

OFFICE OF THE COUNCIL AUDITOR
Suite 200, St. James Building



MEMORANDUM

Date:	December 3, 2019
To:	Council Member Randy DeFoor
From:	Kyle S. Billy, Council Auditor
Subject:	Summary of JEA Senior Leadership Team Contracts and Additional Benefits

Per your request, we have compiled and attached a summary of JEA Senior Leadership Team (SLT) contracts and additional benefits which shows the following four items.

1. Compensation
2. Additional Benefits
3. Additional Compensation upon termination
4. Additional Compensation if terminated upon a Recapitalization Event

If you have additional questions, please contact me.

cc: All City Council Members
Sherry Hall, JEA

**Summary of JEA Senior Leadership Team (SLT)
Contracts and Additional Benefits**

Position	Compensation					Additional Benefits				Additional Compensation to SLT upon Termination				Additional Compensation to SLT if terminated upon a Recapitalization Event					
	Salary	Annual Vehicle Allowance	Annual Business Allowance	Annual Parking Allowance	Total Annual Compensation	Pay for Performance Plan (1)	Other Covered Expenses	Annual Leave Provided	Life Insurance Provided	Termination Pay (2)	Termination Coverage (2)	Consultant to JEA (3)	Total	Retention Payment (4)	Termination Pay (2)	Termination Coverage (2)	Employee Protection Benefit (5)	Consultant to JEA (3)	Total
Chief Executive Officer	\$ 520,395	\$ 10,200	\$ 26,400	\$ 600	\$ 557,595	\$0 - \$62,447	Telephone, Travel, Continuing Education, General Business expenses	280 hours	\$ 500,000	\$ 200,152	20 weeks of COBRA coverage	\$ 520,395	\$ 720,547	\$ 520,395	\$ 200,152	20 weeks of COBRA coverage	\$ 1,561,185	\$ 520,395	\$ 2,802,127
President and Chief Operating Officer	\$ 422,011	\$ 10,200	\$ 19,200	\$ 600	\$ 452,011	\$0 - \$50,641	Telephone, Travel, Continuing Education, General Business expenses	280 hours	\$ 500,000	\$ 162,312	20 weeks of COBRA coverage	\$ 211,006	\$ 373,317	\$ 422,011	\$ 162,312	20 weeks of COBRA coverage	\$ 1,266,033	\$ 211,006	\$ 2,061,361
Chief Financial Officer	\$ 369,262	\$ 10,200	\$ 9,000	\$ 600	\$ 389,062	\$0 - \$44,311	Telephone, Travel, Continuing Education, General Business expenses	280 hours	\$ 500,000	\$ 142,024	20 weeks of COBRA coverage	\$ 184,631	\$ 326,655	\$ 369,262	\$ 142,024	20 weeks of COBRA coverage	\$ 1,107,786	\$ 184,631	\$ 1,803,703
Chief Administrative Officer	\$ 350,002	\$ 10,200	\$ 9,000	\$ 600	\$ 369,802	\$0 - \$42,000	Telephone, Travel, Continuing Education, General Business expenses	280 hours	\$ 500,000	\$ 134,616	20 weeks of COBRA coverage	\$ 175,001	\$ 309,617	\$ 350,002	\$ 134,616	20 weeks of COBRA coverage	\$ 1,050,006	\$ 175,001	\$ 1,709,625
Vice President and General Manager - Energy	\$ 295,506	\$ -	\$ 9,000	\$ 600	\$ 305,106	\$0 - \$35,461	Telephone, Travel, Continuing Education, General Business expenses	180 hours	\$ 500,000	\$ 113,656	20 weeks of COBRA coverage	\$ 73,877	\$ 187,533	\$ 295,506	\$ 113,656	20 weeks of COBRA coverage	\$ 886,518	\$ 73,877	\$ 1,369,557
Vice President and Chief Information Officer	\$ 275,018	\$ -	\$ 9,000	\$ 600	\$ 284,618	\$0 - \$33,002	Telephone, Travel, Continuing Education, General Business expenses	180 hours	\$ 500,000	\$ 105,776	20 weeks of COBRA coverage	\$ 68,755	\$ 174,531	\$ 275,018	\$ 105,776	20 weeks of COBRA coverage	\$ 825,054	\$ 68,755	\$ 1,274,603
Vice President and Chief Customer Officer	\$ 235,581	\$ -	\$ 9,000	\$ 600	\$ 245,181	\$0 - \$28,270	Telephone, Travel, Continuing Education, General Business expenses	180 hours	\$ 500,000	\$ 90,608	20 weeks of COBRA coverage	\$ 58,895	\$ 149,503	\$ 235,581	\$ 90,608	20 weeks of COBRA coverage	\$ 706,743	\$ 58,895	\$ 1,091,827
Vice President and Chief Compliance Officer	\$ 234,187	\$ -	\$ 9,000	\$ 600	\$ 243,787	\$0 - \$28,102	Telephone, Travel, Continuing Education, General Business expenses	180 hours	\$ 500,000	\$ 90,072	20 weeks of COBRA coverage	\$ 58,547	\$ 148,619	\$ 234,187	\$ 90,072	20 weeks of COBRA coverage	\$ 702,561	\$ 58,547	\$ 1,085,367
Vice President and General Manager - Water	\$ 220,002	\$ -	\$ 9,000	\$ 600	\$ 229,602	\$0 - \$26,400	Telephone, Travel, Continuing Education, General Business expenses	180 hours	\$ 500,000	\$ 84,616	20 weeks of COBRA coverage	\$ 55,001	\$ 139,617	\$ 220,002	\$ 84,616	20 weeks of COBRA coverage	\$ 660,006	\$ 55,001	\$ 1,019,625
Vice President and Chief Energy and Water Planning Officer	\$ 200,013	\$ -	\$ 9,000	\$ 600	\$ 209,613	\$0 - \$24,002	Telephone, Travel, Continuing Education, General Business expenses	180 hours	\$ 500,000	\$ 76,928	20 weeks of COBRA coverage	\$ 50,003	\$ 126,931	\$ 200,013	\$ 76,928	20 weeks of COBRA coverage	\$ 600,039	\$ 50,003	\$ 926,983
Vice President and Chief Supply Chain Officer	\$ 184,517	\$ -	\$ 9,000	\$ 600	\$ 194,117	\$0 - \$22,142	Telephone, Travel, Continuing Education, General Business expenses	180 hours	\$ 500,000	\$ 70,968	20 weeks of COBRA coverage	\$ 46,129	\$ 117,097	\$ 184,517	\$ 70,968	20 weeks of COBRA coverage	\$ 553,551	\$ 46,129	\$ 855,165
Vice President and Chief Environmental Services Officer	\$ 184,517	\$ -	\$ 9,000	\$ 600	\$ 194,117	\$0 - \$22,142	Telephone, Travel, Continuing Education, General Business expenses	180 hours	\$ 500,000	\$ 70,968	20 weeks of COBRA coverage	\$ 46,129	\$ 117,097	\$ 184,517	\$ 70,968	20 weeks of COBRA coverage	\$ 553,551	\$ 46,129	\$ 855,165
Vice President and Chief Human Resources Officer	\$ 182,000	\$ -	\$ 9,000	\$ 600	\$ 191,600	\$0 - \$21,840	Telephone, Travel, Continuing Education, General Business expenses	180 hours	\$ 500,000	\$ 70,000	20 weeks of COBRA coverage	\$ 45,500	\$ 115,500	\$ 182,000	\$ 70,000	20 weeks of COBRA coverage	\$ 546,000	\$ 45,500	\$ 843,500
Vice President and Chief Government Affairs Officer	\$ 180,003	\$ -	\$ 9,000	\$ 600	\$ 189,603	\$0 - \$21,600	Telephone, Travel, Continuing Education, General Business expenses	180 hours	\$ 500,000	\$ 69,232	20 weeks of COBRA coverage	\$ 45,001	\$ 114,233	\$ 180,003	\$ 69,232	20 weeks of COBRA coverage	\$ 540,009	\$ 45,001	\$ 834,245
Sum Totals	\$ 3,853,014	\$ 40,800	\$ 153,600	\$ 8,400	\$ 4,055,814	\$0 - \$462,362				\$ 1,481,928		\$ 1,638,869	\$ 3,120,797	\$ 3,853,014	\$ 1,481,928		\$ 11,559,042	\$ 1,638,869	\$ 18,532,853

(1) Senior Leadership Team members can earn a performance pay bonus/incentive of 0% - 12% based on individual and corporate performance measures (up to 6% each). Total estimated JEA Performance Pay to be distributed for FY 2019 is \$4,967,541.

(2) If Employee is terminated "without Cause" or employee terminates contract for "Good Reason," JEA will pay the employee a lump sum payment of 20 weeks of current annual base salary and the COBRA premiums necessary for the employee to continue coverage under COBRA for a period of 20 weeks.

(3) If Employee is terminated "without Cause" or employee terminates contract for "Good Reason," Employee shall serve as a consultant to JEA for a specified time period (ranging from 3 - 12 months). The rate of pay for this consulting is equivalent to the annualized total compensation for the previous 12 months.

(4) The Retention Payment is equivalent to one times the employee's salary paid in three equal installments over a 2-year period. The Retention Payment is offered to all JEA employees who were employed as of 7/23/19 and remain employed throughout the 2-year period following a Recapitalization Event.

(5) The Employee Protection Benefit is equivalent to comparable compensation and benefits for the employee for three years after a Recapitalization Event. The Employee Protection Benefit is offered to all JEA employees who are employed at the time of a Recapitalization Event.