



# Taxation, Revenue, and Utilization of Expenditures (TRUE) Commission

Daniel Henry, Chair

## LEGISLATIVE TRACKING COMMITTEE MEETING MINUTES

November 7, 2019

3:00 p.m.

City Council Conference Room B

Suite 425, City Hall

**Attendance:** Commissioners John Roberts, Jim Mazur, Daniel Henry, Greg Rachal

**Also:** Jeff Clements – Council Research Division; Diane Moser – Director, Employee Benefits Department

The meeting was convened at 3:03 p.m. and the following items were discussed:

Diane Moser discussed a report published in the media recently that indicated a pay disparity between male and female employees of the City. She said a quadrennial pay study is required by Ordinance Code. The last one done in 2017 was mostly for appointed officials and employees (primarily managerial positions). The vast majority of employees are either collectively bargained or covered by civil service and are subject to pay ranges under the collective bargaining plans. There is very little provision for moving employees within pay ranges except for annual citywide pay increases or special adjustments when market disparities are identified. Existing employees within an office may have their salary raised if a new employee with comparable qualifications (experience and education) is hired into the office making a higher salary. The City does not currently have a merit pay system, although it did in the past. In response to a question about lawsuits relating to pay equity, Ms. Moser said it happens very rarely, only once in the last 10 years in her memory. Pay equity challenges could happen either through a union grievance process or by non-union employees appealing to their supervisor which is then processed through Employee Benefits for investigation and a resolution, which must ultimately be approved by the Mayor's Budget Review Committee for a change to be made. In response to a question from Commissioner Henry about whether the Employee Services Department keeps track of pay equity complaints over time,

The quadrennial pay equity study is done by an expert consultant using job analysis questionnaires to quantify all of the characteristics and duties of individual jobs to determine both the appropriate pay range for a job and the appropriate salaries for individuals within a range. Comparable salary rates are based on benchmarking in the employment market. An Executive Compensation Committee (CFO, Director of Neighborhoods, 1 representative of the Mayor, and 1 representative of the Sheriff, staffed by the Director of Employee Services) reviews the findings of the rate study and proposes new salaries to the Mayor and Sheriff. In general, appointed employees are granted the same general pay increases given to the collectively bargained employees when citywide increases are given.

In response to a question from Commissioner Rachal about how Jacksonville's pay rates compare to other Florida jurisdictions, Ms. Moser said that the City is just getting into the collective bargaining process, so she can't really address that at this point.

In response to a question from Commissioner Roberts about whether the department does intra-city comparisons, she said they have made some adjustments in the past based on particular issues such as what JEA paid to IT employees, but it's not done often. They do look at other Florida and cities and counties that are competitive for our employees. Commissioner Henry requested a copy of the 2017 quadrennial pay equity study. In response to a question about what jobs are appointed positions versus civil service, Ms. Moser said those definitions are found in the City Charter and the Ordinance Code.

2019-803 – amendments to Florida Standard Building Code: local amendments to the state Building Code need to be approved by the state and must be justified by local conditions that vary significantly from statewide conditions.

2019-806 – purchase of property for northeast area library: Commissioner Rachal questioned whether the City can afford to run a new library after it is built given the cuts the library system absorbed in recent years.

2019-813 – appropriation of funds for a “mobile market” program to Feeding Northeast Florida to operate a mobile fresh food trailer in Northwest Jacksonville in the “food desert” areas.

2019-812 – appropriation of funds to JTA to operate a pilot transportation program to transport residents of “food deserts” to the nearest full-service grocery store.

2019-832 - authorizing issuance by the Jacksonville Housing Finance Authority of its Multifamily Housing Revenue Bonds to benefit the Sydney Trace apartment complex for acquisition and renovation for affordable housing.

2019-833 - authorizing issuance by the Jacksonville Housing Finance Authority of its Multifamily Housing Revenue Bonds to assist the construction of the Ashley Square apartment complex for affordable housing.

Commissioner Roberts expressed the feeling that there doesn't seem to be any plan for a thorough study of how the JEA privatization might affect all of the stakeholders – citizens, the school district, City finances, etc. The current efforts seem to be ad hoc and not coordinated or well planned.

The meeting was adjourned at 4:08 p.m.

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