

From: [Nunziato, Christine T. - Procurement Category Manager](#)
To: [Selders, Elaine L.](#)
Subject: FW: Sole Source Award
Date: Thursday, May 30, 2019 10:40:54 AM

Wanted to make sure I sent this to you. Thanks.

Chrissy Nunziato

Procurement Category Manager
(904) 665-8678 Office
(518) 421-3183 Cell



From: McCollum, Jenny G. - Dir Procurement Services <gleejs@jea.com>
Sent: Friday, May 17, 2019 2:16 PM
To: Nunziato, Christine T. - Procurement Category Manager <nunzct@jea.com>; Selders, Elaine L. <seldel@jea.com>
Subject: RE: Sole Source Award

I would call it a ratification since we started without awards committee approval, but state we have not spent any money to date.

From: Nunziato, Christine T. - Procurement Category Manager <nunzct@jea.com>
Sent: Friday, May 17, 2019 1:01 PM
To: Selders, Elaine L. <seldel@jea.com>; McCollum, Jenny G. - Dir Procurement Services <gleejs@jea.com>
Subject: RE: Sole Source Award

I will defer to Jenny but would it make sense to have the total be 122,00.00 so that we don't have to go back and modify?

Chrissy Nunziato

Procurement Category Manager
(904) 665-8678 Office
(518) 421-3183 Cell



From: Selders, Elaine L. <seldel@jea.com>
Sent: Friday, May 17, 2019 12:54 PM
To: Nunziato, Christine T. - Procurement Category Manager <nunzct@jea.com>; McCollum, Jenny G. - Dir Procurement Services <gleejs@jea.com>
Subject: FW: Sole Source Award

On my Sole Source, per the email below we have not paid for any of these services. Payment will be made at the end of the project. Is this still a Ratification and if so what is the amount?

Letter Dated:	Description	Dollar Value
January 30, 2019	Original scope of study	\$33,000- \$38,000
February 12, 2019	Email approval of additional work - competitive market analysis	\$20,000-\$25,000
March 6, 2019	Additional meetings, calls and market analysis	\$19,000
April 22, 2019	Additional research, gap analysis, cost modeling, reward programs	\$25,000 - \$30,000
April 22, 2019	Meetings based on feedback	\$5,000 - \$10,000
TOTAL		\$102,000 – \$122,000

We do not have an invoice yet for the work completed to date (typically not sent until the end of the project)

Elaine Selders

Purchasing Agent Senior

Direct: (904) 665-6133

From: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>

Sent: Tuesday, May 7, 2019 10:35 AM

To: Selders, Elaine L. <seldel@jea.com>

Cc: McCollum, Jenny G. - Dir Procurement Services <gleejs@jea.com>; Nunziato, Christine T. - Procurement Category Manager <nunzct@jea.com>; Strackbine, Scott I. - Compensation Specialist <strasi@jea.com>

Subject: RE: Sole Source Award

We do not have an invoice yet for the work completed to date (typically not sent until the end of the project). We are 4 months in and the last two meetings are to the Comp Committee and Board which will not happen until May and June.

The work done in 2017 cost \$72,990.38 (paid in two different payments). PO 164424 (only part of the payment was to this PO)

This included:

- CEO compensation analysis to include a Peer Analysis
- SLT total compensation analysis
- Appointed base salary analysis for 220 benchmark positions
- Presentation to the Compensation Committee and Board

2019 Study includes all the above + :

- Comprehensive review of total compensation for all positions (including bargaining unit roles); Refresh of the above 2017 items
- Historical progression of compensation since first study in 2011
- Comprehensive market analysis of benchmark practices for Short-Term Incentives and recommendations
- Comprehensive market analysis of benchmark practices for Long-Term Incentives, recommended Design and Cost
- Total Rewards trends
- Onsite meeting and conference calls to review preliminary analysis and recommendations and several conference calls with staff at JEA

Pat

From: Selders, Elaine L. <seldel@jea.com>

Sent: Monday, May 6, 2019 4:44 PM

To: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>

Cc: McCollum, Jenny G. - Dir Procurement Services <gleejs@jea.com>; Nunziato, Christine T. - Procurement Category Manager <nunzct@jea.com>

Subject: RE: Sole Source Award

Hi Pat,

Here is a copy of the signed proposal for WTW. I have also attached the draft of the award for Thursday. If you can please take a look at Jenny's questions that would be great. She would like to see if there is any comparison to the work that was done in 2017 and if we would be able to determine the pricing for the new scope of work is reasonable. If you can please send an invoice for the work completed so far that would be great. I need to include the ratification amount. The other item I was unsure about was if we need to include travel into the award amount. Thanks for your help getting this ready!

Elaine Selders

Purchasing Agent Senior

Direct: (904) 665-6133

From: Selders, Elaine L.

Sent: Monday, May 6, 2019 10:35 AM

To: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>

Cc: McCollum, Jenny G. - Dir Procurement Services <gleejs@jea.com>; Nunziato, Christine T. - Procurement Category Manager <nunzct@jea.com>

Subject: RE: Sole Source Award

Good morning Pat,

Thanks for completing the Sole Source form. Can you also provide the following info for the awards write-up? Thanks!

Cost Center: Last time I used A0000

Budget Estimate: Not sure if you had an estimate going in to this project

Award Estimate: The total I came up with was \$78K but I wasn't sure about travel. Do we have an invoice for work already completed?

Elaine Selders

Purchasing Agent Senior

Direct: (904) 665-6133

From: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>

Sent: Thursday, May 2, 2019 3:40 PM

To: Selders, Elaine L. <seldel@jea.com>

Cc: McCollum, Jenny G. - Dir Procurement Services <gleejs@jea.com>; Nunziato, Christine T. - Procurement Category Manager <nunzct@jea.com>

Subject: RE: Sole Source Award

Here you go.

From: Selders, Elaine L. <seldel@jea.com>

Sent: Thursday, May 2, 2019 11:19 AM

To: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>

Cc: McCollum, Jenny G. - Dir Procurement Services <gleejs@jea.com>; Nunziato, Christine T. - Procurement Category Manager <nunzct@jea.com>

Subject: FW: Sole Source Award

Good morning Pat,

Jenny asked that I forward you the attached Sole Source form to complete for Tower Watson.
Thanks!

Elaine Selders

Purchasing Agent Senior

Direct: (904) 665-6133

From: McCollum, Jenny G. - Dir Procurement Services <gleejs@jea.com>

Sent: Thursday, May 2, 2019 9:06 AM

To: Selders, Elaine L. <seldel@jea.com>

Cc: Nunziato, Christine T. - Procurement Category Manager <nunzct@jea.com>

Subject: RE: Sole Source Award

I will send you the statement of work that Pat sent yesterday. See what you can pull out from there, and use the sole source language on the form for the justification. It will also be a partial ratification since work started in January.

Please send her the sole source form to fill out and return signed.

Chrissy, please add this to the contract list as something that we will need to bid out as a long term contract going forward. They come back to us every few years, so we need to bid it out with the lens that this will happen every few years. Pat was going to talk to Jon about the long term need to help us frame the scope of work.

Thanks!

Jenny

From: Selders, Elaine L. <seldel@jea.com>

Sent: Wednesday, May 1, 2019 4:43 PM

To: McCollum, Jenny G. - Dir Procurement Services <gleejs@jea.com>

Cc: Nunziato, Christine T. - Procurement Category Manager <nunzct@jea.com>

Subject: Sole Source Award

Hi Jenny,

I started the awards write up for the sole source award we discussed earlier. It is in my In Process folder. It needs a lot of additional details but I didn't have the info to complete some of it and wasn't sure of the formatting for this award including how much info to include. Thanks!

[http://finance/supply/pba/Awards%20Committee/Forms/AllItems.aspx?](http://finance/supply/pba/Awards%20Committee/Forms/AllItems.aspx?RootFolder=%2Fsupply%2Fpba%2FAwards%20Committee%2FAwards%20In%20Process%2FSelders)

[RootFolder=%2Fsupply%2Fpba%2FAwards%20Committee%2FAwards%20In%20Process%2FSelders](http://finance/supply/pba/Awards%20Committee/Forms/AllItems.aspx?RootFolder=%2Fsupply%2Fpba%2FAwards%20Committee%2FAwards%20In%20Process%2FSelders)

Elaine Selders

Purchasing Agent Senior

Direct: (904) 665-6133