

Vinyard, Herschel T. - Chief Administrative Officer

From: Stewart, Kerri - VP & Chief Customer Officer
Sent: Friday, December 6, 2019 10:53 AM
To: Zahn, Aaron F. - Managing Director/CEO; Vinyard, Herschel T. - Chief Administrative Officer; Dykes, Melissa H. - President/COO; Rhode, Lynne C. (City of Jacksonville); Wannemacher, Ryan F. - Chief Financial Officer; Hall, Sherry L.
Subject: Memo to April Green from Jason Gabriel re: PUPs

FYI

From: Rondinelli, Mellissa <MRondinelli@coj.net>
Sent: Friday, December 6, 2019 10:06 AM
To: Stewart, Kerri - VP & Chief Customer Officer <stewk@jea.com>
Subject: FW: JEA re Preliminary Approval of PUP

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

From: Gabriel, Jason
Sent: Friday, December 06, 2019 10:01 AM
To: April Green (agreen@mebusinesssolutions.com)
Subject: JEA re Preliminary Approval of PUP

Dear April –

Per our conversation earlier this morning, it has come to my attention that a certain implication has been made that JEA did something legally wrong with regard to the preliminary adoption of the Performance Unit Plan (PUP) at the July 23, 2019 meeting. I write to address this unfortunate suggestion.

Following the Board meeting, JEA gave OGC requisite time to research and review the specifics of the plan prior to its implementation. This was a collaborative process between OGC and JEA of due diligence and analysis that included an inquiry to the Florida Attorney General. In preliminarily approving the PUP, the JEA Board did not act outside of their legal authority.

OGC ultimately concluded that the PUP had outstanding legal issues and JEA ultimately concluded that they would no longer pursue the plan. At the next JEA Board meeting, the Board will have the opportunity to vote to formally withdraw the plan. I anticipate that the Board will take appropriate action at that time.

Please do not hesitate to contact me with any questions or concerns.

Thank you,

-Jason G.

Jason R. Gabriel
General Counsel

Office of General Counsel
City of Jacksonville
117 W. Duval Street, Suite 480
Jacksonville, Florida 32202
Telephone: (904) 255-5050
Facsimile: (904) 255-5119
email: jgabriel@coj.net
****Board Certified - City, County & Local Government Law****



***** Please note that under Florida's very broad public records law, email communications to and from city officials are subject to public disclosure. *****