

---

**From:** Dykes, Melissa H. - Interim Managing Director CEO <dykemh@jea.com>  
**Sent:** Friday, January 10, 2020 5:37 PM  
**To:** jgabriel@coj.net  
**Subject:** FW: agreements

I have forwarded this letter to my team per the Chair's request, but would like to separately understand from you whether there has been a legal and/or ethical analysis of the contracts that you can share. Please let me know if you would like to discuss. Thank you.

**From:** April Green <agreen@mebusinesssolutions.com>  
**Sent:** Thursday, January 9, 2020 5:10 PM  
**To:** Dykes, Melissa H. - Interim Managing Director CEO <dykemh@jea.com>  
**Subject:** agreements

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

Melissa,

Per our conversation today, please find attached a memo regarding the 11 remaining employee agreements. If you have any questions, do not hesitate to contact me.

--

April Green

ETHICS COMPLIANCE AND OVERSIGHT OFFICE  
CITY OF JACKSONVILLE



**CARLA MILLER**  
DIRECTOR

CITY HALL, ST. JAMES BUILDING  
117 WEST DUVAL STREET, SUITE 450  
JACKSONVILLE, FLORIDA 32202  
[ETHICS@COJ.NET](mailto:ETHICS@COJ.NET)

January 9, 2020

Ms. Melissa Dykes  
CEO, JEA  
21 West Church Street  
Jacksonville, FL 32202

Dear Ms. Dykes,

Under Chapter 602.621 the Ethics Director has the following duties for the Consolidated City of Jacksonville:

- a) *Encourage compliance with the spirit and letter of ethics laws, and provide advice and training to departments and agencies;*
- b) *Develop policies, programs and strategies to deal with all ethics-related matters.*

Carla has been researching the issues related to JEA's cancelled ITN, attended numerous negotiation meetings and written summaries of those sessions. She has also been following and researching other JEA issues, specifically the employment contracts for the "Senior Leadership Team".

Two of these contracts have been, or will be resolved: Aaron Zahn's and Ryan Wannemacher (CFO). JEA's OGC counsel has resigned. There are 11 additional contracts that need to be scrutinized in light of recent developments, including your contract.

What is recommend is that the 11 members of the "Senior Leadership Team" be given one week (until noon Jan. 17<sup>th</sup>) in which to voluntarily agree in writing to cancel their "Employment Agreements" and "Separation and Transition Agreements" executed last year after the July, 2019 JEA Board meeting. The staff would continue to receive their agreed upon salary with regular employee benefits until any further review of their position by JEA management or the Board.

By doing this, they would forfeit the following:

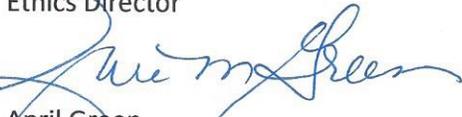
- Car Allowance (\$850);
- Business Allowance (dinners, etc.) (\$750-1600 per month);
- Termination pay (20 weeks with benefits);
- Post-employment consulting contracts (3-6 months in addition to the 20 week benefit).

By doing this, the staff have an opportunity to increase citizen trust in JEA. Please forward the written agreements to Ms. Green's office by 12 noon January 17, 2020.

Sincerely,



Carla Miller  
Ethics Director



April Green  
Chair, JEA Board