

DIAMOND AMENDMENT LANGUAGE:

To be added to Ordinance 2025-504:

“The Council hereby expressly prohibits expenditure or use of any City funds to pay for the hiring, retention or use of any personnel, including in-house, contractual, volunteer or “on-loan” personnel, or third-party consultants or experts for whom any portion of their job duty or responsibility would be to develop, implement, promote or enforce any policies, practices, initiatives, programs or activities related to “Diversity, Equity and Inclusion” or “DEI”, including responsibilities or duties to conduct data analyses, reviews or studies of internal or external populations or groups related to DEI. This prohibition shall not apply to: the activities of the Jacksonville Human Rights Commission or its supporting personnel; services or programs provided by an entity awarded a City grant pursuant to Chapter 118, *Ordinance Code*, or a similar competitive process; activities required for compliance with state or federal law; enforcement activities relating to the City’s human rights ordinance or similar laws; or actions/activities that entail expenditure or use of City funds related to special events highlighting or promoting a specific DEI classification. For purposes of this provision, “Diversity, Equity and Inclusion” or “DEI” is any program or policy that classifies individuals on the basis of race, color, sex, national origin, gender identity, or sexual orientation and which promotes differential or preferential treatment of individuals on the basis of such classification.”

4x Amended 6/10/25
Enacted 6/10/25
Vetoed by the Mayor 6/24/25
Veto Sustained by Council 6/24/25

Introduced by Council Member Diamond and Co-Sponsored by Council Members Freeman, Carrico and Miller and four times amended on the Floor of Council:

ORDINANCE 2025-138-E

AN ORDINANCE REGARDING UNAUTHORIZED ALIENS IN DUVAL COUNTY; REQUIRING A REPORT BY THE MAYOR, OR HER DESIGNEE, PERTAINING TO: (1) FEDERAL GRANTS, (2) DIVERSITY, EQUITY AND INCLUSION PRACTICES AND POLICIES, (3) HOUSING OF UNAUTHORIZED ALIENS, AND (4) ALL FISCAL YEAR 2024-2025 BUDGETED AND ACTUAL EXPENDITURES, IN WHATEVER FORM, ON OR TO NON-PROFIT ENTITIES; AMENDING SECTION 118.106 (GRANTS FOR ECONOMIC DEVELOPMENT, CHILDREN AND YOUTH SERVICES CONTRACTS EXEMPT), PART 1 (GENERAL PROVISIONS), CHAPTER 118 (CITY GRANTS), *ORDINANCE CODE*, TO CREATE AN EXEMPTION FROM THE PROVISIONS OF CHAPTER 118, *ORDINANCE CODE*, FOR GRANTS TO THE STATE OF FLORIDA, DEPARTMENT OF HEALTH, DUVAL COUNTY HEALTH DEPARTMENT, THAT WOULD LIMIT THE PROVISION OF ANY PUBLIC HEALTH SERVICE BY SAID ENTITY TO ANY PERSON WHICH PROTECTS PEOPLE IN DUVAL COUNTY FROM THE SPREAD OF INFECTIOUS DISEASE(S); AMENDING SECTION 118.201 (RELEASE OF APPROPRIATIONS), PART 2 (DISBURSEMENT OF CITY GRANTS), CHAPTER 118 (CITY GRANTS), *ORDINANCE CODE*, TO PROVIDE THAT ANY APPROPRIATIONS MADE PURSUANT TO CHAPTER 118 SHALL BE RELEASED AND

DISBURSED WITH A CONDITION THAT ANY RECIPIENT
SHALL BE PROHIBITED FROM KNOWINGLY USING SUCH
FUNDS FOR THE PROVISION OF SERVICES TO
UNAUTHORIZED ALIENS WITH THE EXCEPTION THAT SUCH
PROHIBITION SHALL NOT APPLY TO AGREEMENTS FOR
MEDICAL SERVICES PROVIDED BY SHANDS JACKSONVILLE
MEDICAL CENTER, INC. ("SHANDS") OR TO PROGRAMS
OR SERVICES FOR CHILDREN, VICTIMS OF DOMESTIC
VIOLENCE, LABOR TRAFFICKING, AND/OR SEX
TRAFFICKING, OR FOR INDIVIDUALS ACTIVELY SERVING
IN THE UNITED STATES MILITARY, OR FOR PREGNANT
WOMEN; AMENDING SECTION 118.609 (RESTRICTIONS
FOR USE OF CULTURAL SERVICE GRANTS), SUBPART A
(CULTURAL SERVICE GRANT PROGRAM), PART 6
(CULTURAL SERVICE GRANTS AND ART IN PUBLIC
PLACES), CHAPTER 118 (CITY GRANTS), ORDINANCE
CODE, TO PROHIBIT THE RECIPIENT FROM KNOWINGLY
USING CULTURAL SERVICE GRANT FUNDS FOR THE
PROVISION OF SERVICES TO UNAUTHORIZED ALIENS
WITH THE EXCEPTION THAT SUCH PROHIBITION SHALL
NOT APPLY TO AGREEMENTS FOR MEDICAL SERVICES
PROVIDED BY SHANDS OR TO AGREEMENTS FOR PROGRAMS
OR SERVICES FOR CHILDREN, VICTIMS OF DOMESTIC
VIOLENCE, LABOR TRAFFICKING, AND/OR SEX
TRAFFICKING, OR FOR INDIVIDUALS ACTIVELY SERVING
IN THE UNITED STATES MILITARY, OR FOR PREGNANT
WOMEN; PROVIDING FOR CODIFICATION INSTRUCTIONS;
PROVIDING AN EFFECTIVE DATE.

BE IT ORDAINED by the Council of the City of Jacksonville:

Section 1. Reporting Required. The Mayor, or her

designee(s), is hereby required to present a report to the City Council Finance Committee on or before June 30, 2025, as follows:

a) Federal Grants:

(1) Provide a list of all grants between the City of Jacksonville/Duval County and the federal government and any of its offices, divisions, agencies, etc. Included in the report must be a brief description of the grant, the funding entity, and information as to whether the City has received notice of any intent to withhold funds or to cease reimbursement under any grant or if the Mayor anticipates such action to occur.

(2) Confirmation that the City of Jacksonville is in compliance with all applicable federal and state anti-discrimination laws, rules, regulations and policies. For instances in which the City is not in compliance with a law, rule, regulation or policy, the Mayor must outline a plan and timeline to achieve compliance with such law, rule, regulation or policy.

b) Diversity, Equity and Inclusion Practices and Policies:

(1) Provide a list and explanation of any employment practices or other City policies related to application of Diversity, Equity and Inclusion ("DEI") measures. For purposes of this report, "DEI measures" shall be defined to mean:

i. Any employment practice established for the purpose of influencing hiring, appointment or retention of City employees or officials based on race, sex, color, or ethnicity, other than through use of color-blind and sex-neutral hiring practices; and

ii. Any City policy that promotes differential treatment of, or provides special benefits to, individuals on

the basis of race, sex, color, or ethnicity.

c) Housing of Unauthorized Aliens:

- (1) Information regarding the number of unauthorized aliens, if any, residing in public housing under the jurisdiction and control of the City or any of its independent agencies. The term "unauthorized alien" shall have the same meaning as found in Section 908.111, *Florida Statutes*.

d) Expenditures on Non-Profits:

- (1) Information regarding any and all budgeted and actual expenditures, in whatever form, on or to non-profit entities in fiscal year 2024-2025.

Section 2. Amending Section 118.106 (Grants for Economic Development, Children and Youth Services Contracts Exempt), Part 1 (General Provisions), Chapter 118 (City Grants), Ordinance Code.
Section 118.106 (Grants for Economic Development, Children and Youth Services Contracts Exempt), Part 1 (General Provisions), Chapter 118 (City Grants), *Ordinance Code*, is hereby amended to read as follows:

CHAPTER 118 - CITY GRANTS

PART 1. - GENERAL PROVISIONS

* * *

Sec. 118.106. - Grant Contracts~~Grants~~ for Economic Development, Children and Youth Services, and Certain Public Health Services by the Duval County Health Department~~Contracts-Exempt~~.

Grant proposals that focus on economic development opportunities shall be processed through the Downtown Investment Authority (DIA) utilizing the application process established by the DIA and shall not be subject to this Chapter. Contracts and agreements managed by the Kids Hope Alliance under Chapter 77, Ordinance Code, shall not be subject to this Chapter. Grant funds provided to the State of Florida, Department of Health, Duval County Health Department, as

1 authorized under Chapter 29, Ordinance Code, shall not be subject to
2 any provision of this Chapter, including but not limited to Section
3 118.101 and subsection 118.201(f) (9), that would limit the provision
4 of any public health service to any person which protects people in
5 Duval County from the spread of infectious disease(s).

6 **Section 3. Amending Section 118.201 (Release of**
7 **Appropriations), Part 2 (Disbursement of City Grants), Chapter 118**
8 **(City Grants), Ordinance Code. Section 118.201 (Release of**
9 **Appropriations), Part 2 (Disbursement of City Grants), Chapter 118**
10 **(City Grants), Ordinance Code, is hereby amended to read as follows:**

11 **CHAPTER 118 - CITY GRANTS**

12 * * *

13 **PART 2. - DISBURSEMENT OF CITY GRANTS**

14 **Sec. 118.201. - Release of Appropriations.**

15 Appropriations made pursuant to this Chapter shall be released
16 and disbursed only subsequent to the execution by the recipient of a
17 written agreement:

18 * * *

19 (f) Consenting to:

20 * * *

21 (9) A contractual provision prohibiting the recipient from
22 knowingly using any City funds for the provision of
23 services or support to any "unauthorized alien" as that
24 term is defined in Section 908.111, Florida Statutes,
25 with the exception that such prohibition shall not apply
26 to agreements for medical services provided by Shands
27 Jacksonville Medical Center, Inc. or to agreements for
28 programs or services for children, victims of domestic
29 violence, labor trafficking, and/or sex trafficking, or

1 for individuals actively serving in the United States
2 military, or for pregnant women.

3 * * *

4 **Section 4. Amending Section 118.609 (Restrictions for use**
5 **of cultural service grants), Subpart A (Cultural Service Grant**
6 **Program), Part 6 (Cultural Service Grants and Art In Public Places),**
7 **Chapter 118 (City Grants), Ordinance Code. Section 118.609**
8 **(Restrictions for use of cultural service grants), Subpart A (Cultural**
9 **Service Grant Program), Part 6 (Cultural Service Grants and Art In**
10 **Public Places), Chapter 118 (City Grants), Ordinance Code, is hereby**
11 **amended to read as follows:**

12 **CHAPTER 118 - CITY GRANTS**

13 * * *

14 **PART 6. - CULTURAL SERVICE GRANTS AND ART IN PUBLIC PLACES**

15 **SUBPART A. - CULTURAL SERVICE GRANT PROGRAM**

16 * * *

17 **Sec. 118.609. - Restrictions for use of cultural service grants.**

- 18 (a) Each recipient of appropriations made pursuant to Chapter 118
19 is responsible for ensuring that City funds are expended
20 pursuant to Section 118.301.
- 21 (b) Cultural service grant funds must be kept in an individual bank
22 account, notwithstanding the provision to the contrary in
23 Section 118.201, separate from other organization funds. It may
24 be an interest-bearing account, but the total amount of the
25 grant and the interest must be spent by the end of the contract
26 period; except that a remaining balance may be maintained in the
27 cultural service grant account, notwithstanding the provision
28 to the contrary in Section 118.301(a) (5). This balance must be
29 identified and documented in quarterly and year end reports and
30 shall not exceed \$500. This balance shall be returned to the

City within the first 90 days of the first fiscal year in which the recipient no longer receives a Cultural Service Grant appropriation. The portion of unspent funds that exceed \$500 shall follow the provisions of Section 118.301(a)(5).

(c) A recipient of cultural service grant funds shall be prohibited from knowingly using any City funds for the provision of services or support to any "unauthorized alien" as that term is defined in Section 908.111, Florida Statutes, with the exception that such prohibition shall not apply to agreements for medical services provided by Shands Jacksonville Medical Center, Inc. or to agreements for programs or services for children, victims of domestic violence, labor trafficking, and/or sex trafficking, or for individuals actively serving in the United States military, or for pregnant women.

Section 5. Codification Instructions. The Codifier and the Office of General Counsel are authorized to make all chapter and division "tables of contents" consistent with the changes set forth herein. Such editorial changes and any other changes necessary to make the *Ordinance Code* consistent with the intent of this legislation are approved and directed herein, and changes to the *Ordinance Code* shall be made forthwith and when inconsistencies are discovered.

Section 6. Effective Date. This Ordinance shall become effective upon signature by the Mayor or upon becoming effective without the Mayor's signature.

Form Approved:

/s/ Carla A. Lopera

Office of General Counsel

Legislation Prepared By: Mary E. Staffopoulos

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ACPS Five-Year Strategic Investment White Paper

Submitted to: Jacksonville City Council

Prepared by: Animal Care & Protective Services (ACPS)

FY25–FY30



Executive Summary

Animal Care and Protective Services (ACPS) is requesting a strategic investment from the City of Jacksonville to improve animal welfare, expand staffing to align with peer jurisdictions, and modernize aging infrastructure. This proposal outlines a five-year plan beginning in FY25, which requires an initial \$1.995 million investment: \$1 million for capital improvements and \$995,000 for staffing. By FY30, this plan will bring ACPS staffing levels closer to comparable agencies and provide humane, safe, and effective services for the animals and people of Jacksonville.

Current Context and Need

Jacksonville's population growth, rising intake numbers, and aging shelter infrastructure demand immediate investment. ACPS currently operates with only 68 staff—less than half of Orange County's 140 and Charlotte-Mecklenburg's 120+—despite serving a similarly large population and managing over 10,000 animals annually.

Facility conditions and staffing limitations threaten animal welfare outcomes, increase euthanasia risk, and strain the morale and sustainability of the workforce. Shelter infrastructure, including rusted/broken kennels, outdated equipment, and inadequate outdoor space, compromises safety and service. Without investment, recent gains in live outcomes are at risk.

FY25 Investment Breakdown

Total Requested: \$1,995,000

- \$1,000,000 – Capital Improvements
- \$995,000 – Staffing Expansion (17 new positions)
- Capital Priorities include:
 - Replacing aged, broken and rusted kennels
 - Upgrading outdated clinic equipment (X-ray, diagnostics)
 - Adding turf and shaded structures to outdoor yards
 - Renovating behavior space and public areas
 - Supplying critical pet care resources for public distribution



Staffing Additions include:

- 4 Animal Care Technicians
- 2 Veterinary Technicians
- 1 Veterinarian
- 3 Field Officers
- 2 Behavior & Enrichment Staff
- 2 Community Outreach Coordinators
- 3 Admin/Program Support

Five-Year Strategic Plan (FY25–FY30)

Annual Capital Investment Target: \$1,000,000

Annual Staffing Investment Target: ~\$1,200,000

By FY30, ACPS aims to:

- Reach staffing levels of 120–140 FTEs
- Modernize all public-facing and animal-care spaces
- Reduce euthanasia, length of stay, and crowding
- Improve medical response times and behavioral wellness
- Enhance retention, morale, and operational resilience
- Acquiring and staffing a new adoption space close to the beaches.

Outcomes and Return on Investment

This investment will yield measurable improvements in live outcomes, community trust, operational safety, and public health. It will position Jacksonville as a national leader in municipal sheltering, reduce long-term costs, and ensure that no pet or person is left behind due to lack of infrastructure or capacity.

Conclusion

We respectfully request the support of City Council to fund this essential \$1.995 million investment in FY25 and continue investing annually through FY30. Together, we can build a humane, modern, and responsive sheltering system that reflects the values of this city and meets the needs of every resident—human or animal.



Estimated Return on Investment (ROI)

Five-Year Cost: \$10 million total (\$2M/year)

What the City Gets in Return:

- Modernized shelter infrastructure and public-facing spaces
- Staff parity with national peers: safer, faster, better service
- Stronger public trust through accountability and visibility
- Lower euthanasia rates and shorter length of stay
- Increased adoptions, reunifications, and public satisfaction
- Reduced long-term emergency care costs and liability

Intake Trends vs. Capacity

In the last 24 months, animal intake at ACPS has risen by 37%. Yet our facility, built in 2009, remains unchanged, and our staffing remains far below what's needed. With 264 dog kennels and capacity often exceeded by 40 to 60 dogs, our team is forced to double-house and triage daily.

ACPS more animals annually while operating at near-crisis levels. Without expanded staff and updated facilities, continued progress will stall—or worse, reverse.

Key Metrics:

- 37% increase in intake since 2023
- Average daily population routinely exceeds 300 animals
- 46% increase in cat rescue transfers
- 36% increase in dog adoptions
- 15% increase in dog return-to-owner