary individual employee benefit contracts.

Contingencies and effect: this agreement, when accepted, supersedes and repudiates all previous retirement benefit agreements and past practices, including but not limited to the 2015 Retirement Reform Agreement effective in June 2015; if Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) has been ruled invalid by a judge of the 4th Judicial Circuit before October 1, 2017 then none of the wage or retirement changes will go into effect, the agreement will be dissolved and the parties shall re-enter collective bargaining over wages and benefits within 30 days. If Section 212.055(9) of the Florida Statutes is ruled invalid by a judge of the 4th Judicial Circuit after October 1, 2017 then any future wage increases that have not been realized will not occur; however any wages increases and benefits that have been realized at the time of the resolution of the invalidation shall remain intact, including the October 1, 2017 wage increase, the one-time lump sum payment and the consolidation of defined benefit plan participants. If invalidation occurs the parties shall enter collective bargaining over wages within 30 days. All bargaining units within the applicable pension fund must agree to the same new DC plan for their new employees effective October 1, 2017, which must be ratified by City Council and an implementing ordinance enacted. All bargaining units must agree and understand that any existing Ordinance Code which contradicts this agreement will be changed to effectuate and coincide with this agreement.

Policy Impact Area: Collective bargaining; retirement reform

Fiscal Impact: Undetermined

Analyst: Clements

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Bill Type and Number: Ordinance 2017-253

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS, F

Date of Analysis: March 30, 2017

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the City and the Communications Workers of America (CWA) through FY19-20.

Background Information:
Wages: the agreement provides that all full-time shall receive a one-time 2% lump sum of base wages benefit in FY16-17, contingent upon Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) not having been ruled invalid by a judge of the 4th Judicial Circuit by October 1, 2017, ratification of the bargaining agreement by the City Council, and closure of the current defined benefit pension plan to new members. Full-time employees then will receive wage increases of 5% in FY17-18, 4.5% in FY18-19 and 4.5% in FY19-20.

Contributions and vesting: the agreement provides that full-time employees hired before October 1, 2107 and enrolled in the defined benefit (DB) pension plan shall increase their employee contribution to the plan from 8% to 10% of earnable compensation, and on or after October 1, 2017 those employees may not switch to the defined contribution (DC) plan. Any new employee hired on or after October 1, 2017 shall become a member of the DC plan, except that employees who were members of the DB plan before that date who leave City employment and leave their contributions in the DB plan may resume membership in the DB plan if subsequently re-hired. Members of the DC plan shall make an employee contribution of 8% with the City making an employer contribution of 12%. Members shall vest in the DC plan on a sliding scale (25% after 2 years of service, 50% after 3 years, 75% after 4 years) with full vesting after 5 years of service.

Financial advice: the City agrees to provide, at its own expense, meetings for each member with a financial advisor three times during the member's career: within 90 days of original employment, at the member's 10 year anniversary, and at the member's 20 year anniversary of employment.

Disability: permanent, full-time employees who are disabled (as established by competent medical evidence) due to a job-related accident, injury or illness are entitled to long-term disability benefits equal to 50% of the employee's earnable compensation at the time of the disability. Employees who suffer a non-job related disability are entitled to 25% of the employee's earnable compensation at the time of the disability, plus an additional 2.5% of earnable compensation for each year of credited service beyond 5 years, up to a maximum of 50%. Employees with less than 5 years of credited service at the time of disability are not entitled to any non-job related disability benefit. Upon the death of a member receiving a disability benefit, an eligible surviving spouse shall be paid 75% of the disability benefit in lieu of the payment of the employee's contributions and earnings in the DC plan and any employer contributions and earnings to which the employee may have had a vested right.

Survivor benefits: a surviving spouse or unmarried, orphaned children of a fully vested, active, full-time employee may choose a benefit equal to 75% of 60% of the employee's earnable compensation at the time of death. If there is no surviving spouse and no qualifying children, a solely dependent father or mother of the deceased employee may choose to receive 75% of 60% of the employee's earnable compensation. If there is a surviving spouse who chooses to receive the spousal benefit above, each child of the deceased employee will receive $300 per month until the earlier of the child turning 18 or marrying; benefits to a disabled child will continue for the life of the child or until the end of the disability. An annual cost of living adjustment of 3% will begin 5 years after the start of the survival benefit payment. Total survivor benefit (spouse plus children) will not exceed 80% of the deceased employee's earnable compensation. If survivor death benefits are paid to any survivor, those benefits will be in lieu of payment of the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event of the death of a non-vested permanent, active, full-time employee, the survivors will receive the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event of the death of a permanent, active, full-time employee with no survivor entitled to a death benefit, the City will reimburse the employee's estate or the person paying for the employee's funeral an amount not to exceed $2,500 or one-half of the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested right, whichever is less. The remaining contributions and earnings will be paid to the estate of the deceased employee.

Reopener: except for the wages and pension benefits covered by this agreement, the City agrees to reopen negotiations during the first year of this agreement to negotiate other terms and conditions of employment.

Contingencies and effect: if Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) has been ruled invalid by a judge of the 4th Judicial Circuit before October 1, 2017 then none of the wage or retirement changes will go into effect, the agreement will be dissolved and the parties shall re-enter collective bargaining over wages and benefits within 30 days. If Section 212.055(9) of the Florida Statutes is ruled invalid by a judge of the 4th Judicial Circuit after October 1, 2017 then any future wage increases that have not been realized will not occur; however any wages increases and benefits that have been realized at the time of the resolution of the invalidation shall remain intact, including the October 1, 2017 wage increase, the one-time lump sum payment and the consolidation of defined benefit plan participants. If invalidation occurs the parties shall enter collective bargaining over wages within 30 days. All bargaining units within the applicable pension fund must agree to the same new DC plan for their new employees effective October 1, 2017, which must be ratified by City Council and an implementing ordinance enacted. All bargaining units must agree and understand that any existing Ordinance Code which contradicts this agreement will be changed to effectuate and coincide with this agreement.

Policy Impact Area: Collective bargaining; retirement reform

Fiscal Impact: Undetermined

Analyst: Clements

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Bill Type and Number: Ordinance 2017-254

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS, F

Date of Analysis: March 30, 2017

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the City and the American Federation of State, County and Municipal Employees (AFSCME) through FY19-20.

Background Information:
Wages: the agreement provides that all full-time and temporary/part time employees shall receive a one-time 3% lump sum of base wages benefit in FY16-17, contingent upon Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) not having been ruled invalid by a judge of the 4th Judicial Circuit by October 1, 2017, ratification of the bargaining agreement by the City Council, and closure of the current defined benefit pension plan to new members. Full-time employees then will receive wage increases of 5% in FY17-18, 4.5% in FY18-19 and 4.5% in FY19-20. Temporary/part-time employees will receive wage increases of 3% in FY17-18, 4.5% in FY18-19 and 4.5% in FY19-20.

Contributions and vesting: the agreement provides that full-time employees hired before October 1, 2107 and enrolled in the defined benefit (DB) pension plan shall increase their employee contribution to the plan from 8% to 10% of earnable compensation, and on or after October 1, 2017 those employees may not switch to the defined contribution (DC) plan. Any new employee hired on or after October 1, 2017 shall become a member of the DC plan, except that employees who were members of the DB plan before that date who leave City employment and leave their contributions in the DB plan may resume membership in the DB plan if subsequently re-hired. Members of the DC plan shall make an employee contribution of 8% with the City making an employer contribution of 12%. Members shall vest in the DC plan on a sliding scale (25% after 2 years of service, 50% after 3 years, 75% after 4 years) with full vesting after 5 years of service.

Financial advice: no provision similar to the other proposed agreements.

Disability: permanent, full-time employees who are disabled (as established by competent medical evidence) due to a job-related accident, injury or illness are entitled to long-term disability benefits equal to 50% of the employee’s earnable compensation at the time of the disability. Employees who suffer a non-job related disability are entitled to 25% of the employee’s earnable compensation at the time of the disability, plus an additional 2.5% of earnable compensation for each year of credited service beyond 5 years, up to a maximum of 50%. Employees with less than 5 years of credited service at the time of disability are not entitled to any non-job related disability benefit. Upon the death of a member receiving a disability benefit, an eligible surviving spouse shall be paid 75% of the disability benefit in lieu of the payment of the employee’s contributions and earnings in the DC plan and any employer contributions and earnings to which the employee may have had a vested right.

Survivor benefits: a surviving spouse or unmarried, orphaned children of a fully vested, active, full-time employee may choose a benefit equal to 75% of 60% of the employee’s earnable compensation at the time of death. If there is no surviving spouse and no qualifying children, a solely dependent father or mother of the deceased employee may choose to receive 75% of 60% of the employee’s earnable compensation. If there is a surviving spouse who chooses to receive the spousal benefit above, each child of the deceased employee will receive $300 per month until the earlier of the child turning 18 or marrying; benefits to a disabled child will continue for the life of the child or until the end of the disability. An annual cost of living adjustment of 3% will begin 5 years after the start of the survival benefit payment. Total survivor benefit (spouse plus children) will not exceed 80% of the deceased employee’s earnable compensation. If survivor death benefits are paid to any survivor, those benefits will be in lieu of payment of the employee’s contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event of the death of a non-vested permanent, active, full-time employee, the survivors will receive the employee’s contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event of the death of a permanent, active, full-time employee with no survivor entitled to a death benefit, the City will reimburse the employee’s estate or the person paying for the employee’s funeral an amount not to exceed $2,500 or one-half of the employee’s contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested right, whichever is less. The remaining contributions and earnings will be paid to the estate of the deceased employee.

Reopener: no provision similar to the other proposed agreements.

Contingencies and effect: if Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) has been ruled invalid by the courts then all negotiated benefits and wages that have been realized within the subject fiscal year shall remain status quo, there shall be no further wage increases, and the parties shall re-enter collective bargaining over wages and benefits within 30 days. All bargaining units within the applicable pension fund must agree to the same new DC plan for their new employees effective October 1, 2017, which must be ratified by City Council and an implementing ordinance enacted. All bargaining units must agree and understand that any existing Ordinance Code which contradicts this agreement will be changed to effectuate and coincide with this agreement.

Policy Impact Area: Collective bargaining; retirement reform

Fiscal Impact: Undetermined

Analyst: Clements

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Bill Type and Number: Ordinance 2017-255

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS, F

Date of Analysis: March 30, 2017

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the City and the Jacksonville Supervisors Association (JSA) for city-wide professional supervisory bargaining unit employees and non-professional supervisory bargaining unit employees through FY19-20.

Background Information:
Wages: the agreement provides that all full-time employees shall receive a one-time 3% lump sum of base wages benefit in FY16-17, contingent upon Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) not having been ruled invalid by a judge of the 4th Judicial Circuit by October 1, 2017, ratification of the bargaining agreement by the City Council, and closure of the current defined benefit pension plan to new members. Full-time employees then will receive wage increases of 5% in FY17-18, 4.5% in FY18-19 and 4.5% in FY19-20.

Contributions and vesting: the agreement provides that full-time employees hired before October 1, 2107 and enrolled in the defined benefit (DB) pension plan shall increase their employee contribution to the plan from 8% to 10% of earnable compensation, and on or after October 1, 2017 those employees may not switch to the defined contribution (DC) plan. Any new employee hired on or after October 1, 2017 shall become a member of the DC plan, except that employees who were members of the DB plan before that date who leave City employment and leave their contributions in the DB plan may resume membership in the DB plan if subsequently re-hired. Members of the DC plan shall make an employee contribution of 8% with the City making an employer contribution of 12%. Members shall vest in the DC plan on a sliding scale (25% after 2 years of service, 50% after 3 years, 75% after 4 years) with full vesting after 5 years of service.

Financial advice: the City agrees to provide, at its own expense, meetings for each member with a financial advisor three times during the member's career: within 90 days of original employment, at the member's 10 year anniversary, and at the member's 20 year anniversary of employment.

Disability: permanent, full-time employees who are disabled (as established by competent medical evidence) due to a job-related accident, injury or illness are entitled to long-term disability benefits equal to 50% of the employee's earnable compensation at the time of the disability. Employees who suffer a non-job related disability are entitled to 25% of the employee's earnable compensation at the time of the disability, plus an additional 2.5% of earnable compensation for each year of credited service beyond 5 years, up to a maximum of 50%. Employees with less than 5 years of credited service at the time of disability are not entitled to any non-job related disability benefit. Upon the death of a member receiving a disability benefit, an eligible surviving spouse shall be paid 75%

of the disability benefit in lieu of the payment of the employee's contributions and earnings in the DC plan and any employer contributions and earnings to which the employee may have had a vested right.

Survivor benefits: a surviving spouse or unmarried, orphaned children of a fully vested, active, full-time employee may choose a benefit equal to 75% of 60% of the employee's earnable compensation at the time of death. If there is no surviving spouse and no qualifying children, a solely dependent father or mother of the deceased employee may choose to receive 75% of 60% of the employee's earnable compensation. If there is a surviving spouse who chooses to receive the spousal benefit above, each child of the deceased employee will receive $300 per month until the earlier of the child turning 18 or marrying; benefits to a disabled child will continue for the life of the child or until the end of the disability. An annual cost of living adjustment of 3% will begin 5 years after the start of the survival benefit payment. Total survivor benefit (spouse plus children) will not exceed 80% of the deceased employee's earnable compensation. If survivor death benefits are paid to any survivor, those benefits will be in lieu of payment of the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event of the death of a non-vested permanent, active, full-time employee, the survivors will receive the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event of the death of a permanent, active, full-time employee with no survivor entitled to a death benefit, the City will reimburse the employee's estate or the person paying for the employee's funeral an amount not to exceed $2,500 or one-half of the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested right, whichever is less. The remaining contributions and earnings will be paid to the estate of the deceased employee.

Reopener: except for the wages and pension benefits covered by this agreement, the City agrees to reopen negotiations during the first year of this agreement to negotiate other terms and conditions of employment.

Contingencies and effect: if Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) has been ruled invalid by a judge of the 4th Judicial Circuit before October 1, 2017 then none of the wage or retirement changes will go into effect, the agreement will be dissolved and the parties shall re-enter collective bargaining over wages and benefits within 30 days. If Section 212.055(9) of the Florida Statutes is ruled invalid by a judge of the 4th Judicial Circuit after October 1, 2017 then any future wage increases that have not been realized will not occur; however any wages increases and benefits that have been realized at the time of the resolution of the invalidation shall remain intact, including the October 1, 2017 wage increase, the one-time lump sum payment and the consolidation of defined benefit plan participants. If invalidation occurs the parties shall enter collective bargaining over wages within 30 days. All bargaining units within the applicable pension fund must agree to the same new DC plan for their new employees effective October 1, 2017, which must be ratified by City Council and an implementing ordinance enacted. All bargaining units must agree and understand that any existing Ordinance Code which contradicts this agreement will be changed to effectuate and coincide with this agreement.

Policy Impact Area: Collective bargaining; retirement reform

Fiscal Impact: Undetermined

Analyst: Clements

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Bill Type and Number: Ordinance 2017-256

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS, F

Date of Analysis: March 30, 2017

Type of Action: Approval of collective bargaining agreement

Bill Summary: The bill approves an amendment on wages and pension to the existing collective bargaining agreement between the City and the Northeast Florida Public Employees' Local 630 Laborers' International Union of North America (LIUNA) through FY19-20.

Background Information:
Wages: the agreement provides that all full-time and temporary/part time employees shall receive a one-time 2% lump sum of base wages benefit in FY16-17, contingent upon Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) not having been ruled invalid by a judge of the 4th Judicial Circuit by October 1, 2017, ratification of the bargaining agreement by the City Council, and closure of the current defined benefit pension plan to new members. Full-time employees then will receive wage increases of 5% in FY17-18, 4.5% in FY18-19 and 4.5% in FY19-20. Temporary/part-time employees will receive wage increases of 3% in FY17-18, 4.5% in FY18-19 and 4.5% in FY19-20.

Contributions and vesting: the agreement provides that full-time employees hired before October 1, 2107 and enrolled in the defined benefit (DB) pension plan shall increase their employee contribution to the plan from 8% to 10% of earnable compensation, and on or after October 1, 2017 those employees may not switch to the defined contribution (DC) plan. Any new employee hired on or after October 1, 2017 shall become a member of the DC plan, except that employees who were members of the DB plan before that date who leave City employment and leave their contributions in the DB plan may resume membership in the DB plan if subsequently re-hired. Members of the DC plan shall make an employee contribution of 8% with the City making an employer contribution of 12%. Members shall vest in the DC plan on a sliding scale (25% after 2 years of service, 50% after 3 years, 75% after 4 years) with full vesting after 5 years of service.

Financial advice: the City agrees to provide, at its own expense, meetings for each member with a financial advisor three times during the member's career: within 90 days of original employment, at the member's 10 year anniversary, and at the member's 20 year anniversary of employment.

Disability: permanent, full-time employees who are disabled (as established by competent medical evidence) due to a job-related accident, injury or illness are entitled to long-term disability benefits equal to 50% of the employee's earnable compensation at the time of the disability. Employees who suffer a non-job related disability are entitled to 25% of the employee's earnable compensation at the time of the disability, plus an additional 2.5% of earnable compensation for each year of credited service beyond 5 years, up to a maximum of 50%. Employees with less than 5 years of credited service at the time of disability are not entitled to any non-job related disability benefit. Upon the death of a member receiving a disability benefit, an eligible surviving spouse shall be paid 75%

of the disability benefit in lieu of the payment of the employee's contributions and earnings in the DC plan and any employer contributions and earnings to which the employee may have had a vested right.

Survivor benefits: a surviving spouse or unmarried, orphaned children of a fully vested, active, full-time employee may choose a benefit equal to 75% of 60% of the employee's earnable compensation at the time of death. If there is no surviving spouse and no qualifying children, a solely dependent father or mother of the deceased employee may choose to receive 75% of 60% of the employee's earnable compensation. If there is a surviving spouse who chooses to receive the spousal benefit above, each child of the deceased employee will receive $300 per month until the earlier of the child turning 18 or marrying; benefits to a disabled child will continue for the life of the child or until the end of the disability. An annual cost of living adjustment of 3% will begin 5 years after the start of the survival benefit payment. Total survivor benefit (spouse plus children) will not exceed 80% of the deceased employee's earnable compensation. If survivor death benefits are paid to any survivor, those benefits will be in lieu of payment of the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event of the death of a non-vested permanent, active, full-time employee, the survivors will receive the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested interest. In the event of the death of a permanent, active, full-time employee with no survivor entitled to a death benefit, the City will reimburse the employee's estate or the person paying for the employee's funeral an amount not to exceed $2,500 or one-half of the employee's contributions and earnings to the DC plan and any employer contributions and earnings to which the employee had a vested right, whichever is less. The remaining contributions and earnings will be paid to the estate of the deceased employee.

Reopener: except for the wages and pension benefits covered by this agreement, the City agrees to reopen negotiations during the first year of this agreement to negotiate other terms and conditions of employment.

Contingencies and effect: if Section 212.055(9) of the Florida Statutes (the local option pension sales surtax authorization) has been ruled invalid by a judge of the 4th Judicial Circuit before October 1, 2017 then none of the wage or retirement changes will go into effect, the agreement will be dissolved and the parties shall re-enter collective bargaining over wages and benefits within 30 days. If Section 212.055(9) of the Florida Statutes is ruled invalid by a judge of the 4th Judicial Circuit after October 1, 2017 then any future wage increases that have not been realized will not occur; however any wages increases and benefits that have been realized at the time of the resolution of the invalidation shall remain intact, including the October 1, 2017 wage increase, the one-time lump sum payment and the consolidation of defined benefit plan participants. If invalidation occurs the parties shall enter collective bargaining over wages within 30 days. All bargaining units within the applicable pension fund must agree to the same new DC plan for their new employees effective October 1, 2017, which must be ratified by City Council and an implementing ordinance enacted. All bargaining units must agree and understand that any existing Ordinance Code which contradicts this agreement will be changed to effectuate and coincide with this agreement.

Policy Impact Area: Collective bargaining; retirement reform

Fiscal Impact: Undetermined

Analyst: Clements

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Bill Type and Number: Ordinance 2017-257

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: F

Date of Analysis: March 30, 2017

Type of Action: Levy of local option sales surtax; Ordinance Code amendment; City Charter amendment; directing notice to state government

Bill Summary: The bill creates a new Ordinance Code Chapter 776 – Pension Liability Surtax – to provide for the levy of the half-cent sales surtax authorized by Section 212.055(9), Florida Statutes, for the purpose of amortizing the unfunded accrued liability of the City's various pension plans. The bill amends City Charter Article 16 – Retirement and Pension Benefits – to add "any other retirement plan adopted by the council" as an alternative to the existing pension plans and provides that from and after October 1, 2017, no new employee of the consolidated government shall become a member of any of the consolidated government pension funds. The General Counsel is authorized to notify the Florida Department of Revenue of the City's adoption of the Pension Liability Surtax as required by state law.

Background Information: The new chapter provides that the pension liability sales tax shall become effective on the January 1 immediately following expiration of The Better Jacksonville 1/2-Cent Sales Surtax (implemented pursuant to Chapter 775, Ordinance Code), but in no event shall collection begin later than January 1, 2031. The chapter defines the mechanism by which the City shall annually calculate its Actuarial Determined Employer Contribution ("ADEC"), although the annual percentage growth in the sales tax revenue to be used in the net present value calculation that contributes to the determination of the ADEC is left blank in the bill. It provides that the unfunded pension liability shall be amortized over a 30-year period beginning with the 2017-18 fiscal year, with the sales surtax ending no later than December 31, 2060. It provides that sales tax payments to amortize the closed pension funds shall terminate prior to the end of the 30 years if the actuarial funding level for such eligible defined benefit retirement plan levied is expected to reach or exceed 100 percent. When one fund reaches the 100% funding level, the remaining sales tax proceeds shall be divided between the other two funds based on the percentage of the total of the unfunded actuarial liability of the remaining eligible defined benefit plans.

Policy Impact Area: Pension plan closure and unfunded liability amortization

Fiscal Impact: Undetermined

Analyst: Clements

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Bill Type and Number: Ordinance 2017-258

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: NCIS, F

Date of Analysis: March 30, 2017

Type of Action: Ordinance Code amendments

Bill Summary: The bill renames Ordinance Code Chapter 120 as General Employees Pension Plan and ~~Corrections Officers~~ All Employees Direct Contribution Retirement Plans. It adds language providing that no full-time civil service employee hired on or after October 1, 2017 is eligible for membership in the defined benefit pension plan and must be a member of the defined contribution plan. The employee contribution rate is increased from 8% to 10% of salary. The chapter is amended to add a condition requiring that in any year that the fund's liquidity ratio falls below (percentage to be determined), the City shall make an additional contribution sufficient to restore the minimum liquidity ratio. The Deferred Retirement Option Program (DROP) is amended to provide for a minimum 2% annual rate of return on DROP benefits, and to provide that the interest rate on the DROP funds during the post-retirement distribution period (not to exceed 90 days) shall be the actual rate of return on the fund's investment portfolio with a floor of 0% and a ceiling of 14%.

The bill creates a new Section 120.315 – Continuation of Benefits – which provides that the City and any authorized certified bargaining agent shall have all of the rights and be subject to the provisions of F.S. Ch. 447, including but not limited to the requirement for negotiations, the term limitation, and the impasse process, and provides that the City shall not unilaterally alter Members' pension benefits for a period of three years from October 1, 2017. The period of non-unilateral alteration of members' benefits shall be automatically extended by two additional three-year periods and one additional one-year period if the fiscal condition of the City meets certain minimum performance standards: at least 2.5% average growth in ad valorem tax revenue over the last 3 years (excluding years in which millage rates are reduced), and the time-weighted, average annual growth on investment for the Police and Fire Pension Fund for the three most recent fiscal years is no less that the actuarial assumed rate of return, less 1%. The bill provides that the automatic extension shall not take effect if the certified collective bargaining agent declares an impasse on retirement benefits.

The chapter is revised to provide for ~~General Employees~~ Defined Contribution Plans that encompass a General Employees Defined Contribution Plan, a Corrections Employees Defined Contribution Plan, and a Police and Fire Employees Defined Contribution Plan. Employees hired on or after October 1, 2017 must be members of the defined contribution plans. Participants in the current defined benefit plans are permitted to make a 1-time irrevocable change from the defined benefit to the defined contribution plan. The employee contribution to the GEDC plan is set at 8% with an employer contribution of 12%. Employees leaving City employment are entitled to a return of 100% of employee contributions and a portion of the employer contribution on a sliding scale: 25% after two years of service, plus an additional 25% per year until fully vested at the end of 5 years of service. The bill requires the City, at its own expense, to arrange for all Members of the GEDC to meet with a financial advisor to provide financial counseling three times during each Member's career. These meetings will occur: (1) when the

Member is in the initial training academy; (2) upon the Member's completion of 10 years of employment; and (3) upon the Member's completion of 20 years of employment.

The Corrections Employees Defined Contribution Plan (CDC) and the Police and Fire Employees Defined Contribution Plan (PFDC) are generally similar to the GEDC, but with some substantive differences. The employee contribution to the CDC and PFDC is 10% of salary with a City contribution of 25% (compared to 8% and 12% for GEDC). The vesting period for CDC and PFDC is 3 years (25% after 6 months, then an additional 25% at 1, 2 and 3 years) compared to 5 years. A surviving spouse of a fully vested, active permanent member of the CDC or PFDC is entitled to 75% of 60% of the member's earnable compensation plus 2% for each full year of service beyond 20 years, plus a 3% cost of living adjustment each January 1st (GEDC members not entitled to credit for years of service or a COLA). The benefit for children of a surviving spouse and for orphans differ between the GEDC and the CDC and PFDC. Disability benefits also differ between the plans. A disabled GEDC member is entitled to 50% of earnable compensation at the time of a job-related disability, 25% for a non-job-related disability, increased by 2.5% per year of service up to a maximum of 50%. CDC and PFDC members may not receive a disability benefit based on a condition that pre-existed membership in the plans unless the nature of the injury or illness leading to the disability would reasonably be expected to give rise to a disability in a person without the pre-existing condition. CDC and PFDC members are entitled to a disability benefit of 60% of the member's average salary for the 52 pay periods immediately preceding the disability, plus a 3% cost of living adjustment each January, plus a supplement of $5 per month for each full year of actual service, which shall be no less than $25 nor more than $150 per month.

Background Information: The bill implements the defined contribution retirement plans that would be mandatory for all new employees hired on or after October 1, 2107 pursuant to the pension liability sales tax referendum approved by voters in 2016 and numerous collective bargaining agreements negotiated by the City and JEA with their employee unions.

Policy Impact Area: Defined contribution retirement plan benefits

Fiscal Impact: Unavailable

Analyst: Clements

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Bill Type and Number: Ordinance 2017-259

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

Date of Introduction: March 28, 2017

Committee(s) of Reference: PHS, F

Date of Analysis: March 30, 2017

Type of Action: Ordinance Code amendments

Bill Summary: The bill amends Ordinance Code Chapter 121 – Police and Fire Pension Plan – to incorporate the changes negotiated between the City and its police and fire collective bargaining units as part of the implementation of the local option sales surtax for pension obligation amortization. The amendment provides that the City shall not unilaterally alter Members' pension benefits for a period of three years from October 1, 2017. The period of non-unilateral alteration of members' benefits shall be automatically extended by two additional three-year periods and one additional one-year period if the fiscal condition of the City meets certain minimum performance standards: at least 2.5% average growth in ad valorem tax revenue over the last 3 years (excluding years in which millage rates are reduced), and the time-weighted, average annual growth on investment for the Police and Fire Pension Fund for the three most recent fiscal years is no less that the actuarial assumed rate of return, less 1%. The bill provides that the automatic extension shall not take effect if the certified collective bargaining agent declares an impasse on retirement benefits.

The bill deletes the definitions of Group I and Group II members (hired before and after the effective date of Ordinance 2015-304-E) and provides that no employee hired on or after October 1, 2017 is eligible for membership in the defined benefit pension plan and must be a member of the defined contribution plan. The employee contribution rate to the defined benefit pension is increased from 8% to 10% of salary and the employer contribution is set as the Actuarially Determined Employer Contribution as provided in relevant statutes and ordinances, including the new Chapter 776 - Pension Liability Surtax (see pending Ordinance 2017-257). The chapter is amended to add a condition requiring that in any year that the PFPF plan's liquidity ratio falls below (percentage to be inserted), the City shall make an additional contribution sufficient to restore the minimum liquidity ratio. It also adds a provision that beginning with FY17-18, regardless of the amount of revenue received from the Pension Liability Surtax and the applicable Actuarially Determined Employer Contribution, the City shall, subject to annual appropriation, make an annual contribution from a source other than the Pension Liability Surtax proceeds (provided for in Chapter 776) in a minimum amount of (to be inserted), less any amount paid under the minimum liquidity ratio restoration provision cited above, until the Plan is 100% funded.

With regard to the use of "chapter funds" the bill provides that effective October 1, 2017, 20% of the accumulated balances existing on September 30, 2017, together with interest thereon, in the Unfunded Liability Payment Account (UALPA) and the Supplemental Payment Account (SPA), shall be administered by the Board for the legal use of the police officer Members, as determined by the legally recognized collective bargaining unit, and an additional 20 percent shall be administered by the Board for the legal use of the fire fighter Members, as determined by the legally recognized collective bargaining unit. Effective October 1, 2017, all Chapter 175 Florida Insurance Premium Tax Rebate Dollars and all Chapter 185 Florida Insurance Premium Tax Rebate Dollars shall be administered by the Board for the legal use of the police officer and firefighter Members as determined by the legally recognized collective bargaining unit. Effective October 1, 2017, 60 percent of the accumulated balances existing on September 30, 2017, in the Unfunded Liability Payment Account (UALPA) and the Supplemental Payment Account (SPA), and 100 percent of the accumulated balances existing on September 30, 2017, in the City Budget Stabilization Account (CBSA) and the Enhanced Benefits Account (EBA), together with the interest thereon, shall be administered by the Board for the sole purpose of being applied to the City's Actuarially Determined Employer Contribution (ADEC) for the year(s) selected by the City, at the discretion of the City. The Board shall not utilize the funds for any other purpose than those specifically enumerated in this section. The bill deletes the provisions relating to City and PFPF Board accelerated payments toward pension liability amortization adopted via Ordinance 2015-304-E.

Part II – Pension Benefits – is amended to remove the Group I/Group II member and benefits distinctions and deletes the provisions regarding benefit entitlements for members who had more or fewer than five years of service as of the effective date of Ordinance 2015-304-E. With the deletions, members are entitled to a retirement benefit equal to a maximum of 80% of average salary received by the member for the 52 pay periods (2 years) immediately preceding retirement upon the completion of 30 years of service. The disability benefit shall be equal to 60 percent of the average salary received by the Member for the 52 pay periods immediately preceding the time of disability retirement. The bill deletes the language regarding differential cost of living adjustment (COLA) rights for employees with more or fewer than 20 years of service as of the effective date of Ordinance 2015-304-E. It also deletes language regarding differential surviving spouse and child benefits for Group I and Group II members and to Group I and Group II DROP participants and DROP participants more or fewer than 20 years of service as of the effective date of Ordinance 2015-304-E. Section 121.211 regarding BACKDROP for Group II members is deleted. Section 121306 regarding use of the member reserve account and enhanced benefit account to reduce member contributions pursuant to Ordinance 91-1017-605 is deleted.

Background Information: The bill implements changes to the PFPF defined benefit pension plan as a result of implementation of the defined contribution retirement plan that would be mandatory for all new employees hired on or after October 1, 2107 pursuant to the pension liability sales tax referendum approved by voters in 2016 and numerous collective bargaining agreements negotiated by the City and the police and fire unions.

Policy Impact Area: Retirement benefit changes

Fiscal Impact: Undetermined

Analyst: Clements

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Bill Type and Number: Resolution 2017-260

Sponsor: Council President Boyer

Date of Introduction: March 28, 2017

Committee(s) of Reference: R

Date of Analysis: March 29, 2017

Type of Action: Appointment

Bill Summary: This bill appoints Stephen A. Frick,Jr., to the Jacksonville Health Facilities Authority, filling the seat formerly held by John M. Shaw III, for a first term ending December 15, 2020.

Background Information: The Jacksonville Health Facilities Authority is established pursuant to Chapter 490, *Ordinance Code*, and charged to assist health facilities in the acquisition, construction, financing, and refinancing of projects. Section 490.106, *Ordinance Code,* provides that the members of the board are appointed by the Council.

Mr. Frick received a bachelor's degree in business administration from the University of Florida and holds FINRA Series 6, 63, 66 and 7 licenses and is a Florida licensed 2-15 Life, Health, and Variable Annuity Agent. He is a Private Wealth Advisor at *Synovus Bank of Jacksonville* and is a member of the Mandarin Rotary. Mr. Frick resides in the Miramer area within Council District #5.

Policy Impact Area: Jacksonville Health Facilities Authority operations

Fiscal Impact: Anticipated to be minimal

Analyst: Shoup