

21 West Church Street  
Jacksonville, Florida 32202-3139



December 6, 2019

The Honorable Rory Diamond and  
The Honorable Ron Salem  
City of Jacksonville City Council  
117 W Duval St, Suite 425  
Jacksonville, FL 32202

E L E C T R I C

Re: JEA Long Term Performance Unit Plan (the “Plan”)

W A T E R

Dear Councilmembers Diamond and Salem:

S E W E R

I understand the frustration that is being expressed concerning the previously contemplated Plan and on behalf of JEA, please know that we welcome the “full and entirely thorough review” that you are requesting in your December 5<sup>th</sup> letter.

There has been a tremendous amount of information – some factual and some inaccurate – surrounding the Plan ever since JEA announced its cancellation. It is my hope that an open, honest and detailed fact-finding review on the inception and discussion of the Plan will not only provide clarity to both you and your colleagues on the Jacksonville City Council, but also help us to identify our own ‘lessons learned’ from this matter.

Please know that I have instructed our senior leadership team, special counsel to JEA, along with the support of our entire JEA staff and our outside consultants, to provide you with any and all information you need through this process. We will be available for all question and answer sessions, in addition to the documentation you request.

We have previously made available in a proactive manner information around the Plan (which is anticipated to be cancelled at the December 17<sup>th</sup> JEA Board Meeting) online ([www.JustTheFactsJax.com](http://www.JustTheFactsJax.com)) – including our letter requesting guidance from Florida’s Attorney General dated October 1, 2019. We felt it important to not only seek local guidance, but to also request an opinion from the Attorney General as well to ensure we had all the necessary legal and ethical direction our board would need. It has always been and will continue to be JEA’s mission to provide all with complete transparency around the planning process and now ultimate cancellation of the Plan.

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Please contact me at your earliest convenience to if you have any additional input or direction on how we can best assist you as you prepare for your December 16<sup>th</sup> hearing.

E L E C T R I C

Sincerely:

W A T E R

A handwritten signature in blue ink, appearing to read "Aaron F. Zahn", is written over a light blue circular scribble.

S E W E R

Aaron F. Zahn  
Managing Director & Chief Executive Officer

Cc:  
JEA Board of Directors  
Members of the Jacksonville City Council  
Office of General Counsel  
Office of the Mayor  
Office of the Jacksonville Inspector General  
Office of Ethics, Compliance and Oversight, City of Jacksonville  
Cheryl Brown, Director/Secretary Jacksonville City Council