

**From:** [Kyle, Gina A. - Manager Media Relations](#)  
**Cc:** [Media Relations Mailbox](#)  
**Bcc:** "Ch. 4"; [WOKV, News \(CMG-Jacksonville\)](#); ["jim@wjxt.com"](#); ["First Coast News"](#); [news@ActionNewsJax.com](#); [WJCT \(News\)](#); ["Coursey, Leslie \(CMG-JacksonvilleTV\)"](#); [mclark@jacksonville.com](#); ["Mike Mendenhall"](#); ["Ellen Schneider"](#); [Gibbons, Timothy \(Biz Journals\)](#); ["Hong, Christopher"](#); ["Bauerlein, David"](#); ["Monroe, Nate"](#); ["mpalka@jacksonville.com"](#); ["nkimbleton@coj.net"](#); [Hall, Sherry L.](#); ["Michael Munz"](#); [Stewart, Kerri - VP & Chief Customer Officer](#); [Magee, Jay B. - Manager Digital Communications](#); ["Melissa Stone"](#); ["Banks Willis"](#); [mmilne@daltonagency.com](#); ["Hanne Volkaerts"](#); ["Cole, Courtney \(CMG-JacksonvilleTV\)"](#); ["Inderhees, Lauren"](#); ["Coursey, Leslie \(CMG-JacksonvilleTV\)"](#); ["Powers, Frank"](#)  
**Subject:** Myth vs Facts - JEA response to inaccurate and misleading stories  
**Date:** Saturday, November 16, 2019 1:12:50 PM

---

***ATTENTION MEMBERS OF THE MEDIA: There have been several INACCURATE and MISLEADING stories over the last 24 hours that the following information corrects***

*MYTH: JEA's ITN Process Has Been STOPPED as State Ethics Commission Reviews Negotiators*

**FACT: ITN Process Continues Without Formal Meetings as Ethics Commission Does Review**

- JEA asked the Chair of the Jacksonville Ethics Commission to clear any real or perceived conflicts of interest for their ITN negotiating team out of an abundance of caution. Upon being advised that the Jacksonville Ethics Commission would not make a determination, the State Ethic's Commission's guidance was sought.
- **The normal ITN process continues to move forward as detailed in the ITN document.**
- The "Invitation to Negotiate" (ITN) is a common procurement process for a government entity. The ITN process allows the government entity the ability to examine the benefits of privatizing government functions, but it does not commit the entity to any of the private companies who respond to the ITN.

*MYTH: JEA's Performance Unit Suspension is Being Confused with Retention Bonuses*

**FACT: Performance Unit Plans were Suspended, but NOT Retention Bonuses for Employees**

- Performance Unit Plans were a new employee incentive program that the JEA Board was exploring. **Their postponement is in no way related to retention bonuses**, which were negotiated with employee unions, board approved and now await approval by the City Council.
  - **An employee mass communication email went out earlier this week**, explaining that: "It is important to point out that this decision concerning the Long-Term Performance Unit Plan has no effect on the retention agreements for all JEA employees, should a recapitalization event occur. As previously stated and agreed to, retention agreements will be available to all full-time JEA

employees. Retention agreements for JEA employees represented by unions are within the Collective Bargaining Agreements that are currently pending approval by the City Council. This decision also has no effect on any other incentive program you may be eligible for over the course of your employment.

- JEA CEO Aaron Zahn wrote a letter to the Jacksonville General Council, saying that **because the Performance Unit Plans had long-term implications, it should be indefinitely postponed while the JEA Board explored recapitalization.**
  - The Zahn letter said, **“The decision to not implement the Plan is based in the incongruity of the Plan’s long-term nature and the very real potential short-term implications of the JEA’s strategic planning process. As such, the Chair, Plan Administrator and JEA leadership believe the Plan would be best implemented, if ever, post decision on the strategic direction of JEA as determined by the Board.”**

**Gina Kyle, MBA**

Manager, Media Relations

Direct: (904) 665-7974

Mobile: (904) 305-0502

Media: (904) 665-5500

Media: [media@jea.com](mailto:media@jea.com)