JEA Memberships

Organization	Activity	FY 14	FY 15	FY 16	FY 17	FY 18 YTD	Description
Amelia Island/Fernandina Chamber of Commerce	Membership	$1,020	$1,020	$1,020	$2,020	$2,020	Service area industry promotion & business development
Asian American Chamber of Jacksonville	Membership	$2,500	$2,500				Service area industry promotion & business development
Associated Industries of Florida	Membership & H20 Coalition	$7,000	$7,000	$7,300	$5,000	$2,300	Florida industry promotion & business development
Clay County Chamber of Commerce	Membership	$5,000	$1,100	$1,100	$1,100	$1,100	Service area industry promotion, business and economic development
Clay County Economic Development	Membership		$4,000	$4,000	$4,000	$4,000	Service area industry promotion, business and economic development
Consumer Energy Alliance	Membership	$2,500	$2,500	$2,500	$2,500		Consumer energy and issues education and awareness
First Coast Hispanic Chamber of Commerce	Membership		$2,500	$2,500	$1,500	$1,500	Service area industry promotion & business development
First Coast Manufacturers Association	Membership	$10,000	$10,000	$10,000	$10,000	$10,000	Regional industry promotion & business development
Florida Chamber of Commerce	Membership	$15,000	$5,000	$10,000	$10,000		Florida industry promotion & business development
Florida House on Capitol Hill	Membership	$5,000		$5,000	$5,000	$2,500	Florida education and promotion
Indo-US Chamber of Commerce	Membership	$2,500		$2,500	$2,500	$2,500	Service area industry promotion & business development
Jacksonville Downtown Vision	Membership/voluntary assessment	$25,000	$25,000	$25,000	$25,000	$25,000	Downtown Jacksonville promotion, safety & property protection
Jacksonville Black Chamber of Commerce	Membership				$2,500	$2,500	Service area industry promotion & business development
JAX Chamber	Membership & Board of Governors	$31,750	$31,500	$31,750	$31,500	$30,000	Regional industry promotion & business development
JAX USA Partnership	Membership	$160,000	$160,000	$160,000	$160,000	$100,000	Jacksonville & regional economic development support
Nassau County Economic Development Board	Membership	$10,000		$5,000	$5,000	$5,000	Service area industry promotion, business and economic development
St. Johns County Chamber of Commerce	Membership	$2,000	$5,000	$5,333	$5,333		Service area industry promotion, business and economic development

Employee Giving Campaigns

JEA's Employee Fundraising Program: Each year, JEA employees generously support many nonprofit organizations. Employees donate gifts of money and vacation days to the United Way and Community Health Charities campaigns. Also, employees have the opportunity, throughout the year, to buy food, school supplies and gifts for JEA hosted donation drives such as Back to School, Holiday Food and Toy Drives, Adopt-A-Family and the Undie Sunday Collection. JEA's commitment in organizing and hosting employee giving opportunities for its employees helps fulfill JEA's commitment of "Building Community" and provides a way for JEA employees collectively to have a greater impact on our community than what any one of us could have alone.

		FY13	FY14	FY15	FY16	FY17	FY18
United Way		$346,287.44	$351,000.06	$340,869.16	$330,471.80	$317,022.72	
Community Health Charities		$68,829.85	$68,578.52	$71,260.00	$77,400.46	$69,182.27	

	Unit	FY13	FY14	FY15	FY16	FY17	FY18
Toy Collection Drive	# of toys collected	312	350	325	339	418	392
Food Collection Drive	# of food items collected	750	1350	1200	1363	1229	1376
Adopt a Family for the Holidays	# of families adopted	12	15	16	11	12	12
Clothing/Blanket/Coat Drive	# of items collected	*	290	642	170	131	108
Back to School Drive	# of school supplies collected	1,095	1034	1157	1090	1180	

*Did not host a clothing/blanket/coat drive in FY13

JEA Volunteer Community Partners/Projects

Pine Castle	Earth Day	American Diabetes Association	Lutheran Social Services	July 5th Beaches Clean-up	Five Star Veterans Center
Second Havest Food Drive	Dignity U Wear	MathCounts Foundation	Greenscape	Jax Family and Community Expo	Jacksonville Sea and Sky Show
Big Brothers Big Sisters	American Cancer Society	Tree Hill Nature Reserve	Aging True at Cathedral Terrace	Fridays in the Park	FIRST Lego League Tournament
ARC Jacksonville	Gate River Run	United Way	Special Olympics	Back to School Give-away	Arlington Arboretum
Hubbard House	March of Dimes	First Coast No More Homeless Pets	DLC Nurse and Learn	City Rescue Mission	Museum of Science and History
HabiJax	National Multiple Sclerosis Society	Feeding NE Florida Food Bank	Hart Felt Ministeries	Teach Coast Conference	HandsOn Jax
Clara White Mission	Family Support Services	Donna Hicken Foundation	City of Jacksonville River Clean up	Catty Shack Wildlife Sanctuary	Miracle on Ashley Street
Sulzbacher Center for the Homeless	American Red Cross	NE Florida Regional Science and Engineering Fair	Rethreaded	City of Jax Senior Games	Dragon Boat Festival
Salvation Army	All Saints Learning Center	Lupus Foundation of America	Jacksonville Jazz Festival	Making Strides Against Cancer	PACE Center for Girls
Susan B. Koman	Community Connections	One Spark	Teacher's Supply Depot	MD Walk	TourDeCure
Girls Inc	Children's Home Society	Trinity Rescue Mission	Second Harvest Food Bank	Natural Life Music Festival	Builders Care

Ambassador Community Partners/Events and Speaking Engagements

Junior Achievement	Teach Conference	Tree of Trails	Mayport Energy Action Month	Florida Urban Forestry Council	FSCJ Arbor Day
Home and Patio Show	World of Nations	Operation New Hope Fall Festival	Greenleaf Tree Planting	Rufus Payne Science Fair	Talking Trees Nature Club
Earth Day	City of Jacksonville Veterans Parade	Energy Star World Tour	TEDTalks	Black Expo	The ARC of Jacksonville
World of Nations	Arbor Day/Greenscape Tree Giveaway	National Association of Railway Business Women	web.com Resource Fair	SP Livingston Science Fair	Brown Girls Rock
Hispanic Expo	Southside Robotics Club	Southern Women's Show	NAS Jax Squadron Stand Down	JHA FOG Program	Metro North Community Advisory Council
Jacksonville Science Festival	JEA Power Pals	Community Hospice Caregiver Expo	Oakley St Tree Planting	Job Corp Career Fair	JEA Pastor's Luncheon
Fair Housing for House Seekers Conf.	JEA Non-Profit Breakfast	Jacksonville Science Festival	Manatee Celebration	Arlington Masonic Assoc.	Eco-Latino
Yulee Primary School STEM Night	Southside United Methodist Church	John E Love Career Day	Long Branch Career Day	Rotary Club of East Arlington	Society of American Military Engineers
Garden and Arts Festival	Ponte Vedra Rotary	Ft Caroline Career Fair	National Assoc of Women In Science	Deutsche Bank	Duval Co. Health Dept. Resource Fair
Fl Foresters Annual Meeting	Jacksonville Aqua Festival	South West CPAC	Jax Beach Career Fair	Mental Health Conference	Bryan Jennings Career Fair
Senior Day at JEA	Arlington Heights STEM Night	Northwest CPAC	Biscayne Career Fair	St. Paul Community Fair	Young Women of Color Empowerment Fair
Ruth Upson Career Day	Florida STEM Expo	Lone Star High Career Day	Bartram Springs Career Fair	John E Ford Career Day	Storm Preparedness Summit
National Senior Health Conference	Tiger Academy Career Day	Touch a Truck Community Event	Florida Project Learning Tree	Lego Robotics Summer Camp	Fidelity Safety Fair
Tote Maritime Safety Fair	JP Morgan Chase Storm Expo	Montgomery Solar Field Ribbon Cutting	STEM Conference Awards	Men's Health Fair	Nocatee Farmer's Market
JEA Youth Energy Academy	Jax Humane Society	Independent Living Resource Conference	Jr. Engineering STEM Conference	Southeast CPAC	St. Andrews Presbyterian Church
Shiva Robotics Academy	Communities in School	Homeowner/Home Buyer Expo	Duval Soil and Water Conservation Group	YMCA Thingamajig	One Spark
City of Jax Environmental Symposium	US Green Building Council	National Drive Electric Day	NFACCA Safety Fair	Emmett Reed Community Center	Earth Day at the Zoon
Jim Fortuna Senior Center Open House	ShadCo Meeting Sector Foxtrot	NE Fl Advancing Women in Transportation	United Way Real Sense Tax Season Kickoff	River City Science Academy High	First Coast Manufacturers Association
US Green Building	Masonic Lodge	R.A.P. Board Meeting	Woodland Acres Tree Planting	Fl Urban Forestry Council Workshop	Family Foundation Wise Money Week
Jax Golf/Country Club Safety Expo	Enterprise Academy Science Night	Hurricane Expo	Landlords Association Meeting	Leroy Clemens Senior Center	EWC Career Symposium
Stanton High School Robotics	Jax Chamber Arlington Council	Reddie Palm Tree Reserve Planting	Boscilli Foundation After School Program	IFMA Conference	Youth Explosion Back 2 School
Water Education Festival	Jax Women's Leadership Forum	Construction Career Day	Ride and Drive Event	JP Morgan Chase Safety Fair	CIT Safety Fair

Employee Volunteer and Ambassador Activities

JEA's Employee Volunteer Program: Annually, JEA provides eight hours of paid time to each of its employees who elect to volunteer at a JEA sanctioned nonprofit organization and/or a nonprofit community event. JEA employees paint, build, hand out water, work a registration table, stock food shelves and read to kids to help these organizations accomplish their missions. JEA and its employees are committed to the community. This program supports JEA's heart of service—its employees' desire to "give back" to their community through an organization or cause close to their hearts. Through the volunteer program, all employees have the opportunity to support their community in ways that are meaningful to them.

Volunteer Program	FY13	FY14	FY15	FY16	FY17	FY18 YTD
# of employees who volunteered	453	670	753	985	913	232

JEA's Ambassador Program: JEA provides opportunities for its employees to engage in helpful and meaningful ways with our customers to educate customers about utility safety, utility conservation and customer solutions. Currently, we engage JEA employees with customers and potential customers through speaking engagement requests and participation at community events.

Ambassador Program	FY13	FY14	FY15	FY16	FY17	FY18 YTD
# of employees who participated as ambassadors	*	*	314	301	343	170

* Ambassador program started in FY15

Educational Programs

JEA provides free science resources for parents, teachers and children of all ages in our service territory. Our organization.is comprised of engineers, electricians, biologists, lab technicians, software developers and computer systems analysts and we are eager to help educate our future STEM workforce.

Teacher Education Resources Program

JEA provides public and private school teachers with FREE, fun, age-appropriate educational materials that meet Florida State Standards. These include classroom sets with teacher's guides, posters, DVDs and streaming videos that are updated every year. Themes covered include: safety, energy and water efficiency and STEM topics.

Tree Hill Energy Water Detective

Two more free programs are sponsored by JEA and brought to you by Tree Hill Nature Center. The Energy Detective Program is a 45-minute live presentation that helps 3rd - 7th graders learn what energy is and where it comes from. They discover ways to conserve energy at home and at school, and it allows students to experiment with multiple energy-saving products

"Search for a Better Light" Theatre Program

JEA's own lovable alien, "ReDuce," from the planet "GoGreen" is in search of a better light and better way of life. He's come to Earth to find out more about conservation and efficiency and he is ready to make a special trip to your school to share tips and explain why conservation is so important. Performance content coincides with the Science Curriculum covered in the Florida Common Core Standards.

JEA Power Pals Program

In this 4-week program, first grade students learn about electric safety through fun, interactive activities. JEA employees join students in their classrooms, explaining good safety practices and how to spot dangers that may be inside or outside their homes

Museum of Science and History

It's no coincidence that three of the most popular exhibits at Jacksonville's Museum of Science and History (MOSH) have JEA in their title! JEA employs many engineers and biologists and we are proud to contribute to the STEM education of our city's young scientists.

-JEA HydroLogic

This new outdoor exhibit explores planting and irrigation practices to create hearty, sustainable, water efficient landscapes. Nine principles of Florida-Friendly Landscaping are explained and demonstrated at the exhibit, as well as additional practices like bioswales and butterfly gardens.

- JEA Power Play: Understanding our Energy Choices

An interactive exhibit for the entire family. It's a fun way to learn what it takes to power a fictional city called "Moshtopia." Kids can crank their own electricity with a hand-operated generator and see just how much power is needed to electrify a video game or even a laptop.

- Extreme Science! At the JEA Science Theatre

A live show will "shock" you with its "hair-raising" science experiments.

Row Labels	Donation Amount	Hours Contributed
Community Service Leave	**$508,133**	**13,675**
2013	$83,801	2,290
2014	$79,954	2,262
2015	$104,746	2,903
2016	$130,868	3,416
2017	$108,765	2,804
United Way	**$1,133,213**	**0**
2013	$239,771	0
2014	$230,203	0
2015	$225,953	0
2016	$230,028	0
2017	$207,258	0
Community Health Charities	**$263,219**	**0**
2013	$40,455	0
2014	$48,118	0
2015	$51,561	0
2016	$55,087	0
2017	$67,998	0
Grand Total	**$1,904,566**	**13,675**

	Column Labels					
Row Labels	**2013**	**2014**	**2015**	**2016**	**2017**	**Grand Total**
Community Service Leave						
Donation Amount	$83,801	$79,954	$104,746	$130,868	$108,765	$508,133
Hours Contributed	2,290	2,262	2,903	3,416	2,804	13,675
United Way						
Donation Amount	$239,771	$230,203	$225,953	$230,028	$207,258	$1,133,213
Hours Contributed	0	0	0	0	0	0
Community Health Charities						
Donation Amount	$40,455	$48,118	$51,561	$55,087	$67,998	$263,219
Hours Contributed	0	0	0	0	0	0
Total Donation Amount	**$364,026**	**$358,275**	**$382,260**	**$415,982**	**$384,022**	**$1,904,566**
Total Hours Contributed	**2,290**	**2,262**	**2,903**	**3,416**	**2,804**	**13,675**
# of Contributors	**1,143**	**1,111**	**1,161**	**1,190**	**1,147**	

Employee Nam	Employee Num	Employee Loca	Cost Center	Bargaining Uni	Payment Type	Donation Amo	Fiscal Year	Hours Contribu	Pay Key
Abdelmalak, Sa	2337	Laboratory Ser	D0300	AFSCME	Community Se	266.5	2014	8	Community Service Leave
Abdelmalak, Sa	2337	Laboratory Ser	D0300	AFSCME	United Way	260.0	2013	0	United Way
Abdelmalak, Sa	2337	Laboratory Ser	D0300	AFSCME	United Way	260.0	2014	0	United Way
Abdelmalak, Sa	2337	Laboratory Ser	D0300	AFSCME	United Way	60.0	2015	0	United Way
Abellana, Elvin	6017	JEA Tower, 10t	20202	Professional En	Community Se	331.8	2015	8	Community Service Leave
Abellana, Elvin	6017	JEA Tower, 5th	20202	Professional En	Community He	50.0	2013	0	Community Health Charities
Acs, Gabor	729	JEA Tower, 4th	40230	JEA Appointed	Community He	130.0	2013	0	Community Health Charities
Acs, Gabor	729	JEA Tower, 4th	40230	JEA Appointed	Community He	50.0	2014	0	Community Health Charities
Acs, Gabor	729	JEA Tower, 4th	40230	JEA Appointed	United Way	390.0	2013	0	United Way
Acs, Gabor	729	JEA Tower, 4th	40230	JEA Appointed	United Way	150.0	2014	0	United Way
Acs, Gabor	729	JEA Tower, 9th	20400	JEA Appointed	United Way	15.0	2016	0	United Way
Acs, Gabor	729	JEA Tower, 9th	20400	JEA Appointed	United Way	390.0	2017	0	United Way
Acs, Gabor	729	JEA Tower, 9th	40230	JEA Appointed	Community He	60.0	2014	0	Community Health Charities
Acs, Gabor	729	JEA Tower, 9th	40230	JEA Appointed	United Way	240.0	2014	0	United Way
Acs, Gabor	729	JEA Tower, 9th	40230	JEA Appointed	United Way	390.0	2015	0	United Way
Acs, Gabor	729	JEA Tower, 9th	40230	JEA Appointed	United Way	375.0	2016	0	United Way
Adams, James	1739	Customer Cent	30802	Professional En	Community Se	384.9	2015	8	Community Service Leave
Adams, Mark S	1596	JEA Brandy Bra	30402	JEA IBEW	United Way	130.0	2013	0	United Way
Adams, Mark S	1596	JEA Brandy Bra	30402	JEA IBEW	United Way	30.0	2014	0	United Way
Adams, Patrice	2606	JEA Tower, 15t	40406	AFSCME	Community He	5.0	2013	0	Community Health Charities
Adams, Patrice	2606	JEA Tower, 15t	40406	AFSCME	Community Se	105.0	2015	4	Community Service Leave
Adams, Patrice	2606	JEA Tower, 15t	40406	AFSCME	Community Se	106.6	2016	4	Community Service Leave
Adams, Randy	8780	WW-RT, East G	30133	LIUNA	Community He	10.0	2017	0	Community Health Charities
Addy, Darryl R	9672	W&S Wastewa	ZW000	LIUNA	Community He	36.4	2017	0	Community Health Charities
Addy, Darryl R	9672	W&S Wastewa	ZW000	LIUNA	Community He	30.1	2017	0	Community Health Charities
Aenchbacher, I	870	JEA Tower, 3rd	A0203	Professional En	Community He	61.9	2015	0	Community Health Charities
Aenchbacher, I	870	JEA Tower, 3rd	A0203	Professional En	Community Se	87.4	2015	2.5	Community Service Leave
Aenchbacher, I	870	JEA Tower, 3rd	A0203	Professional En	Community Se	107.6	2016	3	Community Service Leave
Aenchbacher, I	870	JEA Tower, 3rd	A0203	Professional En	United Way	40.0	2015	0	United Way
Aenchbacher, I	870	JEA Tower, 3rd	A0203	Professional En	United Way	52.0	2016	0	United Way
Aenchbacher, I	870	JEA Tower, 3rd	A0203	Professional En	United Way	52.0	2017	0	United Way
Akers, Michael	8781	WW-RT, East G	30133	JEA Supervisor	Community He	75.0	2017	0	Community Health Charities
Akrayi, Jamila I	8847	NGS Northside	20300	Professional En	Community Se	140.8	2014	8	Community Service Leave
Akrayi, Jamila I	8847	NGS Northside	20300	Professional En	Community Se	315.4	2017	8	Community Service Leave
Alden, David G	437	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2013	0	United Way
Alden, David G	437	SJRPP Plant	00439	SJRPP IBEW	United Way	6.0	2014	0	United Way
Alden, David G	437	SJRPP Plant	00439	SJRPP Manage	United Way	26.0	2014	0	United Way
Alden, David G	437	SJRPP Plant	00439	SJRPP NBU	United Way	20.0	2014	0	United Way
Alden, David G	437	SJRPP Plant	00439	SJRPP NBU	United Way	52.0	2015	0	United Way
Alden, David G	437	SJRPP Plant	00439	SJRPP NBU	United Way	52.0	2016	0	United Way
Alden, David G	437	SJRPP Plant	00439	SJRPP NBU	United Way	52.0	2017	0	United Way
Alexander, Ant	8774	SSC Southside	30704	JEA IBEW	Community He	25.0	2014	0	Community Health Charities
Alexander, Kev	632	JEA Tower, 15t	40406	Professional En	Community He	25.0	2013	0	Community Health Charities
Alexander, Kev	632	JEA Tower, 15t	40406	Professional En	Community He	25.0	2016	0	Community Health Charities
Alexander, Kev	632	JEA Tower, 15t	40406	Professional En	Community Se	555.4	2013	16	Community Service Leave
Alexander, Kev	632	JEA Tower, 15t	40406	Professional En	Community Se	281.1	2014	8	Community Service Leave
Alexander, Kev	632	JEA Tower, 15t	40406	Professional En	Community Se	281.1	2015	8	Community Service Leave
Alexander, Kev	632	JEA Tower, 15t	40406	Professional En	Community Se	286.0	2016	8	Community Service Leave
Alexander, Kev	632	JEA Tower, 15t	40406	Professional En	Community Se	296.8	2017	8	Community Service Leave
Alexander, Pau	5943	Customer Cent	30801	JEA IBEW	Community Se	442.6	2013	16	Community Service Leave
Alford, Kecia M	9067	Customer Cent	40304	AFSCME	Community He	8.0	2015	0	Community Health Charities
Alford, Kecia M	9067	Customer Cent	40304	AFSCME	Community He	52.0	2016	0	Community Health Charities
Alford, Kecia M	9067	Customer Cent	40304	AFSCME	Community He	52.0	2017	0	Community Health Charities
Alford, Kecia M	9067	Customer Cent	40304	AFSCME	Community Se	111.4	2016	6	Community Service Leave
Alford, Kecia M	9067	Customer Cent	40304	AFSCME	Community Se	151.3	2017	8	Community Service Leave
Alford, Kecia M	9067	Customer Cent	40110	AFSCME	Community Se	138.5	2015	8	Community Service Leave
Ali, Eesa Gafoo	9654	JEA Tower, 8th	D0202	Professional En	Community He	10.0	2016	0	Community Health Charities
Allen, Angela J	8979	JEA Tower, 3rd	A0301	JEA Appointed	Community He	47.4	2016	0	Community Health Charities
Allen, Angela J	8979	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	320.9	2016	12	Community Service Leave
Allen, Angela J	8979	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	213.9	2017	8	Community Service Leave
Allen, Angela J	8979	JEA Tower, 3rd	A0301	JEA Appointed	United Way	47.4	2016	0	United Way
Allen, Angela J	8979	JEA Tower, 3rd	A0301	JEA Appointed	United Way Or	47.4	2017	0	United Way
Allen, Angela J	8979	JEA Tower, 3rd	A0301	JEA Manageria	Community He	40.5	2015	0	Community Health Charities
Allen, Angela J	8979	JEA Tower, 3rd	A0301	JEA Manageria	Community Se	183.1	2015	8	Community Service Leave
Allen, Timothy	2850	CSC Commonw	30703	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Allen, Timothy	2850	CSC Commonw	30703	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Allen, Timothy	2850	CSC Commonw	30703	JEA IBEW	United Way	52.0	2013	0	United Way
Allen, Timothy	2850	CSC Commonw	30703	JEA IBEW	United Way	52.0	2014	0	United Way
Allen, Timothy	2850	CSC Commonw	30703	JEA IBEW	United Way	52.0	2015	0	United Way
Allen, Timothy	2850	CSC Commonw	30703	JEA IBEW	United Way	52.0	2016	0	United Way

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Allen, Timothy	2850	CSC Commonw	30703	JEA IBEW	United Way	52.0	2017	0	United Way
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	Community He	20.0	2016	0	Community Health Charities
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	Community He	130.0	2017	0	Community Health Charities
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	Community Se	264.6	2013	8	Community Service Leave
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	Community Se	264.6	2014	8	Community Service Leave
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	Community Se	136.3	2015	4	Community Service Leave
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	Community Se	278.0	2016	8	Community Service Leave
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	Community Se	278.0	2017	8	Community Service Leave
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	United Way	130.0	2013	0	United Way
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	United Way	130.0	2014	0	United Way
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	United Way	130.0	2015	0	United Way
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	United Way	130.0	2016	0	United Way
Almestica, Vale	2997	NGS Northside	30300	JEA IBEW	United Way	35.0	2017	0	United Way
Altman, Jeffrey	5297	Customer Cent	31000	LIUNA	Community Se	260.2	2016	8	Community Service Leave
Altman, Jeffrey	5297	Customer Cent	31000	LIUNA	United Way	30.0	2013	0	United Way
Altman, Micha	2195	Ridenour Train	40308	LIUNA	United Way	95.0	2017	0	United Way
Altman, Micha	2195	SOCC	40308	LIUNA	United Way	130.0	2013	0	United Way
Altman, Micha	2195	SOCC	40308	LIUNA	United Way	30.0	2014	0	United Way
Alvarado, Jenn	9164	JEA Tower, 14t	C0100	JEA Appointed	United Way	110.0	2013	0	United Way
Alvarado, Jenn	9164	JEA Tower, 14t	ZE000	JEA Appointed	United Way	50.0	2013	0	United Way
Anaheim, Scott	2096	JEA Tower, 4th	20427	JEA Appointed	United Way	80.0	2015	0	United Way
Anaheim, Scott	2096	JEA Tower, 4th	20427	JEA Appointed	United Way	260.0	2016	0	United Way
Anaheim, Scott	2096	JEA Tower, 4th	20427	JEA Appointed	United Way	70.0	2017	0	United Way
Anaheim, Scott	2096	W&S Wastewa	30600	JEA Appointed	United Way	260.0	2013	0	United Way
Anaheim, Scott	2096	W&S Wastewa	30600	JEA Appointed	United Way	260.0	2014	0	United Way
Anaheim, Scott	2096	W&S Wastewa	30600	JEA Appointed	United Way	1192.0	2015	0	United Way
Anaheim, Scott	2096	W&S Wastewa	30600	JEA Appointed	United Way Special Inputs		2015	0	United Way
Anderson, Bon	6264	JEA Tower, 2nd	30902	Professional En	Community Se	279.5	2014	7	Community Service Leave
Anderson, Bon	6264	JEA Tower, 2nd	30902	Professional En	United Way	52.0	2013	0	United Way
Anderson, Bon	6264	JEA Tower, 2nd	30902	Professional En	United Way	52.0	2014	0	United Way
Anderson, Bon	6264	JEA Tower, 2nd	30902	Professional En	United Way	52.0	2015	0	United Way
Anderson, Bon	6264	JEA Tower, 2nd	30902	Professional En	United Way	52.0	2016	0	United Way
Anderson, Bon	6264	JEA Tower, 2nd	30902	Professional En	United Way	52.0	2017	0	United Way
Anderson, Don	7409	WSC Westside	30704	JEA IBEW	Community He	110.0	2013	0	Community Health Charities
Anderson, Don	7409	WSC Westside	30704	JEA IBEW	United Way	26.0	2013	0	United Way
Anderson, Don	7409	WSC Westside	30704	JEA IBEW	United Way	26.0	2014	0	United Way
Anderson, Don	7409	WSC Westside	30704	JEA IBEW	United Way	7.0	2015	0	United Way
Anderson, Kris	599	CSC Commonw	30702	Professional En	Community Se	659.8	2013	8	Community Service Leave
Anderson, Kris	599	CSC Commonw	30702	Professional En	United Way	115.0	2013	0	United Way
Anderson, Kris	599	CSC Commonw	30702	Professional En	United Way	130.0	2014	0	United Way
Anderson, Kris	599	CSC Commonw	30702	Professional En	United Way	25.0	2015	0	United Way
Anderson, Kris	599	JEA Brandy Bra	30402	JEA Appointed	Community He	79.8	2015	0	Community Health Charities
Anderson, Kris	599	JEA Brandy Bra	30402	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Anderson, Kris	599	JEA Brandy Bra	30402	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Anderson, Kris	599	JEA Brandy Bra	30402	JEA Appointed	Community He	96.3	2017	0	Community Health Charities
Anderson, Kris	599	JEA Brandy Bra	30402	JEA Appointed	Community He	85.3	2017	0	Community Health Charities
Anderson, Kris	599	JEA Brandy Bra	30402	JEA Appointed	Community Se	720.8	2015	16	Community Service Leave
Anderson, Kris	599	JEA Brandy Bra	30402	JEA Appointed	Community Se	185.2	2016	4	Community Service Leave
Anderson, Kris	599	JEA Brandy Bra	30402	JEA Appointed	United Way	45.0	2015	0	United Way
Anderson, Kris	599	JEA Brandy Bra	30402	JEA Appointed	United Way	52.0	2016	0	United Way
Anderson, Kris	599	JEA Brandy Bra	30402	JEA Appointed	United Way	109.0	2017	0	United Way
Anderson, Kris	599	JEA Brandy Bra	30402	JEA Appointed	United Way Or	41.0	2017	0	United Way
Anderson, Kris	599	SOCC	30700	Professional En	United Way	15.0	2013	0	United Way
Anderson, War	6275	WSC Westside	30704	JEA IBEW	Community He	25.0	2013	0	Community Health Charities
Anderson, War	6275	WSC Westside	30704	JEA IBEW	Community He	6.0	2017	0	Community Health Charities
Anderson, War	6275	WSC Westside	30704	JEA IBEW	United Way	26.0	2013	0	United Way
Anderson, War	6275	WSC Westside	30704	JEA IBEW	United Way	46.0	2014	0	United Way
Anderson, War	6275	WSC Westside	30704	JEA IBEW	United Way	52.0	2015	0	United Way
Anderson, War	6275	WSC Westside	30704	JEA IBEW	United Way	52.0	2016	0	United Way
Anderson, War	6275	WSC Westside	30704	JEA IBEW	United Way	52.0	2017	0	United Way
Andone, Andre	1923	Laboratory Ser	D0300	AFSCME	Community He	220.0	2013	0	Community Health Charities
Andone, Andre	1923	Laboratory Ser	D0300	AFSCME	United Way	650.0	2013	0	United Way
Andrews, Jona	9034	CSC Commonw	40403	JEA IBEW	United Way	12.0	2014	0	United Way
Andrews, Jona	9034	CSC Meter Sho	40402	JEA IBEW	United Way	2.0	2014	0	United Way
Andrews, Jona	9034	CSC Meter Sho	40403	JEA IBEW	Community He	8.0	2014	0	Community Health Charities
Andrews, Jona	9034	CSC Meter Sho	40403	JEA IBEW	Community He	64.0	2015	0	Community Health Charities
Andrews, Jona	9034	CSC Meter Sho	40403	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Andrews, Jona	9034	CSC Meter Sho	40403	JEA IBEW	Community He	115.0	2017	0	Community Health Charities
Andrews, Jona	9034	CSC Meter Sho	40403	JEA IBEW	United Way	26.0	2014	0	United Way
Andrews, Jona	9034	CSC Meter Sho	40403	JEA IBEW	United Way	52.0	2015	0	United Way
Andrews, Jona	9034	CSC Meter Sho	40403	JEA IBEW	United Way	52.0	2016	0	United Way

Andrews, Jona	9034	CSC Meter Sho	40403	JEA IBEW	United Way	52.0	2017	0	United Way
Angeli, Henry I	6742	JEA Tower, 15t	C0500	JEA Appointed	Community Se	288.5	2016	8	Community Service Leave
Angeli, Henry I	6742	JEA Tower, 15t	C0500	JEA Appointed	Community Se	108.2	2017	3	Community Service Leave
Angeli, Henry I	6742	NGS Northside	30300	JEA IBEW	Community Se	1323.2	2013	40	Community Service Leave
Angeli, Henry I	6742	NGS Northside	30300	JEA IBEW	Community Se	793.9	2014	24	Community Service Leave
Antique, Abela	8811	JEA Tower, 3rd	A0300	JEA Manageria	Community Se	127.5	2014	4	Community Service Leave
Antique, Abela	8811	JEA Tower, 6th	A0101	JEA Manageria	Community Se	69.4	2017	2	Community Service Leave
Arant, Angela I	6151	JEA Tower, 2nd	30901	Professional En	Community Se	268.7	2015	6	Community Service Leave
Arant, Angela I	6151	JEA Tower, 2nd	30901	Professional En	Community Se	140.8	2017	6	Community Service Leave
Arline, Johnny	1461	CSC Meter Sho	40402	JEA IBEW	Community Se	212.6	2017	7	Community Service Leave
Arline, Theodri	6186	SSC Southside	30705	JEA IBEW	Community He	36.0	2014	0	Community Health Charities
Arline, Theodri	6186	SSC Southside	30705	JEA IBEW	Community He	250.0	2015	0	Community Health Charities
Arline, Theodri	6186	SSC Southside	30705	JEA IBEW	Community He	286.0	2016	0	Community Health Charities
Arline, Theodri	6186	SSC Southside	30705	JEA IBEW	Community He	6.0	2017	0	Community Health Charities
Arline, Theodri	6186	SSC Southside	30705	JEA IBEW	Community Se	176.1	2015	5	Community Service Leave
Arline, Theodri	6186	SSC Southside	30705	JEA IBEW	Community Se	287.3	2016	8	Community Service Leave
Arline, Theodri	6186	SSC Southside	30705	JEA IBEW	Community Se	150.1	2017	4	Community Service Leave
Arline, Theodri	6186	SSC Southside	30705	JEA IBEW	United Way	38.0	2017	0	United Way
Armstrong, Cai	9357	JEA Tower, 12t	10500	JEA Appointed	Community He	15.0	2014	0	Community Health Charities
Armstrong, Cai	9357	JEA Tower, 12t	10500	JEA Appointed	Community Se	238.5	2014	8	Community Service Leave
Armstrong, Cai	9357	JEA Tower, 12t	10500	JEA Appointed	Community Se	155.0	2015	5	Community Service Leave
Armstrong, Cai	9357	JEA Tower, 12t	10500	JEA Appointed	Community Se	281.4	2016	8	Community Service Leave
Armstrong, Cai	9357	JEA Tower, 12t	10500	JEA Appointed	Community Se	140.7	2017	4	Community Service Leave
Arnold, Anthor	3533	W&S Treatmer	30122	JEA Appointed	Community He	87.2	2016	0	Community Health Charities
Arnold, Anthor	3533	W&S Treatmer	30122	JEA Appointed	Community He	87.2	2017	0	Community Health Charities
Arnold, Anthor	3533	W&S Treatmer	30122	JEA Appointed	Community He	98.4	2017	0	Community Health Charities
Arnold, Anthor	3533	W&S Treatmer	30136	JEA Appointed	Community He	8.0	2014	0	Community Health Charities
Arnold, Anthor	3533	W&S Treatmer	30136	JEA Appointed	Community He	44.0	2015	0	Community Health Charities
Arnold, Anthor	3533	W&S Treatmer	30136	JEA Appointed	United Way	200.0	2014	0	United Way
Arnold, Anthor	3533	W&S Treatmer	30136	JEA Appointed	United Way	40.0	2015	0	United Way
Arnold, Anthor	3533	W&S Treatmer	30136	JEA Appointed	United Way	40.0	2016	0	United Way
Arnold, Anthor	3533	W&S Treatmer	30137	JEA Appointed	United Way	40.0	2013	0	United Way
Arnold, David V	9706	JEA Tower, 15t	C0500	JEA Appointed	Community Se	112.5	2016	3	Community Service Leave
Arnold, David V	9706	JEA Tower, 15t	C0500	JEA Appointed	Community Se	150.0	2017	4	Community Service Leave
Arnold, Vincen	3671	NGS Northside	30205	JEA IBEW	Community He	6.0	2017	0	Community Health Charities
Arnold, Vincen	3671	NGS Northside	30205	JEA IBEW	Community Se	125.9	2017	0	Community Service Leave
Arnold, Vincen	3671	NGS Northside	30205	JEA IBEW	United Way	52.0	2013	0	United Way
Arnold, Vincen	3671	NGS Northside	30205	JEA IBEW	United Way	52.0	2014	0	United Way
Arnold, Vincen	3671	NGS Northside	30205	JEA IBEW	United Way	52.0	2015	0	United Way
Arnold, Vincen	3671	NGS Northside	30205	JEA IBEW	United Way	52.0	2016	0	United Way
Arnold, Vincen	3671	NGS Northside	30205	JEA IBEW	United Way	52.0	2017	0	United Way
Arroyo, Ruben	9671	W&S Wastewa	ZW000	LIUNA	Community He	15.0	2017	0	Community Health Charities
Arroyo, Ruben	9671	W&S Wastewa	ZW000	LIUNA	Community He	18.2	2017	0	Community Health Charities
Asberry, Jackie	2578	W&S Treatmer	30122	LIUNA	Community He	20.0	2016	0	Community Health Charities
Asberry, Jackie	2578	W&S Treatmer	30122	LIUNA	Community He	115.0	2017	0	Community Health Charities
Asberry, Jackie	2578	W&S Treatmer	30122	LIUNA	Community Se	250.1	2014	8	Community Service Leave
Asberry, Jackie	2578	W&S Treatmer	30122	LIUNA	Community Se	255.1	2015	8	Community Service Leave
Ashley, David D	2056	JEA Tower, 4th	20500	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Ashley, David D	2056	JEA Tower, 4th	20500	JEA Appointed	Community He	110.0	2016	0	Community Health Charities
Ashley, David D	2056	JEA Tower, 4th	20500	JEA Appointed	United Way	160.0	2015	0	United Way
Ashley, David D	2056	JEA Tower, 4th	20500	JEA Appointed	United Way	520.0	2016	0	United Way
Ashley, David D	2056	JEA Tower, 4th	20500	JEA Appointed	United Way	260.0	2017	0	United Way
Ashley, David D	2056	W&S Treatmer	30121	JEA Supervisor	United Way	20.0	2017	0	United Way
Ashley, David D	2056	W&S Wastewa	30607	JEA Appointed	United Way	490.0	2013	0	United Way
Ashley, David D	2056	W&S Wastewa	30607	JEA Appointed	United Way	721.9	2014	0	United Way
Ashley, David D	2056	W&S Wastewa	30607	JEA Appointed	United Way	413.6	2015	0	United Way
Ashley, David D	2056	W&S Wastewa	30607	JEA Appointed	United Way Special Inputs		2015	0	United Way
Auger, Debra G	258	Customer Cent	A0411	JEA Appointed	Community He	240.0	2013	0	Community Health Charities
Auger, Debra G	258	Customer Cent	A0411	JEA Appointed	Community He	330.0	2014	0	Community Health Charities
Auger, Debra G	258	Customer Cent	A0411	JEA Appointed	Community Se	121.8	2014	3	Community Service Leave
Auger, Debra G	258	Customer Cent	A0411	JEA Appointed	United Way	615.5	2013	0	United Way
Auger, Debra G	258	Customer Cent	A0411	JEA Appointed	United Way	1000.8	2014	0	United Way
Auger, Debra G	258	Customer Cent	A0411	JEA Appointed	United Way	231.0	2015	0	United Way
Auger, Debra G	258	Customer Cent	A0503	JEA Appointed	Community He	150.0	2013	0	Community Health Charities
Auger, Debra G	258	Customer Cent	A0503	JEA Appointed	United Way	384.9	2013	0	United Way
Avedon, Paul J	8047	JEA Brandy Bra	ZE000	JEA IBEW	Community He	110.0	2013	0	Community Health Charities
Avedon, Paul J	8047	Ridenour Train	30135	JEA Supervisor	Community He	47.5	2016	0	Community Health Charities
Avedon, Paul J	8047	WW-RT, West	30135	JEA Supervisor	Community He	6.0	2017	0	Community Health Charities
Avedon, Paul J	8047	WW-RT, West	30135	JEA Supervisor	Community Se	249.1	2017	7	Community Service Leave
Avedon, Paul J	8047	WW-RT, West	30135	JEA Supervisor	United Way	38.0	2017	0	United Way
Avedon, Paul J	8047	WW-RT, West	30135	LIUNA	Community He	10.0	2014	0	Community Health Charities

Avedon, Paul J	8047	WW-RT, West	30135	LIUNA	Community He	65.0	2015	0	Community Health Charities
Avedon, Paul J	8047	WW-RT, West	30135	LIUNA	Community He	7.5	2016	0	Community Health Charities
Avedon, Paul J	8047	WW-RT, West	30135	LIUNA	Community Se	232.2	2014	8	Community Service Leave
Ayers, James L	7767	SJRPP Training	A0104	JEA Appointed	Community Se	0.0	2017	4	Community Service Leave
Ayres, Ronald E	842	NGS Northside	30200	JEA Appointed	United Way	30.0	2013	0	United Way
Baber, David Ja	9126	JEA Tower, 10t	20202	Professional En	Community He	160.0	2014	0	Community Health Charities
Baber, David Ja	9126	JEA Tower, 10t	20202	Professional En	Community He	220.0	2015	0	Community Health Charities
Baber, David Ja	9126	JEA Tower, 10t	20202	Professional En	Community Se	199.8	2014	8	Community Service Leave
Baber, David Ja	9126	JEA Tower, 10t	20202	Professional En	Community Se	203.5	2015	8	Community Service Leave
Baber, David Ja	9126	JEA Tower, 10t	20202	Professional En	Community Se	249.6	2016	8	Community Service Leave
Baber, David Ja	9126	JEA Tower, 10t	20202	Professional En	Community Se	249.6	2017	8	Community Service Leave
Baber, David Ja	9126	JEA Tower, 10t	20202	Professional En	United Way	80.0	2014	0	United Way
Baber, David Ja	9126	JEA Tower, 10t	20202	Professional En	United Way	130.0	2015	0	United Way
Baber, David Ja	9126	JEA Tower, 10t	20202	Professional En	United Way	185.3	2016	0	United Way
Baber, David Ja	9126	JEA Tower, 10t	20202	Professional En	United Way	130.0	2017	0	United Way
Baber, David Ja	9126	JEA Tower, 5th	20202	Professional En	Community He	40.0	2013	0	Community Health Charities
Baber, David Ja	9126	JEA Tower, 5th	20202	Professional En	Community He	100.0	2014	0	Community Health Charities
Baber, David Ja	9126	JEA Tower, 5th	20202	Professional En	Community Se	196.2	2013	8	Community Service Leave
Baber, David Ja	9126	JEA Tower, 5th	20202	Professional En	United Way	100.0	2013	0	United Way
Baber, David Ja	9126	JEA Tower, 5th	20202	Professional En	United Way	50.0	2014	0	United Way
Babik, Jalal Joh	8728	JEA Tower, 7th	30014	JEA Appointed	Community Se	1009.8	2013	16	Community Service Leave
Babik, Jalal Joh	8728	JEA Tower, 7th	30014	JEA Appointed	Community Se	1009.8	2014	16	Community Service Leave
Babik, Jalal Joh	8728	JEA Tower, 7th	30014	JEA Appointed	Community Se	520.0	2015	8	Community Service Leave
Babik, Jalal Joh	8728	JEA Tower, 7th	30014	JEA Appointed	Community Se	1050.4	2016	16	Community Service Leave
Babik, Jalal Joh	8728	JEA Tower, 7th	30014	JEA Appointed	Community Se	294.0	2017	4	Community Service Leave
Babik, Jalal Joh	8728	JEA Tower, 7th	30014	JEA Appointed	United Way Or	50.0	2017	0	United Way
Bachara, Gary	786	JEA Tower, 13t	B0010	Professional En	Community Se	149.4	2015	4	Community Service Leave
Bachara, Gary	786	JEA Tower, 13t	B0010	Professional En	Community Se	303.1	2016	8	Community Service Leave
Bachara, Gary	786	JEA Tower, 13t	B0010	Professional En	Community Se	304.6	2017	8	Community Service Leave
Bacote, Janel R	9504	Customer Cent	A0103	JEA Appointed	Community Se	269.3	2016	8	Community Service Leave
Bacote, Janel R	9504	Customer Cent	A0103	JEA Appointed	Community Se	269.3	2017	8	Community Service Leave
Bacote, Janel R	9504	Customer Cent	A0103	JEA Manageria	Community Se	230.8	2015	8	Community Service Leave
Bailey, Brian Ke	3767	NGS Northside	30205	JEA IBEW	Community Se	125.9	2017	4	Community Service Leave
Bain, Gaynelle	3100	JEA Tower, 11t	40230	JEA IBEW	Community He	40.0	2017	0	Community Health Charities
Bain, Gaynelle	3100	JEA Tower, 11t	40230	JEA IBEW	United Way	22.0	2017	0	United Way
Bain, Gaynelle	3100	JEA Tower, 11t	40230	JEA Manageria	Community He	75.0	2017	0	Community Health Charities
Bain, Gaynelle	3100	JEA Tower, 11t	40230	JEA Manageria	United Way	30.0	2017	0	United Way
Bain, Gaynelle	3100	JEA Tower, 11t	40230	JEA Supervisor	Community He	5.0	2016	0	Community Health Charities
Bain, Gaynelle	3100	JEA Tower, 11t	40230	JEA Supervisor	Community Se	156.9	2016	3.5	Community Service Leave
Bain, Gaynelle	3100	JEA Tower, 11t	40230	JEA Supervisor	United Way	2.0	2016	0	United Way
Bain, Gaynelle	3100	JEA Tower, 4th	40230	JEA Supervisor	United Way	52.0	2013	0	United Way
Bain, Gaynelle	3100	JEA Tower, 4th	40230	JEA Supervisor	United Way	16.0	2014	0	United Way
Bain, Gaynelle	3100	JEA Tower, 9th	40230	JEA Supervisor	Community He	100.0	2014	0	Community Health Charities
Bain, Gaynelle	3100	JEA Tower, 9th	40230	JEA Supervisor	Community He	16.0	2015	0	Community Health Charities
Bain, Gaynelle	3100	JEA Tower, 9th	40230	JEA Supervisor	Community He	103.0	2016	0	Community Health Charities
Bain, Gaynelle	3100	JEA Tower, 9th	40230	JEA Supervisor	Community Se	117.7	2016	3.5	Community Service Leave
Bain, Gaynelle	3100	JEA Tower, 9th	40230	JEA Supervisor	United Way	36.0	2014	0	United Way
Bain, Gaynelle	3100	JEA Tower, 9th	40230	JEA Supervisor	United Way	52.0	2015	0	United Way
Bain, Gaynelle	3100	JEA Tower, 9th	40230	JEA Supervisor	United Way	50.0	2016	0	United Way
Bain, Terry W	661	JEA Tower, 10t	20200	Professional En	United Way	5.0	2014	0	United Way
Bain, Terry W	661	JEA Tower, 10t	20200	Professional En	United Way	5.0	2015	0	United Way
Bain, Terry W	661	JEA Tower, 10t	20202	Professional En	United Way	55.0	2014	0	United Way
Bain, Terry W	661	JEA Tower, 5th	20200	Professional En	United Way	35.0	2013	0	United Way
Bain, Terry W	661	JEA Tower, 5th	20202	Professional En	United Way	95.0	2013	0	United Way
Bain, Terry W	661	JEA Tower, 5th	20202	Professional En	United Way	50.0	2014	0	United Way
Bajagilovic, Edi	9512	JEA Tower, 10t	10210	Professional En	Community Se	239.7	2015	8	Community Service Leave
Baker, Deirdre	4071	Customer Cent	A0501	AFSCME	Community Se	198.9	2013	8	Community Service Leave
Baker, Deirdre	4071	Customer Cent	A0501	AFSCME	Community Se	219.2	2014	8	Community Service Leave
Baker, Deirdre	4071	Customer Cent	A0501	AFSCME	Community Se	230.2	2015	8	Community Service Leave
Baker, Deirdre	4071	Customer Cent	A0501	AFSCME	United Way	52.0	2013	0	United Way
Baker, Deirdre	4071	Customer Cent	A0501	AFSCME	United Way	50.0	2014	0	United Way
Baker, Deirdre	4071	Customer Cent	A0501	AFSCME	United Way	46.0	2015	0	United Way
Baker, Deirdre	4071	W&S Wastewa	30110	JEA Appointed	United Way	6.0	2015	0	United Way
Baker, Deirdre	4071	W&S Wastewa	30110	JEA Appointed	United Way	6.0	2016	0	United Way
Baker, Deirdre	4071	W&S Wastewa	30600	JEA Appointed	United Way	46.0	2016	0	United Way
Baker, Deirdre	4071	W&S Wastewa	30600	JEA Appointed	United Way	30.0	2017	0	United Way
Baker, Terry Le	7306	NGS Northside	30200	JEA IBEW	Community Se	231.6	2013	7	Community Service Leave
Baker, Terry Le	7306	NGS Northside	30309	JEA IBEW	Community Se	264.6	2014	8	Community Service Leave
Baker, William	1529	SOCC	30700	JEA Appointed	United Way	260.0	2013	0	United Way
Baker, William	1529	SOCC	30700	JEA Appointed	United Way	260.0	2014	0	United Way
Baker, William	1529	SOCC	30700	JEA Appointed	United Way	260.0	2015	0	United Way

Baker, William	1529	SOCC	30700	JEA Appointed	United Way	260.0	2016	0	United Way
Baker, William	1529	SOCC	30700	JEA Appointed	United Way	260.0	2017	0	United Way
Bakerdjian, B R	6015	JEA Tower, 14t	C0100	JEA Appointed	Community Se	145.5	2016	4	Community Service Leave
Bakerdjian, B R	6015	JEA Tower, 14t	C0100	JEA Appointed	Community Se	291.0	2017	8	Community Service Leave
Bakerdjian, B R	6015	JEA Tower, 14t	C0100	JEA Appointed	United Way	130.0	2013	0	United Way
Bakerdjian, B R	6015	JEA Tower, 14t	C0100	JEA Appointed	United Way	130.0	2014	0	United Way
Bakerdjian, B R	6015	JEA Tower, 14t	C0100	JEA Appointed	United Way	130.0	2015	0	United Way
Bakerdjian, B R	6015	JEA Tower, 14t	C0100	JEA Appointed	United Way	130.0	2016	0	United Way
Bakerdjian, B R	6015	JEA Tower, 14t	C0100	JEA Appointed	United Way	130.0	2017	0	United Way
Banfield, David	148	SJRPP Plant	00439	SJRPP IBEW	United Way	30.0	2013	0	United Way
Banks, Brett A	2147	CSC Commonw	40403	JEA IBEW	Community He	26.0	2015	0	Community Health Charities
Banks, Brett A	2147	CSC Commonw	40403	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Banks, Brett A	2147	CSC Commonw	40403	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Banks, Brett A	2147	CSC Commonw	40403	JEA IBEW	United Way	38.0	2014	0	United Way
Banks, Brett A	2147	CSC Commonw	40403	JEA IBEW	United Way	52.0	2015	0	United Way
Banks, Brett A	2147	CSC Commonw	40403	JEA IBEW	United Way	52.0	2016	0	United Way
Banks, Brett A	2147	CSC Commonw	40403	JEA IBEW	United Way	52.0	2017	0	United Way
Banks, Brett A	2147	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Banks, Brett A	2147	CSC Meter Sho	40402	JEA IBEW	United Way	14.0	2014	0	United Way
Banks, Lucas A	9139	WW-RT, Core C	30134	LIUNA	Community He	6.0	2017	0	Community Health Charities
Banks, Mary El	2293	Customer Cent	A0501	AFSCME	United Way	52.0	2013	0	United Way
Banks, Mary El	2293	Customer Cent	A0501	AFSCME	United Way	20.0	2014	0	United Way
Banks, Patrick	624	SOCC	40307	JEA IBEW	United Way	52.0	2013	0	United Way
Banks, Patrick	624	SOCC	40307	JEA IBEW	United Way	52.0	2014	0	United Way
Banks, Patrick	624	SOCC	40307	JEA IBEW	United Way	52.0	2015	0	United Way
Banks, Patrick	624	SOCC	40307	JEA IBEW	United Way	52.0	2016	0	United Way
Banks, Patrick	624	SOCC	40307	JEA IBEW	United Way	52.0	2017	0	United Way
Barber, Paul P	1316	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Barber, Paul P	1316	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2014	0	United Way
Barber, Paul P	1316	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2015	0	United Way
Barber, Paul P	1316	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2016	0	United Way
Barber, Paul P	1316	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2017	0	United Way
Barber, Rickey	2128	SOCC	40308	JEA Supervisors	Community He	130.0	2013	0	Community Health Charities
Barber, Rickey	2128	SOCC	40308	JEA Supervisors	Community He	110.0	2014	0	Community Health Charities
Barber, Rickey	2128	SOCC	40308	JEA Supervisors	United Way	230.0	2013	0	United Way
Barber, Rickey	2128	SOCC	40308	JEA Supervisors	United Way	260.0	2014	0	United Way
Barber, Rickey	2128	SOCC	40308	JEA Supervisors	United Way	260.0	2015	0	United Way
Barber, Rickey	2128	SOCC	40308	JEA Supervisors	United Way	110.0	2016	0	United Way
Barkoskie, Jam	2633	W&S Treatmer	30122	LIUNA	Community He	8.0	2014	0	Community Health Charities
Barkoskie, Jam	2633	W&S Treatmer	30122	LIUNA	Community He	44.0	2015	0	Community Health Charities
Barkoskie, Jam	2633	W&S Treatmer	30122	LIUNA	Community He	52.0	2016	0	Community Health Charities
Barkoskie, Jam	2633	W&S Treatmer	30122	LIUNA	Community He	46.0	2017	0	Community Health Charities
Barkoskie, Jam	2633	W&S Treatmer	30122	LIUNA	Community Se	232.6	2014	8	Community Service Leave
Barkoskie, Jam	2633	W&S Treatmer	30122	LIUNA	Community Se	237.3	2015	8	Community Service Leave
Barkoskie, Jam	2633	W&S Treatmer	30122	LIUNA	United Way	52.0	2013	0	United Way
Barkoskie, Jam	2633	W&S Treatmer	30122	LIUNA	United Way	52.0	2014	0	United Way
Barkoskie, Jam	2633	W&S Treatmer	30122	LIUNA	United Way	52.0	2015	0	United Way
Barkoskie, Jam	2633	W&S Treatmer	30122	LIUNA	United Way	52.0	2016	0	United Way
Barkoskie, Jam	2633	W&S Treatmer	30122	LIUNA	United Way	52.0	2017	0	United Way
Barkoskie, Mar	8274	SSC Southside	30705	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Barkoskie, Mar	8274	SSC Southside	30705	JEA IBEW	Community He	110.0	2014	0	Community Health Charities
Barkoskie, Mar	8274	SSC Southside	30705	JEA IBEW	Community He	40.0	2015	0	Community Health Charities
Barkoskie, Mar	8274	SSC Southside	30705	JEA IBEW	Community He	220.0	2016	0	Community Health Charities
Barkoskie, Mar	8274	SSC Southside	30705	JEA IBEW	United Way Or	51.8	2017	0	United Way
Barlow, Andre	6746	SJRPP Plant	00439	SJRPP IBEW	United Way	30.0	2013	0	United Way
Barlow, Randal	5446	SSC Southside	30705	JEA IBEW	Community He	25.0	2015	0	Community Health Charities
Barlow, Randal	5446	SSC Southside	30705	JEA IBEW	Community Se	287.3	2016	8	Community Service Leave
Barlow, Randal	5446	SSC Southside	30705	JEA IBEW	Community Se	112.6	2017	3	Community Service Leave
Barlow, Randal	5446	SSC Southside	30705	JEA IBEW	United Way	38.0	2016	0	United Way
Barlow, Randal	5446	SSC Southside	30705	JEA IBEW	United Way	52.0	2017	0	United Way
Barnett, Timot	1968	W&S Wastewa	30604	JEA Supervisors	Community Se	43.8	2017	1.2	Community Service Leave
Barney, Cedric	1875	Ridenour Train	40308	LIUNA	United Way	8.0	2016	0	United Way
Barney, Cedric	1875	Ridenour Train	40308	LIUNA	United Way	52.0	2017	0	United Way
Barney, Cedric	1875	SOCC	40308	LIUNA	Community He	5.0	2014	0	Community Health Charities
Barney, Cedric	1875	SOCC	40308	LIUNA	Community He	8.0	2015	0	Community Health Charities
Barney, Cedric	1875	SOCC	40308	LIUNA	Community He	44.0	2016	0	Community Health Charities
Barney, Cedric	1875	SOCC	40308	LIUNA	United Way	36.0	2013	0	United Way
Barney, Cedric	1875	SOCC	40308	LIUNA	United Way	52.0	2014	0	United Way
Barney, Cedric	1875	SOCC	40308	LIUNA	United Way	52.0	2015	0	United Way
Barney, Cedric	1875	SOCC	40308	LIUNA	United Way	44.0	2016	0	United Way
Barney, Cedric	1875	W&S Treatmer	ZW000	LIUNA	United Way	16.0	2013	0	United Way

Barnwell, Cath	1633	JEA Tower, 16t	A0000	JEA Appointed	United Way	60.0	2013	0	United Way
Barr, David Du	1592	SSC Southside	30704	JEA IBEW	Community He	40.0	2014	0	Community Health Charities
Barr, David Du	1592	SSC Southside	30704	JEA IBEW	Community He	220.0	2015	0	Community Health Charities
Barr, Frederick	1593	SSC Southside	30704	JEA Supervisors	United Way	105.0	2014	0	United Way
Barr, Frederick	1593	SSC Southside	30704	JEA Supervisors	United Way	130.0	2015	0	United Way
Barr, Frederick	1593	SSC Southside	30704	JEA Supervisors	United Way	130.0	2016	0	United Way
Barr, Frederick	1593	SSC Southside	30704	JEA Supervisors	United Way	40.0	2017	0	United Way
Barr, Frederick	1593	WSC Westside	30704	JEA Supervisors	United Way	130.0	2013	0	United Way
Barr, Frederick	1593	WSC Westside	30704	JEA Supervisors	United Way	25.0	2014	0	United Way
Barr, Frederick	1593	WSC Westside	30704	JEA Supervisors	United Way	90.0	2017	0	United Way
Barr, Lonnie T	5877	WSC Westside	30704	JEA IBEW	United Way	26.0	2013	0	United Way
Barr, Lonnie T	5877	WSC Westside	30704	JEA IBEW	United Way	1.0	2014	0	United Way
Barrington, Tin	8884	JEA Tower, 6th	A0102	JEA Appointed	Community He	100.0	2013	0	Community Health Charities
Barrington, Tin	8884	JEA Tower, 6th	A0102	JEA Appointed	United Way	500.5	2013	0	United Way
Barrington, Tin	8884	JEA Tower, 6th	A0102	JEA Appointed	United Way	57.8	2014	0	United Way
Barrs, Derek D	8296	SSC Southside	30705	JEA IBEW	Community Se	112.6	2017	3	Community Service Leave
Barrs, Elizabeth	2432	JEA Tower, 7th	40303	AFSCME	Community He	96.0	2013	0	Community Health Charities
Barrs, Elizabeth	2432	JEA Tower, 7th	40303	AFSCME	Community He	52.0	2014	0	Community Health Charities
Barrs, Elizabeth	2432	JEA Tower, 7th	40303	AFSCME	Community He	52.0	2015	0	Community Health Charities
Barrs, Elizabeth	2432	JEA Tower, 7th	40303	AFSCME	Community He	64.0	2016	0	Community Health Charities
Barrs, Elizabeth	2432	JEA Tower, 7th	40303	AFSCME	Community He	115.0	2017	0	Community Health Charities
Barrs, Elizabeth	2432	JEA Tower, 7th	40303	AFSCME	Community Se	109.3	2017	4	Community Service Leave
Barrs, Elizabeth	2432	JEA Tower, 7th	40303	AFSCME	United Way	320.0	2013	0	United Way
Barrs, Elizabeth	2432	JEA Tower, 7th	40303	AFSCME	United Way	360.0	2014	0	United Way
Barrs, Elizabeth	2432	JEA Tower, 7th	40303	AFSCME	United Way	390.0	2015	0	United Way
Barrs, Elizabeth	2432	JEA Tower, 7th	40303	AFSCME	United Way	200.0	2016	0	United Way
Barrs, Elizabeth	2432	JEA Tower, 7th	40303	AFSCME	United Way	225.0	2017	0	United Way
Barry, John Da	8957	JEA Tower, 3rd	ZW000	JEA IBEW	Community Se	176.8	2014	8	Community Service Leave
Barry, John Da	8957	JEA Tower, 5th	ZW000	JEA IBEW	Community He	50.0	2015	0	Community Health Charities
Barry, John Da	8957	JEA Tower, 5th	ZW000	JEA IBEW	Community He	181.5	2016	0	Community Health Charities
Barry, John Da	8957	JEA Tower, 5th	ZW000	JEA IBEW	Community He	25.0	2017	0	Community Health Charities
Barry, John Da	8957	JEA Tower, 5th	ZW000	JEA IBEW	Community Se	191.2	2015	8	Community Service Leave
Barry, John Da	8957	JEA Tower, 5th	ZW000	JEA IBEW	Community Se	204.7	2016	8	Community Service Leave
Barry, John Da	8957	JEA Tower, 5th	ZW000	JEA IBEW	Community Se	215.2	2017	8	Community Service Leave
Barry, John Da	8957	JEA Tower, 5th	ZW000	JEA IBEW	United Way	226.6	2016	0	United Way
Barry, John Da	8957	JEA Tower, 5th	ZW000	JEA IBEW	United Way Or	50.0	2017	0	United Way
Barry, John Da	8957	Ridenour Train	ZW000	JEA IBEW	Community He	50.0	2014	0	Community Health Charities
Barry, John Da	8957	W&S Treatmer	ZW000	JEA IBEW	Community Se	117.1	2013	6	Community Service Leave
Bartley, LaTrec	9826	JEA Tower, 16t	50000	JEA Appointed	United Way	365.6	2017	0	United Way
Bartol, Thomas	9660	JEA Tower, 8th	D0100	JEA Appointed	Community Se	276.5	2016	5	Community Service Leave
Bartol, Thomas	9660	JEA Tower, 8th	D0100	JEA Appointed	Community Se	453.5	2017	8	Community Service Leave
Basford, Richar	1427	CSC Commonw	30703	JEA Supervisors	Community He	7.0	2016	0	Community Health Charities
Basford, Richar	1427	CSC Commonw	30703	JEA Supervisors	Community He	52.0	2017	0	Community Health Charities
Basford, Richar	1427	CSC Commonw	30703	JEA Supervisors	United Way	130.0	2013	0	United Way
Basford, Richar	1427	CSC Commonw	30703	JEA Supervisors	United Way	130.0	2014	0	United Way
Basford, Richar	1427	CSC Commonw	30703	JEA Supervisors	United Way	130.0	2015	0	United Way
Basford, Richar	1427	CSC Commonw	30703	JEA Supervisors	United Way	130.0	2016	0	United Way
Basford, Richar	1427	CSC Commonw	30703	JEA Supervisors	United Way	130.0	2017	0	United Way
Bash, Christopl	396	SJRPP Plant	00439	SJRPP IBEW	United Way	12.0	2013	0	United Way
Bash, Christopl	396	SJRPP Plant	00439	SJRPP IBEW	United Way	38.0	2016	0	United Way
Bash, Christopl	396	SJRPP Plant	00439	SJRPP IBEW	United Way	20.0	2017	0	United Way
Baskin, John H	6410	WSC Westside	20203	LIUNA	Community Se	87.4	2017	4	Community Service Leave
Bateh, Jacob Jo	9330	SJRPP Plant	00461	SJRPP Manage	Community Se	203.9	2014	8	Community Service Leave
Bates, Darius N	9457	Customer Cent	20203	LIUNA	Community He	10.0	2015	0	Community Health Charities
Bates, Darius N	9457	JEA Tower, 5th	20203	LIUNA	Community He	10.0	2014	0	Community Health Charities
Batey, Ruby So	9165	Customer Cent	40820	JEA Appointed	United Way Or	47.4	2017	0	United Way
Batey, Ruby So	9165	Customer Cent	40110	AFSCME	Community He	10.0	2013	0	Community Health Charities
Batey, Ruby So	9165	Customer Cent	40110	AFSCME	Community He	10.0	2016	0	Community Health Charities
Batey, Ruby So	9165	Customer Cent	40110	AFSCME	Community Se	69.2	2015	4	Community Service Leave
Batts, Amanda	6317	SOCC	40306	AFSCME	Community Se	88.9	2015	6.5	Community Service Leave
Bauerkemper,	5718	JEA Tower, 9th	20411	Professional En	Community Se	281.1	2013	8	Community Service Leave
Bavar, William	1642	WSC Westside	30704	JEA Supervisors	Community He	110.0	2013	0	Community Health Charities
Bavar, William	1642	WSC Westside	30704	JEA Supervisors	United Way	26.0	2013	0	United Way
Bavar, William	1642	WSC Westside	30704	JEA Supervisors	United Way	3.0	2014	0	United Way
Bayless, Charle	1303	JEA Tower, 7th	B0012	JEA Appointed	United Way	2100.0	2013	0	United Way
Bayless, Charle	1303	JEA Tower, 7th	B0012	JEA Appointed	United Way	2600.0	2014	0	United Way
Bayless, Charle	1303	JEA Tower, 7th	B0012	JEA Appointed	United Way	2600.0	2015	0	United Way
Bayless, Charle	1303	JEA Tower, 7th	B0012	JEA Appointed	United Way	2600.0	2016	0	United Way
Bayless, Charle	1303	JEA Tower, 7th	B0012	JEA Appointed	United Way	2600.0	2017	0	United Way
Bayless, Charle	1303	JEA Tower, 9th	20100	JEA Appointed	United Way	500.0	2013	0	United Way
Beard, Heather	2597	Customer Cent	A0502	JEA Appointed	Community He	110.0	2013	0	Community Health Charities

Beard, Heather	2597	Customer Cent	A0502	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Beard, Heather	2597	Customer Cent	A0502	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Beard, Heather	2597	Customer Cent	A0502	JEA Appointed	Community Se	337.0	2017	8	Community Service Leave
Beard, Heather	2597	Customer Cent	A0502	JEA Appointed	United Way	130.0	2013	0	United Way
Beard, Heather	2597	Customer Cent	A0502	JEA Appointed	United Way	125.0	2014	0	United Way
Beard, Heather	2597	Customer Cent	A0502	JEA Appointed	United Way	230.0	2015	0	United Way
Beard, Heather	2597	Customer Cent	A0502	JEA Appointed	United Way	260.0	2016	0	United Way
Beard, Heather	2597	Customer Cent	A0502	JEA Appointed	United Way	165.0	2017	0	United Way
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	Community He	390.0	2013	0	Community Health Charities
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	Community He	390.0	2014	0	Community Health Charities
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	Community He	350.0	2015	0	Community Health Charities
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	Community Se	211.3	2014	4	Community Service Leave
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	Community Se	221.8	2015	4	Community Service Leave
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	United Way	1660.0	2013	0	United Way
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	United Way	1790.0	2014	0	United Way
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	United Way	1820.0	2015	0	United Way
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	United Way	1820.0	2016	0	United Way
Beaver, Debora	3566	JEA Tower, 7th	40300	JEA Appointed	United Way	1820.0	2017	0	United Way
Bedwell, Charle	5299	KGS Kennedy G	30403	JEA IBEW	Community He	65.0	2016	0	Community Health Charities
Bedwell, Charle	5299	KGS Kennedy G	30403	JEA IBEW	Community He	130.0	2017	0	Community Health Charities
Belanger, Steve	7518	JEA Tower, 4th	20600	Professional En	United Way	12.0	2013	0	United Way
Belanger, Steve	7518	JEA Tower, 4th	40230	Professional En	Community He	90.0	2017	0	Community Health Charities
Belanger, Steve	7518	JEA Tower, 4th	40230	Professional En	United Way	36.0	2017	0	United Way
Belanger, Steve	7518	JEA Tower, 5th	20422	Professional En	United Way	2.0	2016	0	United Way
Belanger, Steve	7518	JEA Tower, 9th	20422	Professional En	Community He	20.0	2016	0	Community Health Charities
Belanger, Steve	7518	JEA Tower, 9th	20422	Professional En	Community He	40.0	2017	0	Community Health Charities
Belanger, Steve	7518	JEA Tower, 9th	20422	Professional En	United Way	40.0	2015	0	United Way
Belanger, Steve	7518	JEA Tower, 9th	20422	Professional En	United Way	50.0	2016	0	United Way
Belanger, Steve	7518	JEA Tower, 9th	20422	Professional En	United Way	16.0	2017	0	United Way
Bell, Chad Emn	8983	WW-RT, West (	30135	LIUNA	Community He	160.0	2014	0	Community Health Charities
Bell, Chad Emn	8983	WW-RT, West (	30135	LIUNA	Community He	220.0	2015	0	Community Health Charities
Bell, Chad Emn	8983	WW-RT, West (	ZW000	LIUNA	Community He	260.0	2013	0	Community Health Charities
Bell, Chad Emn	8983	WW-RT, West (	ZW000	LIUNA	Community He	100.0	2014	0	Community Health Charities
Bell, Michael D	9759	Customer Cent	40820	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Bell, Michael D	9759	Customer Cent	40820	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Bell, Michael D	9759	Customer Cent	40820	JEA Appointed	Community Se	217.4	2016	8	Community Service Leave
Bellflower, Ton	2027	W&S Wastewa	30110	JEA Supervisors	United Way	150.0	2013	0	United Way
Bellflower, Ton	2027	W&S Wastewa	30110	JEA Supervisors	United Way	260.0	2014	0	United Way
Bellflower, Ton	2027	W&S Wastewa	30110	JEA Supervisors	United Way	260.0	2015	0	United Way
Bellflower, Ton	2027	W&S Wastewa	30110	JEA Supervisors	United Way	260.0	2016	0	United Way
Bellflower, Ton	2027	W&S Wastewa	30110	JEA Supervisors	United Way	260.0	2017	0	United Way
Bellflower, Ton	2027	W&S Wastewa	30601	JEA Supervisors	United Way	110.0	2013	0	United Way
Bemis, Andrew	9547	JEA Tower, 6th	ZE000	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Bemis, Andrew	9547	JEA Tower, 6th	ZE000	JEA Appointed	Community He	44.0	2016	0	Community Health Charities
Bemis, Andrew	9547	JEA Tower, 6th	ZE000	JEA Appointed	Community Se	300.0	2015	8	Community Service Leave
Bemis, Andrew	9547	JEA Tower, 6th	ZE000	JEA Appointed	Community Se	131.3	2016	7.5	Community Service Leave
Bemis, Andrew	9547	JEA Tower, 6th	ZE000	JEA Appointed	Community Se	311.4	2017	8	Community Service Leave
Benavides, Ma	5566	JEA Tower, 13t	20721	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Benavides, Ma	5566	JEA Tower, 13t	20721	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Benavides, Ma	5566	JEA Tower, 13t	20721	JEA Appointed	Community Se	434.6	2016	8	Community Service Leave
Benavides, Ma	5566	JEA Tower, 13t	20721	JEA Appointed	Community Se	434.6	2017	8	Community Service Leave
Benavides, Ma	5566	JEA Tower, 13t	20721	JEA Appointed	United Way	20.0	2015	0	United Way
Benavides, Ma	5566	JEA Tower, 13t	20721	JEA Appointed	United Way	178.1	2016	0	United Way
Benavides, Ma	5566	JEA Tower, 13t	20721	JEA Appointed	United Way	130.0	2017	0	United Way
Benavides, Ma	5566	JEA Tower, 13t	20721	Professional En	Community He	20.0	2013	0	Community Health Charities
Benavides, Ma	5566	JEA Tower, 13t	20721	Professional En	Community He	110.0	2014	0	Community Health Charities
Benavides, Ma	5566	JEA Tower, 13t	20721	Professional En	Community Se	368.3	2013	8	Community Service Leave
Benavides, Ma	5566	JEA Tower, 13t	20721	Professional En	Community Se	379.8	2015	8	Community Service Leave
Benavides, Ma	5566	JEA Tower, 13t	20721	Professional En	United Way	130.0	2013	0	United Way
Benavides, Ma	5566	JEA Tower, 13t	20721	Professional En	United Way	130.0	2014	0	United Way
Benavides, Ma	5566	JEA Tower, 13t	20721	Professional En	United Way	110.0	2015	0	United Way
Bennett, Darre	5963	WW/RT, North	30132	JEA Supervisors	Community He	40.0	2015	0	Community Health Charities
Bennett, Darre	5963	WW/RT, North	30132	JEA Supervisors	Community He	220.0	2016	0	Community Health Charities
Bennett, Darre	5963	WW/RT, North	30132	JEA Supervisors	United Way	130.0	2013	0	United Way
Bennett, Darre	5963	WW/RT, North	30132	JEA Supervisors	United Way	130.0	2014	0	United Way
Bennett, Darre	5963	WW/RT, North	30132	JEA Supervisors	United Way	30.0	2015	0	United Way
Bennett, Darre	5963	WW/RT, North	30132	JEA Supervisors	United Way	95.0	2016	0	United Way
Bennett, Darre	5963	WW/RT, North	30132	JEA Supervisors	United Way	95.0	2017	0	United Way
Bennett, Miche	9907	JEA Tower, 15t	40400	JEA Appointed	Community Se	229.4	2017	6	Community Service Leave

Bensel, Sierra S	9707	Laboratory Ser	D0300	AFSCME	Community Se	130.1	2016	8	Community Service Leave
Bernhard, Ram	2014	CSC Commonw	40403	JEA IBEW	United Way	190.0	2014	0	United Way
Bernhard, Ram	2014	CSC Commonw	40403	JEA IBEW	United Way	130.0	2015	0	United Way
Bernhard, Ram	2014	CSC Meter Sho	40402	JEA IBEW	United Way	260.0	2013	0	United Way
Bernhard, Ram	2014	CSC Meter Sho	40402	JEA IBEW	United Way	70.0	2014	0	United Way
Bernich, Ernest	4582	CSC Storeroom	10300	JEA Appointed	Community Se	296.5	2017	6	Community Service Leave
Bernich, Ernest	4582	CSC Storeroom	A0411	JEA Appointed	Community Se	335.9	2016	7	Community Service Leave
Bero, Michele	8806	JEA Tower, 7th	40303	AFSCME	Community He	108.0	2013	0	Community Health Charities
Bero, Michele	8806	JEA Tower, 7th	40303	AFSCME	Community He	110.0	2014	0	Community Health Charities
Bero, Michele	8806	JEA Tower, 7th	40303	AFSCME	Community He	8.0	2015	0	Community Health Charities
Bero, Michele	8806	JEA Tower, 7th	40303	AFSCME	Community He	44.0	2016	0	Community Health Charities
Bero, Michele	8806	JEA Tower, 7th	40303	AFSCME	Community He	6.0	2017	0	Community Health Charities
Bero, Michele	8806	JEA Tower, 7th	40303	AFSCME	United Way	26.0	2013	0	United Way
Bero, Michele	8806	JEA Tower, 7th	40303	AFSCME	United Way	26.0	2014	0	United Way
Bero, Michele	8806	JEA Tower, 7th	40303	AFSCME	United Way	26.0	2015	0	United Way
Bero, Michele	8806	JEA Tower, 7th	40303	AFSCME	United Way	26.0	2016	0	United Way
Bero, Michele	8806	JEA Tower, 7th	40303	AFSCME	United Way	45.0	2017	0	United Way
Bessent, Bruce	946	CSC Commonw	30703	JEA Supervisor	Community He	12.0	2014	0	Community Health Charities
Bessent, Bruce	946	CSC Commonw	30703	JEA Supervisor	Community He	78.0	2015	0	Community Health Charities
Bessent, Bruce	946	CSC Commonw	30703	JEA Supervisor	Community He	78.0	2016	0	Community Health Charities
Bessent, Bruce	946	CSC Commonw	30703	JEA Supervisor	Community He	69.0	2017	0	Community Health Charities
Bessent, Bruce	946	CSC Commonw	30703	JEA Supervisor	United Way	32.0	2013	0	United Way
Bessent, Bruce	946	CSC Commonw	30703	JEA Supervisor	United Way	26.0	2014	0	United Way
Bessent, Bruce	946	CSC Commonw	30703	JEA Supervisor	United Way	26.0	2015	0	United Way
Bessent, Bruce	946	CSC Commonw	30703	JEA Supervisor	United Way	26.0	2016	0	United Way
Bessent, Bruce	946	CSC Commonw	30703	JEA Supervisor	United Way	26.0	2017	0	United Way
Bessent, Fred M	1216	SOCC	40307	JEA Supervisor	United Way	130.0	2013	0	United Way
Bessent, Fred M	1216	SOCC	40307	JEA Supervisor	United Way	130.0	2014	0	United Way
Bessent, Fred M	1216	SOCC	40307	JEA Supervisor	United Way	130.0	2015	0	United Way
Bessent, Fred M	1216	SOCC	40307	JEA Supervisor	United Way	40.0	2016	0	United Way
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	Community He	310.7	2013	0	Community Health Charities
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	Community He	310.7	2014	0	Community Health Charities
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	Community He	310.9	2015	0	Community Health Charities
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	Community He	312.0	2016	0	Community Health Charities
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	Community He	96.0	2017	0	Community Health Charities
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	Community Se	94.7	2013	4	Community Service Leave
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	Community Se	94.7	2015	4	Community Service Leave
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	Community Se	96.1	2017	0	Community Service Leave
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	United Way	312.0	2013	0	United Way
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	United Way	316.0	2014	0	United Way
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	United Way	317.2	2015	0	United Way
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	United Way	313.8	2016	0	United Way
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	United Way	84.1	2017	0	United Way
Bessent, Victor	2260	W&S Wastewa	30602	JEA Supervisor	United Way	40.0	2015	0	United Way
Bessent, Victor	2260	W&S Wastewa	30602	JEA Supervisor	United Way	130.0	2016	0	United Way
Bessent, Victor	2260	W&S Wastewa	30602	JEA Supervisor	United Way	50.0	2017	0	United Way
Bessent, Victor	2260	W&S Wastewa	30603	JEA Supervisor	United Way	130.0	2013	0	United Way
Bessent, Victor	2260	W&S Wastewa	30607	JEA Supervisor	United Way	130.0	2014	0	United Way
Bessent, Victor	2260	W&S Wastewa	30607	JEA Supervisor	United Way	90.0	2015	0	United Way
Betancur, Mari	9926	JEA Tower, 4th	20425	Professional En	Community Se	135.4	2017	4	Community Service Leave
Beverly, Glenn	2691	SSC Southside	30705	JEA Supervisor	Community Se	347.1	2016	8	Community Service Leave
Beverly, Ronald	201	NGS Northside	30200	JEA Appointed	Community He	10.0	2014	0	Community Health Charities
Beverly, Ronald	201	NGS Northside	30200	JEA Appointed	Community He	110.0	2015	0	Community Health Charities
Beverly, Ronald	201	NGS Northside	30200	JEA Appointed	United Way	2.0	2013	0	United Way
Beverly, Ronald	201	NGS Northside	30200	JEA Appointed	United Way	10.0	2014	0	United Way
Beverly, Ronald	201	NGS Northside	30200	JEA Appointed	United Way	130.0	2015	0	United Way
Beverly, Ronald	201	NGS Northside	30200	JEA Appointed	United Way	40.0	2016	0	United Way
Beverly, Ronald	201	NGS Northside	30309	JEA Appointed	Community He	10.0	2014	0	Community Health Charities
Beverly, Ronald	201	NGS Northside	30309	JEA Appointed	Community Se	674.4	2013	16	Community Service Leave
Beverly, Ronald	201	NGS Northside	30309	JEA Appointed	United Way	50.0	2013	0	United Way
Beverly, Ronald	201	NGS Northside	30309	JEA Appointed	United Way	102.0	2014	0	United Way
Bianchi, Jacob	7459	Laboratory Ser	D0300	JEA Appointed	United Way	50.0	2017	0	United Way
Bianchi, Jacob	7459	NGS Northside	D0300	AFSCME	Community Se	462.9	2013	16	Community Service Leave
Bianchi, Jacob	7459	NGS Northside	D0300	AFSCME	Community Se	765.6	2015	24	Community Service Leave
Bianchi, Jacob	7459	NGS Northside	D0300	AFSCME	Community Se	259.0	2016	8	Community Service Leave
Bianchi, Jacob	7459	NGS Northside	D0300	AFSCME	United Way	52.0	2013	0	United Way
Bianchi, Jacob	7459	NGS Northside	D0300	AFSCME	United Way	52.0	2014	0	United Way
Bianchi, Jacob	7459	NGS Northside	D0300	AFSCME	United Way	52.0	2015	0	United Way
Bianchi, Jacob	7459	NGS Northside	D0300	AFSCME	United Way	52.0	2016	0	United Way
Bianchi, Jacob	7459	NGS Northside	D0300	AFSCME	United Way	2.0	2017	0	United Way
Bianconi, Cortn	7364	Customer Cent	40110	AFSCME	Community Se	90.4	2014	5.5	Community Service Leave

Bichsel, Kristop	7262	JEA Brandy Bra	30202	JEA IBEW	Community He	18.0	2015	0	Community Health Charities
Bichsel, Kristop	7262	JEA Brandy Bra	30401	JEA IBEW	Community He	12.0	2015	0	Community Health Charities
Bichsel, Kristop	7262	NGS Northside	30202	JEA IBEW	Community He	12.0	2014	0	Community Health Charities
Bichsel, Kristop	7262	NGS Northside	30202	JEA IBEW	Community He	36.0	2015	0	Community Health Charities
Bides, Arthur R	9404	JEA Tower, 4th	20425	Professional En	Community He	20.0	2015	0	Community Health Charities
Bides, Arthur R	9404	JEA Tower, 4th	20425	Professional En	Community He	110.0	2016	0	Community Health Charities
Bides, Arthur R	9404	JEA Tower, 4th	20425	Professional En	Community Se	121.4	2015	4	Community Service Leave
Bides, Arthur R	9404	JEA Tower, 4th	20425	Professional En	Community Se	253.9	2016	8	Community Service Leave
Bides, Arthur R	9404	JEA Tower, 4th	20425	Professional En	Community Se	303.9	2017	8	Community Service Leave
Bides, Arthur R	9404	JEA Tower, 4th	20425	Professional En	United Way	100.0	2015	0	United Way
Bides, Arthur R	9404	JEA Tower, 4th	20425	Professional En	United Way	130.0	2016	0	United Way
Bides, Arthur R	9404	JEA Tower, 4th	20425	Professional En	United Way	130.0	2017	0	United Way
Birdsong, John	6409	SSC Southside	20203	LIUNA	Community Se	101.0	2017	4	Community Service Leave
Biruk, David D	7603	NGS Northside	30200	JEA Appointed	Community He	90.0	2016	0	Community Health Charities
Biruk, David D	7603	NGS Northside	30200	JEA Appointed	Community He	260.0	2017	0	Community Health Charities
Biruk, David D	7603	NGS Northside	30200	JEA Appointed	Community He	448.1	2017	0	Community Health Charities
Biruk, David D	7603	NGS Northside	30200	JEA Appointed	Community He	362.6	2017	0	Community Health Charities
Biruk, David D	7603	NGS Northside	30309	JEA Appointed	Community He	55.0	2015	0	Community Health Charities
Biruk, David D	7603	NGS Northside	30309	JEA Appointed	Community He	60.0	2016	0	Community Health Charities
Biruk, David D	7603	NGS Northside	30309	Professional En	Community He	20.0	2014	0	Community Health Charities
Biruk, David D	7603	NGS Northside	30309	Professional En	Community He	75.0	2015	0	Community Health Charities
Bisquera, Philli	571	CSC Meter Sho	40402	JEA IBEW	Community He	5.0	2013	0	Community Health Charities
Bizub, Katherin	8911	JEA Tower, 8th	D0100	Professional En	Community Se	231.8	2013	8	Community Service Leave
Bizub, Katherin	8911	JEA Tower, 8th	D0100	Professional En	Community Se	253.6	2014	8	Community Service Leave
Bizub, Katherin	8911	JEA Tower, 8th	D0100	Professional En	Community Se	258.3	2015	8	Community Service Leave
Bizub, Katherin	8911	JEA Tower, 8th	D0100	Professional En	Community Se	313.0	2016	8	Community Service Leave
Bizub, Katherin	8911	JEA Tower, 8th	D0100	Professional En	Community Se	166.5	2017	4	Community Service Leave
Blackley, Peter	4057	WW-RT, Core C	30140	JEA Supervisors	Community He	160.0	2014	0	Community Health Charities
Blackley, Peter	4057	WW-RT, Core C	30140	JEA Supervisors	Community He	40.0	2016	0	Community Health Charities
Blackley, Peter	4057	WW-RT, Core C	30140	JEA Supervisors	Community He	260.0	2017	0	Community Health Charities
Blackley, Peter	4057	WW-RT, Core C	30140	JEA Supervisors	Community Se	327.8	2013	8	Community Service Leave
Blackley, Peter	4057	WW-RT, Core C	30140	JEA Supervisors	Community Se	327.8	2014	8	Community Service Leave
Blackley, Peter	4057	WW-RT, Core C	30140	JEA Supervisors	United Way	260.0	2013	0	United Way
Blackley, Peter	4057	WW-RT, Core C	30140	JEA Supervisors	United Way	260.0	2014	0	United Way
Blackley, Peter	4057	WW-RT, Core C	30140	JEA Supervisors	United Way	260.0	2015	0	United Way
Blackley, Peter	4057	WW-RT, Core C	30140	JEA Supervisors	United Way	260.0	2016	0	United Way
Blackley, Peter	4057	WW-RT, Core C	30140	JEA Supervisors	United Way	260.0	2017	0	United Way
Blackshear, Vic	4936	JEA Tower, 12t	10100	JEA Appointed	United Way	40.0	2013	0	United Way
Blackshear, Vic	4936	JEA Tower, 14t	10100	JEA Appointed	Community Se	323.0	2014	8	Community Service Leave
Blackshear, Vic	4936	JEA Tower, 14t	10100	JEA Appointed	Community Se	332.7	2015	8	Community Service Leave
Blackshear, Vic	4936	JEA Tower, 14t	10100	JEA Appointed	United Way	35.0	2013	0	United Way
Blackshear, Vic	4936	JEA Tower, 14t	10100	JEA Appointed	United Way	130.0	2014	0	United Way
Blackshear, Vic	4936	JEA Tower, 14t	10100	JEA Appointed	United Way	130.0	2015	0	United Way
Blackshear, Vic	4936	JEA Tower, 14t	10100	JEA Appointed	United Way	130.0	2016	0	United Way
Blackshear, Vic	4936	JEA Tower, 14t	10100	JEA Appointed	United Way	130.0	2017	0	United Way
Blackshear, Vic	4936	JEA Tower, 15t	40700	JEA Appointed	United Way	49.0	2013	0	United Way
Blair, George R	8687	WW/RT, North	30132	LIUNA	Community Se	242.0	2017	8	Community Service Leave
Blair, Richard V	1971	W&S Treatmer	30122	JEA Supervisors	Community He	130.0	2013	0	Community Health Charities
Blair, Richard V	1971	W&S Treatmer	30122	JEA Supervisors	Community He	130.0	2014	0	Community Health Charities
Blair, Richard V	1971	W&S Treatmer	30122	JEA Supervisors	Community He	110.0	2015	0	Community Health Charities
Blair, Richard V	1971	W&S Treatmer	30122	JEA Supervisors	Community He	20.0	2016	0	Community Health Charities
Blair, Richard V	1971	W&S Treatmer	30122	JEA Supervisors	Community He	130.0	2017	0	Community Health Charities
Blair, Richard V	1971	W&S Treatmer	30122	JEA Supervisors	United Way	130.0	2013	0	United Way
Blair, Richard V	1971	W&S Treatmer	30122	JEA Supervisors	United Way	130.0	2014	0	United Way
Blair, Richard V	1971	W&S Treatmer	30122	JEA Supervisors	United Way	130.0	2015	0	United Way
Blair, Richard V	1971	W&S Treatmer	30122	JEA Supervisors	United Way	130.0	2016	0	United Way
Blair, Richard V	1971	W&S Treatmer	30122	JEA Supervisors	United Way	130.0	2017	0	United Way
Blanton, David	8826	W&S Wastewa	30604	LIUNA	Community Se	184.0	2015	8	Community Service Leave
Blaszak, Glenn	9324	NGS Northside	30300	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Blaszak, Glenn	9324	NGS Northside	30300	JEA IBEW	Community He	130.0	2015	0	Community Health Charities
Blaszak, Glenn	9324	NGS Northside	30300	JEA IBEW	Community He	150.0	2016	0	Community Health Charities
Blaszak, Glenn	9324	NGS Northside	30300	JEA IBEW	Community He	230.0	2017	0	Community Health Charities
Blaszak, Glenn	9324	NGS Northside	30300	JEA IBEW	United Way	100.0	2014	0	United Way
Blaszak, Glenn	9324	NGS Northside	30300	JEA IBEW	United Way	130.0	2015	0	United Way
Blaszak, Glenn	9324	NGS Northside	30300	JEA IBEW	United Way	130.0	2016	0	United Way
Blaszak, Glenn	9324	NGS Northside	30300	JEA IBEW	United Way	130.0	2017	0	United Way
Bledsoe, David	1425	NGS Northside	30200	JEA Appointed	Community Se	411.0	2013	8	Community Service Leave
Bledsoe, David	1425	NGS Northside	30200	JEA Appointed	Community Se	653.1	2017	8	Community Service Leave
Blount, James	466	WSC Westside	30704	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Blount, James	466	WSC Westside	30704	JEA IBEW	Community He	110.0	2014	0	Community Health Charities
Blount, James	466	WSC Westside	30704	JEA IBEW	United Way	130.0	2013	0	United Way

Blount, James	466	WSC Westside	30704	JEA IBEW	United Way	130.0	2014	0	United Way
Blount, James	466	WSC Westside	30704	JEA IBEW	United Way	35.0	2015	0	United Way
Blutcher, Karer	5260	JEA Tower, 12t	10500	JEA Appointed	Community He	300.0	2014	0	Community Health Charities
Blutcher, Karer	5260	JEA Tower, 12t	10500	JEA Appointed	Community He	350.0	2015	0	Community Health Charities
Blutcher, Karer	5260	JEA Tower, 12t	10500	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Blutcher, Karer	5260	JEA Tower, 12t	10500	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Blutcher, Karer	5260	JEA Tower, 12t	10500	JEA Appointed	Community Se	274.9	2016	8	Community Service Leave
Blutcher, Karer	5260	JEA Tower, 12t	10500	JEA Appointed	United Way	390.0	2013	0	United Way
Blutcher, Karer	5260	JEA Tower, 12t	10500	JEA Appointed	United Way	390.0	2014	0	United Way
Blutcher, Karer	5260	JEA Tower, 12t	10500	JEA Appointed	United Way	390.0	2015	0	United Way
Blutcher, Karer	5260	JEA Tower, 12t	10500	JEA Appointed	United Way	390.0	2016	0	United Way
Blutcher, Karer	5260	JEA Tower, 12t	10500	JEA Appointed	United Way	390.0	2017	0	United Way
Boatwright, Da	8730	Customer Cent	40800	JEA Appointed	Community He	20.0	2013	0	Community Health Charities
Boatwright, Da	8730	Customer Cent	40800	JEA Appointed	Community He	35.0	2014	0	Community Health Charities
Boatwright, Da	8730	Customer Cent	40800	JEA Appointed	United Way	52.0	2013	0	United Way
Boatwright, Da	8730	Customer Cent	40800	JEA Appointed	United Way	14.0	2014	0	United Way
Boatwright, Da	8730	Customer Cent	40830	JEA Appointed	Community He	55.0	2014	0	Community Health Charities
Boatwright, Da	8730	Customer Cent	40830	JEA Appointed	United Way	22.0	2014	0	United Way
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	Community He	15.0	2014	0	Community Health Charities
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	Community He	52.0	2016	0	Community Health Charities
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	Community He	46.0	2017	0	Community Health Charities
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	Community He	156.5	2017	0	Community Health Charities
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	Community He	138.6	2017	0	Community Health Charities
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	Community Se	307.5	2015	8	Community Service Leave
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	Community Se	313.0	2017	8	Community Service Leave
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	United Way	14.0	2014	0	United Way
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	United Way	112.0	2015	0	United Way
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	United Way	130.0	2016	0	United Way
Boatwright, Da	8730	Customer Cent	40304	JEA Appointed	United Way	130.0	2017	0	United Way
Boatwright, Da	8730	JEA Tower, 7th	40304	JEA Appointed	Community He	5.0	2014	0	Community Health Charities
Boatwright, Da	8730	JEA Tower, 7th	40304	JEA Appointed	United Way	2.0	2014	0	United Way
Bobo, Thomas	2818	NGS Northside	30202	JEA Supervisor	Community He	80.0	2013	0	Community Health Charities
Bobo, Thomas	2818	NGS Northside	30202	JEA Supervisor	Community He	440.0	2014	0	Community Health Charities
Bobo, Thomas	2818	NGS Northside	30202	JEA Supervisor	Community He	40.0	2016	0	Community Health Charities
Bobo, Thomas	2818	NGS Northside	30202	JEA Supervisor	Community He	260.0	2017	0	Community Health Charities
Bobo, Thomas	2818	NGS Northside	30202	JEA Supervisor	United Way	100.0	2013	0	United Way
Bobo, Thomas	2818	NGS Northside	30202	JEA Supervisor	United Way	130.0	2014	0	United Way
Bobo, Thomas	2818	NGS Northside	30202	JEA Supervisor	United Way	30.0	2015	0	United Way
Bobo, Thomas	2818	NGS Northside	30202	JEA Supervisor	United Way	380.0	2017	0	United Way
Bodenstein, Pa	1666	JEA Tower, 13t	B0500	Professional En	Community Se	0.0	2016	4	Community Service Leave
Bodenstein, Pa	1666	JEA Tower, 13t	B0500	Professional En	Community Se	396.2	2017	8	Community Service Leave
Bodenstein, Pa	1666	JEA Tower, 13t	B0500	Professional En	United Way	346.5	2016	0	United Way
Bodenstein, Pa	1666	JEA Tower, 13t	B0500	Professional En	United Way	1001.0	2017	0	United Way
Bodenstein, Pa	1666	JEA Tower, 2nd	30904	Professional En	Community Se	529.2	2013	11	Community Service Leave
Bodenstein, Pa	1666	JEA Tower, 2nd	30904	Professional En	Community Se	384.9	2014	8	Community Service Leave
Bodenstein, Pa	1666	JEA Tower, 2nd	30904	Professional En	Community Se	384.9	2015	8	Community Service Leave
Bodenstein, Pa	1666	JEA Tower, 2nd	30904	Professional En	Community Se	0.0	2016	4	Community Service Leave
Bodenstein, Pa	1666	JEA Tower, 2nd	30904	Professional En	United Way	1001.0	2013	0	United Way
Bodenstein, Pa	1666	JEA Tower, 2nd	30904	Professional En	United Way	1001.0	2014	0	United Way
Bodenstein, Pa	1666	JEA Tower, 2nd	30904	Professional En	United Way	1001.0	2015	0	United Way
Bodenstein, Pa	1666	JEA Tower, 2nd	30904	Professional En	United Way	654.5	2016	0	United Way
Bodison, Ralph	2215	W&S Wastewa	30601	JEA Supervisor	United Way	120.0	2015	0	United Way
Bodison, Ralph	2215	W&S Wastewa	30601	JEA Supervisor	United Way	90.0	2016	0	United Way
Bodison, Ralph	2215	W&S Wastewa	30603	JEA Supervisor	United Way	260.0	2013	0	United Way
Bodison, Ralph	2215	W&S Wastewa	30606	JEA Supervisor	United Way	170.0	2016	0	United Way
Bodison, Ralph	2215	W&S Wastewa	30606	JEA Supervisor	United Way	260.0	2017	0	United Way
Bodison, Ralph	2215	W&S Wastewa	30607	JEA Supervisor	United Way	260.0	2014	0	United Way
Bodison, Ralph	2215	W&S Wastewa	30607	JEA Supervisor	United Way	140.0	2015	0	United Way
Bodway, Jonat	6070	WSC Westside	30704	JEA IBEW	United Way	52.0	2013	0	United Way
Bodway, Jonat	6070	WSC Westside	30704	JEA IBEW	United Way	12.0	2014	0	United Way
Bohanan, Larry	8996	CSC Commonw	40403	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Bohanan, Larry	8996	CSC Commonw	40403	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Bohanan, Larry	8996	CSC Commonw	40403	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Bolatete, Nicol	9336	JEA Tower, 4th	20600	Professional En	Community Se	246.2	2014	8	Community Service Leave
Bolatete, Nicol	9336	JEA Tower, 4th	20600	Professional En	Community Se	250.5	2015	8	Community Service Leave
Bond, Charles	1443	JEA Tower, 3rd	20425	JEA Appointed	United Way	15.0	2013	0	United Way
Booth, Willie R	5541	CSC Commonw	30702	JEA IBEW	Community He	10.0	2013	0	Community Health Charities
Booth, Willie R	5541	CSC Commonw	30702	JEA IBEW	Community He	10.0	2014	0	Community Health Charities
Booze, Edward	9476	W&S Wastewa	30604	LIUNA	Community He	40.0	2016	0	Community Health Charities
Booze, Edward	9476	W&S Wastewa	30604	LIUNA	United Way	95.0	2016	0	United Way

Booze, Edward	9476	W&S Wastewa	30604	LIUNA	United Way	-30.0	2017	0	United Way
Booze, Edward	9476	W&S Wastewa	30604	LIUNA	United Way Special Inputs		2017	0	United Way
Booze, Edward	9476	W&S Wastewa	30607	LIUNA	Community He	8.0	2015	0	Community Health Charities
Booze, Edward	9476	W&S Wastewa	30607	LIUNA	Community He	2.0	2016	0	Community Health Charities
Borges Colon, (	9387	JEA Tower, 13t	B0400	Professional En	Community He	8.0	2015	0	Community Health Charities
Borges Colon, (	9387	JEA Tower, 13t	B0400	Professional En	Community He	56.0	2016	0	Community Health Charities
Borges Colon, (	9387	JEA Tower, 13t	B0400	Professional En	Community He	78.0	2017	0	Community Health Charities
Borges Colon, (	9387	JEA Tower, 13t	B0400	Professional En	Community Se	213.5	2014	6	Community Service Leave
Borges Colon, (	9387	JEA Tower, 13t	B0400	Professional En	United Way	40.0	2015	0	United Way
Borges Colon, (	9387	JEA Tower, 13t	B0400	Professional En	United Way	52.0	2016	0	United Way
Borges Colon, (	9387	JEA Tower, 13t	B0400	Professional En	United Way	52.0	2017	0	United Way
Boswell, Leslie	2962	WW-RT, Core C	30140	LIUNA	Community He	12.0	2014	0	Community Health Charities
Boswell, Leslie	2962	WW-RT, Core C	30140	LIUNA	Community He	78.0	2015	0	Community Health Charities
Boswell, Leslie	2962	WW-RT, Core C	30140	LIUNA	United Way	52.0	2013	0	United Way
Boswell, Leslie	2962	WW-RT, Core C	30140	LIUNA	United Way	52.0	2014	0	United Way
Boswell, Leslie	2962	WW-RT, Core C	30140	LIUNA	United Way	52.0	2015	0	United Way
Boucher, David	1894	W&S Wastewa	30604	JEA Supervisors	Community He	20.0	2014	0	Community Health Charities
Boucher, David	1894	W&S Wastewa	30604	JEA Supervisors	Community He	130.0	2015	0	Community Health Charities
Boucher, David	1894	W&S Wastewa	30604	JEA Supervisors	Community He	110.0	2016	0	Community Health Charities
Boucher, David	1894	W&S Wastewa	30604	JEA Supervisors	Community He	15.0	2017	0	Community Health Charities
Boucher, David	1894	W&S Wastewa	30604	JEA Supervisors	United Way	60.0	2013	0	United Way
Boucher, David	1894	W&S Wastewa	30604	JEA Supervisors	United Way	200.0	2014	0	United Way
Boucher, David	1894	W&S Wastewa	30604	JEA Supervisors	United Way	260.0	2015	0	United Way
Boucher, David	1894	W&S Wastewa	30604	JEA Supervisors	United Way	260.0	2016	0	United Way
Boucher, David	1894	W&S Wastewa	30604	JEA Supervisors	United Way	165.0	2017	0	United Way
Bountharack, F	5618	JEA Tower, 7th	40302	AFSCME	Community He	5.0	2013	0	Community Health Charities
Bountharack, F	5618	JEA Tower, 7th	40302	AFSCME	Community He	5.0	2014	0	Community Health Charities
Bountharack, F	5618	JEA Tower, 7th	40302	AFSCME	Community He	10.0	2015	0	Community Health Charities
Bountharack, F	5618	JEA Tower, 7th	40302	AFSCME	Community Se	75.0	2015	3	Community Service Leave
Bountharack, F	5618	JEA Tower, 7th	40302	AFSCME	Community Se	101.6	2016	4	Community Service Leave
Bountharack, F	5618	JEA Tower, 7th	40302	AFSCME	Community Se	78.1	2017	3	Community Service Leave
Bountharack, F	5618	JEA Tower, 7th	40302	AFSCME	United Way	26.0	2013	0	United Way
Bountharack, F	5618	JEA Tower, 7th	40302	AFSCME	United Way	26.0	2014	0	United Way
Bountharack, F	5618	JEA Tower, 7th	40302	AFSCME	United Way	26.0	2015	0	United Way
Bountharack, F	5618	JEA Tower, 7th	40302	AFSCME	United Way	26.0	2016	0	United Way
Bountharack, F	5618	JEA Tower, 7th	40302	AFSCME	United Way	7.0	2017	0	United Way
Bourne Freema	7579	CSC Commonw	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Bourne Freema	7579	CSC Commonw	40402	JEA IBEW	United Way	12.0	2014	0	United Way
Bourne Freema	7579	CSC Commonw	40402	JEA IBEW	United Way	6.0	2015	0	United Way
Bourne Freema	7579	CSC Meter Sho	40405	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Bourne Freema	7579	CSC Meter Sho	40405	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Bourne Freema	7579	CSC Meter Sho	40405	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
Bourne Freema	7579	CSC Meter Sho	40405	JEA IBEW	United Way	34.0	2015	0	United Way
Bourne Freema	7579	CSC Meter Sho	40405	JEA IBEW	United Way	52.0	2016	0	United Way
Bourne Freema	7579	CSC Meter Sho	40405	JEA IBEW	United Way	14.0	2017	0	United Way
Bowden, Antoi	6200	CSC Commonw	40403	JEA IBEW	Community He	95.0	2014	0	Community Health Charities
Bowden, Antoi	6200	CSC Commonw	40403	JEA IBEW	Community He	110.0	2015	0	Community Health Charities
Bowden, Antoi	6200	CSC Commonw	40403	JEA IBEW	Community He	15.0	2017	0	Community Health Charities
Bowden, Antoi	6200	CSC Commonw	40403	JEA IBEW	United Way	95.0	2014	0	United Way
Bowden, Antoi	6200	CSC Commonw	40403	JEA IBEW	United Way	130.0	2015	0	United Way
Bowden, Antoi	6200	CSC Commonw	40403	JEA IBEW	United Way	130.0	2016	0	United Way
Bowden, Antoi	6200	CSC Commonw	40403	JEA IBEW	United Way	130.0	2017	0	United Way
Bowden, Antoi	6200	CSC Meter Sho	40402	JEA IBEW	Community He	460.0	2013	0	Community Health Charities
Bowden, Antoi	6200	CSC Meter Sho	40402	JEA IBEW	Community He	35.0	2014	0	Community Health Charities
Bowden, Antoi	6200	CSC Meter Sho	40402	JEA IBEW	United Way	130.0	2013	0	United Way
Bowden, Antoi	6200	CSC Meter Sho	40402	JEA IBEW	United Way	35.0	2014	0	United Way
Bowden, Mcgh	686	JEA Tower, 9th	20411	JEA Supervisors	United Way	1001.0	2013	0	United Way
Bowden, Mcgh	686	JEA Tower, 9th	20411	JEA Supervisors	United Way	77.0	2014	0	United Way
Bowden, Mcgh	686	JEA Tower, 9th	20422	JEA Manageria	Community He	40.0	2017	0	Community Health Charities
Bowden, Mcgh	686	JEA Tower, 9th	20422	JEA Manageria	United Way	307.8	2017	0	United Way
Bowden, Mcgh	686	JEA Tower, 9th	20422	JEA Supervisors	Community He	20.0	2016	0	Community Health Charities
Bowden, Mcgh	686	JEA Tower, 9th	20422	JEA Supervisors	United Way	924.0	2014	0	United Way
Bowden, Mcgh	686	JEA Tower, 9th	20422	JEA Supervisors	United Way	1000.4	2015	0	United Way
Bowden, Mcgh	686	JEA Tower, 9th	20422	JEA Supervisors	United Way	1000.2	2016	0	United Way
Bowden, Mcgh	686	JEA Tower, 9th	40230	JEA IBEW	Community He	70.0	2017	0	Community Health Charities
Bowden, Mcgh	686	JEA Tower, 9th	40230	JEA IBEW	United Way	423.2	2017	0	United Way
Bowden, Mcgh	686	JEA Tower, 9th	40230	JEA Manageria	Community He	35.0	2017	0	Community Health Charities
Bowden, Mcgh	686	JEA Tower, 9th	40230	JEA Manageria	United Way	269.3	2017	0	United Way
Bowe, Leshan	9887	JEA Tower, 14t	C0200	JEA Appointed	Community Se	284.6	2017	8	Community Service Leave
Bowles, Mark F	2158	W&S Wastewa	30110	JEA Supervisors	United Way	375.0	2013	0	United Way
Bowles, Mark F	2158	W&S Wastewa	30110	JEA Supervisors	United Way	650.0	2014	0	United Way

Bowles, Mark F	2158	W&S Wastewa	30110	JEA Supervisor	United Way	650.0	2015	0	United Way
Bowles, Mark F	2158	W&S Wastewa	30110	JEA Supervisor	United Way	550.0	2016	0	United Way
Bowles, Mark F	2158	W&S Wastewa	30601	JEA Supervisor	United Way	275.0	2013	0	United Way
Boyce, Gerri M	2391	JEA Tower, 12t	10500	JEA Appointed	Community He	16.0	2013	0	Community Health Charities
Boyce, Gerri M	2391	JEA Tower, 12t	10500	JEA Appointed	Community He	104.0	2014	0	Community Health Charities
Boyce, Gerri M	2391	JEA Tower, 12t	10500	JEA Appointed	Community He	104.0	2015	0	Community Health Charities
Boyce, Gerri M	2391	JEA Tower, 12t	10500	JEA Appointed	Community He	32.0	2016	0	Community Health Charities
Boyce, Gerri M	2391	JEA Tower, 12t	10500	JEA Appointed	Community Se	224.9	2014	5.5	Community Service Leave
Boyce, Gerri M	2391	JEA Tower, 12t	10500	JEA Appointed	Community Se	335.3	2015	8	Community Service Leave
Boyce, Gerri M	2391	JEA Tower, 12t	10500	JEA Appointed	United Way	1000.4	2013	0	United Way
Boyce, Gerri M	2391	JEA Tower, 12t	10500	JEA Appointed	United Way	1000.2	2014	0	United Way
Boyce, Gerri M	2391	JEA Tower, 12t	10500	JEA Appointed	United Way	1000.2	2015	0	United Way
Boyce, Gerri M	2391	JEA Tower, 12t	10500	JEA Appointed	United Way	307.8	2016	0	United Way
Boyce, Gerri M	2391	JEA Tower, 12t	E0000	JEA Appointed	Community He	16.0	2016	0	Community Health Charities
Boyce, Gerri M	2391	JEA Tower, 12t	E0000	JEA Appointed	United Way	153.9	2016	0	United Way
Boyce, Gerri M	2391	JEA Tower, 15t	E0000	JEA Appointed	Community He	56.0	2016	0	Community Health Charities
Boyce, Gerri M	2391	JEA Tower, 15t	E0000	JEA Appointed	Community He	92.0	2017	0	Community Health Charities
Boyce, Gerri M	2391	JEA Tower, 15t	E0000	JEA Appointed	Community Se	167.6	2016	4	Community Service Leave
Boyce, Gerri M	2391	JEA Tower, 15t	E0000	JEA Appointed	Community Se	173.4	2017	4	Community Service Leave
Boyce, Gerri M	2391	JEA Tower, 15t	E0000	JEA Appointed	United Way	538.6	2016	0	United Way
Boyce, Gerri M	2391	JEA Tower, 15t	E0000	JEA Appointed	United Way	1000.2	2017	0	United Way
Boyd, Joseph C	5779	NGS Northside	30300	JEA IBEW	United Way	65.0	2014	0	United Way
Boyd, Joseph C	5779	NGS Northside	30300	JEA IBEW	United Way	130.0	2015	0	United Way
Boyd, Joseph C	5779	NGS Northside	30300	JEA IBEW	United Way	40.0	2016	0	United Way
Boyd, Joseph C	5779	SJRPP Plant	00436	SJRPP IBEW	United Way	130.0	2013	0	United Way
Boyd, Joseph C	5779	SJRPP Plant	00436	SJRPP IBEW	United Way	65.0	2014	0	United Way
Boyd, Joseph C	5779	SJRPP Plant	00436	SJRPP IBEW	United Way	90.0	2016	0	United Way
Boyd, Joseph C	5779	SJRPP Plant	00436	SJRPP IBEW	United Way	130.0	2017	0	United Way
Boyer, Bonnie	8874	Customer Cent	40110	AFSCME	United Way	6.0	2013	0	United Way
Boyer, Bonnie	8874	JEA Tower, 7th	40110	AFSCME	Community He	2.0	2013	0	Community Health Charities
Boyer, Bonnie	8874	JEA Tower, 7th	40110	AFSCME	United Way	42.0	2013	0	United Way
Boyer, Bonnie	8874	JEA Tower, 7th	40303	AFSCME	Community He	2.0	2013	0	Community Health Charities
Boyer, Bonnie	8874	JEA Tower, 7th	40303	AFSCME	Community He	30.0	2014	0	Community Health Charities
Boyer, Bonnie	8874	JEA Tower, 7th	40303	AFSCME	Community He	52.0	2015	0	Community Health Charities
Boyer, Bonnie	8874	JEA Tower, 7th	40303	AFSCME	Community He	44.0	2016	0	Community Health Charities
Boyer, Bonnie	8874	JEA Tower, 7th	40303	AFSCME	United Way	4.0	2013	0	United Way
Boyer, Bonnie	8874	JEA Tower, 7th	40303	AFSCME	United Way	52.0	2014	0	United Way
Boyer, Bonnie	8874	JEA Tower, 7th	40303	AFSCME	United Way	52.0	2015	0	United Way
Boyer, Bonnie	8874	JEA Tower, 7th	40303	AFSCME	United Way	52.0	2016	0	United Way
Boyer, Bonnie	8874	JEA Tower, 7th	40303	AFSCME	United Way	52.0	2017	0	United Way
Boykin, Latroy	1948	W&S Wastewa	30606	JEA Supervisor	Community He	8.0	2015	0	Community Health Charities
Boykin, Latroy	1948	W&S Wastewa	30606	JEA Supervisor	Community He	52.0	2016	0	Community Health Charities
Boykin, Latroy	1948	W&S Wastewa	30606	JEA Supervisor	Community He	46.0	2017	0	Community Health Charities
Boykin, Latroy	1948	W&S Wastewa	30607	JEA Supervisor	United Way	52.0	2013	0	United Way
Boykin, Latroy	1948	W&S Wastewa	30607	JEA Supervisor	United Way	52.0	2014	0	United Way
Boykin, Latroy	1948	W&S Wastewa	30607	JEA Supervisor	United Way	12.0	2015	0	United Way
Boykin, Terry	5751	W&S Wastewa	30601	AFSCME	United Way	52.0	2013	0	United Way
Boykin, Terry	5751	W&S Wastewa	30601	AFSCME	United Way	52.0	2014	0	United Way
Boykin, Terry	5751	W&S Wastewa	30601	AFSCME	United Way	52.0	2015	0	United Way
Boykin, Terry	5751	W&S Wastewa	30601	AFSCME	United Way	52.0	2016	0	United Way
Boykin, Terry	5751	W&S Wastewa	30601	AFSCME	United Way	14.0	2017	0	United Way
Boykin, Wendy	3057	JEA Tower, 12t	A0350	Professional En	Community Se	213.1	2015	8	Community Service Leave
Boykin, Wendy	3057	JEA Tower, 12t	A0350	Professional En	Community Se	225.0	2016	8	Community Service Leave
Boykin, Wendy	3057	JEA Tower, 12t	A0350	Professional En	United Way	52.0	2013	0	United Way
Boykin, Wendy	3057	JEA Tower, 12t	A0350	Professional En	United Way	52.0	2014	0	United Way
Boykin, Wendy	3057	JEA Tower, 12t	A0350	Professional En	United Way	52.0	2015	0	United Way
Boykin, Wendy	3057	JEA Tower, 12t	A0350	Professional En	United Way	52.0	2016	0	United Way
Boykin, Wendy	3057	JEA Tower, 12t	A0350	Professional En	United Way	16.0	2017	0	United Way
Boykins, Lasha	9169	Customer Cent	40110	AFSCME	Community He	40.0	2013	0	Community Health Charities
Boykins, Lasha	9169	Customer Cent	40110	AFSCME	Community He	220.0	2014	0	Community Health Charities
Boykins, Lasha	9169	Customer Cent	40110	AFSCME	Community Se	117.8	2013	8	Community Service Leave
Boykins, Lasha	9169	Customer Cent	40110	AFSCME	Community Se	69.6	2014	4.5	Community Service Leave
Boykins, Lasha	9169	Customer Cent	40110	AFSCME	United Way	40.0	2016	0	United Way
Boykins, Lasha	9169	Customer Cent	40110	AFSCME	United Way	130.0	2017	0	United Way
Boyle, Robert F	3686	W&S Wastewa	30604	JEA Supervisor	Community He	30.0	2013	0	Community Health Charities
Boyle, Robert F	3686	W&S Wastewa	30604	JEA Supervisor	Community He	40.0	2015	0	Community Health Charities
Boyle, Robert F	3686	W&S Wastewa	30604	JEA Supervisor	Community He	60.0	2016	0	Community Health Charities
Boyle, Robert F	3686	W&S Wastewa	30604	JEA Supervisor	United Way	30.0	2013	0	United Way
Boyle, Robert F	3686	W&S Wastewa	30604	JEA Supervisor	United Way	120.0	2015	0	United Way
Boyle, Robert F	3686	W&S Wastewa	30604	JEA Supervisor	United Way	60.0	2016	0	United Way
Boyle, Robert F	3686	W&S Wastewa	30604	LIUNA	Community He	30.0	2013	0	Community Health Charities

Boyle, Robert F	3686	W&S Wastewa	30604	LIUNA	United Way	30.0	2013	0	United Way
Boyle, Robert F	3686	W&S Wastewa	30606	JEA Supervisor	Community He	200.0	2016	0	Community Health Charities
Boyle, Robert F	3686	W&S Wastewa	30606	JEA Supervisor	Community He	230.0	2017	0	Community Health Charities
Boyle, Robert F	3686	W&S Wastewa	30606	JEA Supervisor	United Way	260.0	2014	0	United Way
Boyle, Robert F	3686	W&S Wastewa	30606	JEA Supervisor	United Way	140.0	2015	0	United Way
Boyle, Robert F	3686	W&S Wastewa	30606	JEA Supervisor	United Way	200.0	2016	0	United Way
Boyle, Robert F	3686	W&S Wastewa	30606	JEA Supervisor	United Way	260.0	2017	0	United Way
Boyle, Robert F	3686	W&S Wastewa	30606	JEA Supervisor	United Way Or	33.1	2017	0	United Way
Boyle, Robert F	3686	W&S Wastewa	30607	JEA Supervisor	Community He	160.0	2013	0	Community Health Charities
Boyle, Robert F	3686	W&S Wastewa	30607	JEA Supervisor	United Way	200.0	2013	0	United Way
Boyle, Scott A	1871	W&S Treatmer	30607	JEA Appointed	Community He	105.0	2016	0	Community Health Charities
Boyle, Scott A	1871	W&S Treatmer	30607	JEA Appointed	Community He	70.0	2017	0	Community Health Charities
Boyle, Scott A	1871	W&S Treatmer	30607	JEA Appointed	United Way	105.0	2016	0	United Way
Boyle, Scott A	1871	W&S Treatmer	30607	JEA Appointed	United Way	35.0	2017	0	United Way
Boyle, Scott A	1871	W&S Wastewa	30607	JEA Supervisor	Community He	110.0	2013	0	Community Health Charities
Boyle, Scott A	1871	W&S Wastewa	30607	JEA Supervisor	Community He	20.0	2015	0	Community Health Charities
Boyle, Scott A	1871	W&S Wastewa	30607	JEA Supervisor	Community He	25.0	2016	0	Community Health Charities
Boyle, Scott A	1871	W&S Wastewa	30607	JEA Supervisor	United Way	130.0	2013	0	United Way
Boyle, Scott A	1871	W&S Wastewa	30607	JEA Supervisor	United Way	130.0	2014	0	United Way
Boyle, Scott A	1871	W&S Wastewa	30607	JEA Supervisor	United Way	130.0	2015	0	United Way
Boyle, Scott A	1871	W&S Wastewa	30607	JEA Supervisor	United Way	25.0	2016	0	United Way
Boynton, Lori M	4733	JEA Tower, 14t	C0100	JEA Appointed	Community Se	171.8	2016	8	Community Service Leave
Boynton, Lori M	4733	JEA Tower, 14t	C0100	JEA Appointed	Community Se	529.2	2017	8	Community Service Leave
Bracy, Jarvis D	2188	CSC Meter Sho	40402	JEA Supervisor	Community Se	356.6	2017	9	Community Service Leave
Bracy, Shanelle	9074	JEA Tower, 6th	A0201	AFSCME	Community Se	189.4	2015	8	Community Service Leave
Bracy, Shanelle	9074	JEA Tower, 6th	A0201	AFSCME	Community Se	168.2	2016	7	Community Service Leave
Braddock, Crai	4307	WW-RT, West (	30135	LIUNA	Community He	5.0	2013	0	Community Health Charities
Braddock, Crai	4307	WW-RT, West (	30135	LIUNA	United Way	130.0	2013	0	United Way
Braddock, Crai	4307	WW-RT, West (	30135	LIUNA	United Way	130.0	2014	0	United Way
Braddock, Crai	4307	WW-RT, West (	30135	LIUNA	United Way	130.0	2015	0	United Way
Braddock, Crai	4307	WW-RT, West (	30135	LIUNA	United Way	130.0	2016	0	United Way
Braddock, Crai	4307	WW-RT, West (	30135	LIUNA	United Way	130.0	2017	0	United Way
Bradley, Timot	9267	WW-RT, Core C	30140	LIUNA	Community He	40.0	2015	0	Community Health Charities
Bradley, Timot	9267	WW-RT, Core C	30140	LIUNA	Community He	260.0	2016	0	Community Health Charities
Bradley, Timot	9267	WW-RT, Core C	30140	LIUNA	Community He	260.0	2017	0	Community Health Charities
Bradley, Timot	9267	WW-RT, Core C	30140	LIUNA	Community Se	110.7	2014	4	Community Service Leave
Bramlitt, Rand	8828	W&S Wastewa	30604	LIUNA	Community He	40.0	2015	0	Community Health Charities
Bramlitt, Rand	8828	W&S Wastewa	30604	LIUNA	Community He	220.0	2016	0	Community Health Charities
Brandenburg, E	3045	SOCC	40307	JEA IBEW	Community Se	358.7	2013	10	Community Service Leave
Brazell, Christo	9501	NGS Northside	30205	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Brazell, Christo	9501	NGS Northside	30205	JEA IBEW	Community He	44.0	2016	0	Community Health Charities
Brazell, David E	6679	NGS Northside	30300	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Brazell, David E	6679	NGS Northside	30300	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Brazell, David E	6679	NGS Northside	30300	JEA IBEW	Community He	121.0	2017	0	Community Health Charities
Brazell, David E	6679	NGS Northside	30300	JEA IBEW	Community Se	145.2	2017	4	Community Service Leave
Brazell, David E	6679	NGS Northside	30300	JEA IBEW	United Way	130.0	2013	0	United Way
Brazell, David E	6679	NGS Northside	30300	JEA IBEW	United Way	110.0	2014	0	United Way
Brazell, David E	6679	NGS Northside	30300	JEA IBEW	United Way	130.0	2015	0	United Way
Brazell, David E	6679	NGS Northside	30300	JEA IBEW	United Way	130.0	2016	0	United Way
Brazell, David E	6679	NGS Northside	30300	JEA IBEW	United Way	73.0	2017	0	United Way
Breadon, Willia	8959	Customer Cent	30800	Professional En	Community He	138.0	2017	0	Community Health Charities
Breadon, Willia	8959	Customer Cent	30800	Professional En	Community Se	121.2	2017	4	Community Service Leave
Breadon, Willia	8959	Customer Cent	30800	Professional En	United Way	130.0	2017	0	United Way
Breadon, Willia	8959	Customer Cent	30801	AFSCME	Community He	130.0	2013	0	Community Health Charities
Breadon, Willia	8959	Customer Cent	30801	AFSCME	Community He	134.0	2014	0	Community Health Charities
Breadon, Willia	8959	Customer Cent	30801	AFSCME	Community He	156.0	2015	0	Community Health Charities
Breadon, Willia	8959	Customer Cent	30801	AFSCME	Community He	156.0	2016	0	Community Health Charities
Breadon, Willia	8959	Customer Cent	30801	AFSCME	Community Se	189.4	2014	8	Community Service Leave
Breadon, Willia	8959	Customer Cent	30801	AFSCME	Community Se	74.6	2015	3	Community Service Leave
Breadon, Willia	8959	Customer Cent	30801	AFSCME	United Way	100.0	2014	0	United Way
Breadon, Willia	8959	Customer Cent	30801	AFSCME	United Way	130.0	2015	0	United Way
Breadon, Willia	8959	Customer Cent	30801	AFSCME	United Way	130.0	2016	0	United Way
Breedlove, Ma	3089	CSC Meter Sho	40402	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Breedlove, Ma	3089	CSC Meter Sho	40402	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Breedlove, Ma	3089	CSC Meter Sho	40402	JEA Appointed	Community He	35.0	2017	0	Community Health Charities
Breedlove, Ma	3089	CSC Meter Sho	40402	JEA Appointed	Community Se	83.5	2016	2	Community Service Leave
Breedlove, Ma	3089	CSC Meter Sho	40402	JEA Appointed	United Way	130.0	2013	0	United Way
Breedlove, Ma	3089	CSC Meter Sho	40402	JEA Appointed	United Way	130.0	2014	0	United Way
Breedlove, Ma	3089	CSC Meter Sho	40402	JEA Appointed	United Way	130.0	2015	0	United Way
Breedlove, Ma	3089	CSC Meter Sho	40402	JEA Appointed	United Way	130.0	2016	0	United Way
Breedlove, Ma	3089	CSC Meter Sho	40402	JEA Appointed	United Way	35.0	2017	0	United Way

Breedlove, Ma	3089	WSC Westside	A0104	JEA Appointed	Community He	95.0	2017	0	Community Health Charities
Breedlove, Ma	3089	WSC Westside	A0104	JEA Appointed	United Way	95.0	2017	0	United Way
Brewer, David	7240	JEA Tower, 13t	B0400	Professional En	Community He	640.0	2013	0	Community Health Charities
Brewer, David	7240	JEA Tower, 13t	B0400	Professional En	Community He	1100.0	2014	0	Community Health Charities
Brewer, David	7240	JEA Tower, 13t	B0400	Professional En	Community He	40.0	2016	0	Community Health Charities
Brewer, David	7240	JEA Tower, 13t	B0400	Professional En	Community He	230.0	2017	0	Community Health Charities
Brewer, David	7240	JEA Tower, 13t	B0400	Professional En	United Way	500.2	2013	0	United Way
Brewer, David	7240	JEA Tower, 13t	B0400	Professional En	United Way	615.4	2014	0	United Way
Brewer, David	7240	JEA Tower, 13t	B0400	Professional En	United Way	650.0	2015	0	United Way
Brewer, David	7240	JEA Tower, 13t	B0400	Professional En	United Way	650.0	2016	0	United Way
Brewer, David	7240	JEA Tower, 13t	B0400	Professional En	United Way	175.0	2017	0	United Way
Brickel, David (	803	WSC Westside	30704	JEA Supervisor	United Way	52.0	2013	0	United Way
Brickel, David (	803	WSC Westside	30704	JEA Supervisor	United Way	52.0	2014	0	United Way
Brickel, David (	803	WSC Westside	30704	JEA Supervisor	United Way	52.0	2015	0	United Way
Brickel, David (	803	WSC Westside	30704	JEA Supervisor	United Way	52.0	2016	0	United Way
Brickel, David (	803	WSC Westside	30704	JEA Supervisor	United Way	52.0	2017	0	United Way
Brickle, Donald	6956	JEA Tower, 4th	10230	JEA IBEW	Community Se	214.9	2014	8	Community Service Leave
Brickle, Donald	6956	JEA Tower, 4th	10230	JEA Supervisor	Community Se	232.9	2015	8	Community Service Leave
Brickle, Donald	6956	JEA Tower, 4th	10230	JEA Supervisor	Community Se	278.2	2017	8	Community Service Leave
Brickle, Donald	6956	JEA Tower, 5th	20201	JEA IBEW	Community Se	214.9	2013	8	Community Service Leave
Bridgham, And	6848	CSC Meter Sho	40402	JEA IBEW	Community Se	99.2	2013	3	Community Service Leave
Bridwell, Herbe	1159	KENNEDY PUM	30111	Professional En	United Way	20.0	2016	0	United Way
Bridwell, Herbe	1159	W&S Treatmer	30100	Professional En	United Way	70.0	2015	0	United Way
Bridwell, Herbe	1159	W&S Treatmer	30111	Professional En	United Way	60.0	2013	0	United Way
Bridwell, Herbe	1159	W&S Treatmer	30111	Professional En	United Way	55.0	2015	0	United Way
Bridwell, Herbe	1159	W&S Treatmer	30111	Professional En	United Way	60.0	2016	0	United Way
Bridwell, Herbe	1159	W&S Wastewa	30110	Professional En	United Way	30.0	2013	0	United Way
Bridwell, Herbe	1159	W&S Wastewa	30110	Professional En	United Way	130.0	2014	0	United Way
Bridwell, Herbe	1159	W&S Wastewa	30110	Professional En	United Way	5.0	2015	0	United Way
Bridwell, Herbe	1159	W&S Wastewa	30111	Professional En	United Way	40.0	2013	0	United Way
Brightwood, M	2650	W&S Treatmer	30136	LIUNA	Community He	8.0	2016	0	Community Health Charities
Brightwood, M	2650	W&S Treatmer	30136	LIUNA	Community He	46.0	2017	0	Community Health Charities
Brightwood, M	2650	W&S Treatmer	30136	LIUNA	United Way	40.0	2013	0	United Way
Brightwood, M	2650	W&S Treatmer	30136	LIUNA	United Way	52.0	2014	0	United Way
Brightwood, M	2650	W&S Treatmer	30136	LIUNA	United Way	52.0	2015	0	United Way
Brightwood, M	2650	W&S Treatmer	30136	LIUNA	United Way	52.0	2016	0	United Way
Brightwood, M	2650	W&S Treatmer	30136	LIUNA	United Way	52.0	2017	0	United Way
Bristol, Joaquir	1921	WW-RT, East G	30133	LIUNA	United Way	286.0	2013	0	United Way
Bristol, Joaquir	1921	WW-RT, East G	30133	LIUNA	United Way	286.0	2014	0	United Way
Bristol, Joaquir	1921	WW-RT, East G	30133	LIUNA	United Way	209.0	2015	0	United Way
Britt, Christoph	1754	Customer Cent	40110	AFSCME	Community He	50.0	2013	0	Community Health Charities
Britt, Christoph	1754	Customer Cent	40110	AFSCME	United Way	36.0	2013	0	United Way
Britt, Joan Gan	1180	Customer Cent	40111	AFSCME	United Way	20.0	2013	0	United Way
Britt, Joan Gan	1180	Customer Cent	40110	AFSCME	United Way	84.0	2013	0	United Way
Britt, Joan Gan	1180	Customer Cent	40110	AFSCME	United Way	104.0	2014	0	United Way
Britt, Joan Gan	1180	Customer Cent	40110	AFSCME	United Way	36.0	2015	0	United Way
Brittain, Rashic	9770	JEA Tower, 15t	C0500	JEA Appointed	Community Se	249.1	2016	7	Community Service Leave
Brittain, Rashic	9770	JEA Tower, 15t	C0500	JEA Appointed	Community Se	266.9	2017	7.5	Community Service Leave
Broekema, Ant	9137	CSC Commonw	30703	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Broekema, Ant	9137	CSC Commonw	30703	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
Brooks, Lawrer	2258	W&S Wastewa	30606	LIUNA	Community He	12.0	2014	0	Community Health Charities
Brooks, Lawrer	2258	W&S Wastewa	30606	LIUNA	Community He	33.0	2015	0	Community Health Charities
Brooks, Lawrer	2258	W&S Wastewa	30606	LIUNA	Community He	66.0	2016	0	Community Health Charities
Brooks, Lawrer	2258	W&S Wastewa	30606	LIUNA	United Way	78.0	2013	0	United Way
Brooks, Lawrer	2258	W&S Wastewa	30606	LIUNA	United Way	78.0	2014	0	United Way
Brooks, Lawrer	2258	W&S Wastewa	30606	LIUNA	United Way	21.0	2015	0	United Way
Brost, Michael	1304	JEA Tower, 16t	30001	JEA Appointed	United Way	2600.0	2013	0	United Way
Brost, Michael	1304	JEA Tower, 16t	30001	JEA Appointed	United Way	3600.0	2014	0	United Way
Brost, Michael	1304	JEA Tower, 16t	30001	JEA Appointed	United Way	3900.0	2015	0	United Way
Brost, Michael	1304	JEA Tower, 16t	30001	JEA Appointed	United Way	3900.0	2016	0	United Way
Brost, Michael	1304	JEA Tower, 16t	30001	JEA Appointed	United Way	4850.0	2017	0	United Way
Brown, Carola	1640	CSC Commonw	40402	JEA Supervisor	United Way	38.0	2013	0	United Way
Brown, Cynthia	4273	JEA Tower, 15t	40406	Professional En	Community He	4.0	2013	0	Community Health Charities
Brown, Cynthia	4273	JEA Tower, 15t	40406	Professional En	Community He	26.0	2014	0	Community Health Charities
Brown, Cynthia	4273	JEA Tower, 15t	40406	Professional En	Community He	37.0	2015	0	Community Health Charities
Brown, Cynthia	4273	JEA Tower, 15t	40406	Professional En	Community Se	222.0	2014	8	Community Service Leave
Brown, Cynthia	4273	JEA Tower, 15t	40406	Professional En	Community Se	225.3	2015	8	Community Service Leave
Brown, Cynthia	4273	JEA Tower, 15t	40406	Professional En	Community Se	233.5	2016	8	Community Service Leave
Brown, Cynthia	4273	JEA Tower, 15t	40406	Professional En	Community Se	123.9	2017	4	Community Service Leave
Brown, Jacque	1018	CSC Commonw	30702	AFSCME	United Way	12.0	2013	0	United Way
Brown, Jacque	1018	CSC Commonw	30702	AFSCME	United Way	40.0	2014	0	United Way

Brown, Jacque	1018	CSC Commonw	30702	AFSCME	United Way	44.0	2015	0	United Way
Brown, Jamie J	9537	Customer Cent	40800	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Brown, Jamie J	9537	Customer Cent	40800	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Brown, Jamie J	9537	Customer Cent	40800	JEA Appointed	Community Se	403.9	2016	8	Community Service Leave
Brown, Jamie J	9537	Customer Cent	40800	JEA Appointed	United Way	732.8	2016	0	United Way
Brown, Jamie J	9537	Customer Cent	40800	JEA Appointed	United Way	1366.3	2017	0	United Way
Brown, Jonatha	5936	Customer Cent	40810	JEA Appointed	Community He	15.0	2015	0	Community Health Charities
Brown, Jonatha	5936	Customer Cent	40810	JEA Appointed	United Way	10.0	2015	0	United Way
Brown, Jonatha	5936	Customer Cent	40810	Professional En	Community He	20.0	2013	0	Community Health Charities
Brown, Jonatha	5936	Customer Cent	40810	Professional En	Community He	50.0	2014	0	Community Health Charities
Brown, Jonatha	5936	Customer Cent	40810	Professional En	Community Se	421.1	2013	13	Community Service Leave
Brown, Jonatha	5936	Customer Cent	40400	JEA Appointed	Community He	157.0	2017	0	Community Health Charities
Brown, Jonatha	5936	Customer Cent	40400	JEA Appointed	Community He	139.0	2017	0	Community Health Charities
Brown, Jonatha	5936	Customer Cent	40400	JEA Appointed	Community Se	304.9	2016	8	Community Service Leave
Brown, Jonatha	5936	Customer Cent	40400	JEA Appointed	United Way	4.0	2015	0	United Way
Brown, Jonatha	5936	Customer Cent	40400	JEA Appointed	United Way	317.3	2016	0	United Way
Brown, Jonatha	5936	Customer Cent	40400	JEA Appointed	United Way	52.0	2017	0	United Way
Brown, Jonatha	5936	Customer Cent	40810	Professional En	Community He	80.0	2014	0	Community Health Charities
Brown, Jonatha	5936	Customer Cent	40810	Professional En	Community He	95.0	2015	0	Community Health Charities
Brown, Jonatha	5936	Customer Cent	40810	Professional En	Community Se	131.7	2015	4	Community Service Leave
Brown, Jonatha	5936	Customer Cent	40810	Professional En	United Way	26.0	2015	0	United Way
Brown, Joshua	9653	JEA Tower, 4th	10230	Professional En	Community Se	107.6	2016	4	Community Service Leave
Brown, Joshua	9653	JEA Tower, 4th	10230	Professional En	Community Se	215.2	2017	8	Community Service Leave
Brown, Joshua	8934	SSC Southside	30704	JEA IBEW	Community Se	211.4	2017	8	Community Service Leave
Brown, Joshua	8934	SSC Southside	30704	JEA IBEW	United Way Or	85.3	2017	0	United Way
Brown, Karen S	5652	SOCC	40306	AFSCME Temp	United Way	130.0	2013	0	United Way
Brown, Karen S	5652	SOCC	40306	AFSCME Temp	United Way	90.0	2014	0	United Way
Brown, Kennet	1833	Customer Cent	30902	Professional En	United Way	372.0	2013	0	United Way
Brown, Kennet	1833	Customer Cent	30902	Professional En	United Way	390.0	2014	0	United Way
Brown, Kennet	1833	Customer Cent	30902	Professional En	United Way	390.0	2015	0	United Way
Brown, Kennet	1833	Customer Cent	30902	Professional En	United Way	390.0	2016	0	United Way
Brown, Kennet	1833	Customer Cent	30902	Professional En	United Way	295.0	2017	0	United Way
Brown, Kyle Au	8777	SSC Southside	30704	JEA IBEW	Community Se	287.3	2016	8	Community Service Leave
Brown, Lauren	5033	JEA Brandy Bra	30401	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Brown, Lauren	5033	JEA Brandy Bra	30401	JEA IBEW	Community He	30.0	2015	0	Community Health Charities
Brown, Lauren	5033	JEA Brandy Bra	30401	JEA IBEW	United Way	130.0	2013	0	United Way
Brown, Lauren	5033	JEA Brandy Bra	30401	JEA IBEW	United Way	30.0	2014	0	United Way
Brown, Lauren	5033	JEA Brandy Bra	30402	JEA IBEW	Community He	100.0	2015	0	Community Health Charities
Brown, Lauren	5033	JEA Brandy Bra	30402	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Brown, Lauren	5033	JEA Brandy Bra	30402	JEA IBEW	Community He	130.0	2017	0	Community Health Charities
Brown, Lawren	1254	CSC Meter Sho	40402	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Brown, Lawren	1254	CSC Meter Sho	40402	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Brown, Lawren	1254	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Brown, Lawren	1254	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2014	0	United Way
Brown, Lawren	1254	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2015	0	United Way
Brown, Lawren	1254	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2016	0	United Way
Brown, Lawren	1254	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2017	0	United Way
Brown, Vinson	6199	CSC Commonw	40403	JEA IBEW	United Way	24.0	2016	0	United Way
Brown, Vinson	6199	CSC Commonw	40403	JEA IBEW	United Way	52.0	2017	0	United Way
Brown, Vinson	6199	CSC Meter Sho	40402	JEA IBEW	United Way	40.0	2014	0	United Way
Brown, Vinson	6199	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2015	0	United Way
Brown, Vinson	6199	CSC Meter Sho	40402	JEA IBEW	United Way	28.0	2016	0	United Way
Browner, Tobi	6780	Customer Cent	40110	JEA Appointed	Community Se	279.7	2014	8	Community Service Leave
Browner, Tobi	6780	Customer Cent	40110	JEA Appointed	United Way	250.0	2014	0	United Way
Browner, Tobi	6780	Customer Cent	40110	JEA Appointed	United Way	20.0	2015	0	United Way
Browner, Tobi	6780	Customer Cent	40111	JEA Appointed	Community He	110.0	2013	0	Community Health Charities
Browner, Tobi	6780	Customer Cent	40111	JEA Appointed	Community He	15.0	2017	0	Community Health Charities
Browner, Tobi	6780	Customer Cent	40111	JEA Appointed	Community Se	286.6	2015	8	Community Service Leave
Browner, Tobi	6780	Customer Cent	40111	JEA Appointed	Community Se	289.5	2016	8	Community Service Leave
Browner, Tobi	6780	Customer Cent	40111	JEA Appointed	United Way	308.0	2013	0	United Way
Browner, Tobi	6780	Customer Cent	40111	JEA Appointed	United Way	10.0	2014	0	United Way
Browner, Tobi	6780	Customer Cent	40111	JEA Appointed	United Way	240.0	2015	0	United Way
Browner, Tobi	6780	Customer Cent	40111	JEA Appointed	United Way	260.0	2016	0	United Way
Browner, Tobi	6780	Customer Cent	40111	JEA Appointed	United Way	260.0	2017	0	United Way
Browning, Clift	4290	CSC Commonw	40403	JEA IBEW	Community He	150.0	2014	0	Community Health Charities
Browning, Clift	4290	CSC Commonw	40403	JEA IBEW	Community He	211.5	2015	0	Community Health Charities
Browning, Clift	4290	CSC Commonw	40403	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Browning, Clift	4290	CSC Commonw	40403	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
Browning, Clift	4290	CSC Commonw	40403	JEA IBEW	United Way	90.0	2015	0	United Way
Browning, Clift	4290	CSC Commonw	40403	JEA IBEW	United Way	35.0	2016	0	United Way
Browning, Clift	4290	CSC Meter Sho	40402	JEA IBEW	Community He	40.0	2013	0	Community Health Charities

Browning, Clift	4290	CSC Meter Sho	40402	JEA IBEW	Community He	70.0	2014	0	Community Health Charities
Brugnolotti, St	6756	Customer Cent	30001	Professional En	Community Se	292.1	2016	8	Community Service Leave
Brumfield, Rich	450	Customer Cent	A0500	JEA Appointed	United Way	15.0	2014	0	United Way
Brumfield, Rich	450	Customer Cent	A0500	JEA Appointed	United Way	5.0	2015	0	United Way
Brumfield, Rich	450	Customer Cent	A0800	JEA Appointed	Community He	25.0	2013	0	Community Health Charities
Brumfield, Rich	450	Customer Cent	A0800	JEA Appointed	Community Se	377.1		0	Community Service Leave
Brumfield, Rich	450	Customer Cent	A0800	JEA Appointed	United Way	130.0	2013	0	United Way
Brumfield, Rich	450	Customer Cent	A0800	JEA Appointed	United Way	115.0	2014	0	United Way
Brumfield, Rich	450	JEA Tower, 5th	30001	Professional En	United Way	5.0	2015	0	United Way
Brumfield, Rich	450	JEA Tower, 5th	30001	Professional En	United Way	115.0	2016	0	United Way
Brumfield, Rich	450	JEA Tower, 9th	30001	Professional En	United Way	120.0	2015	0	United Way
Brunell, Baley	9564	Customer Cent	A0800	JEA Appointed	Community Se	95.9	2016	3	Community Service Leave
Brunell, Baley	9564	Customer Cent	A0800	JEA Appointed	United Way	951.5	2016	0	United Way
Brunell, Baley	9564	Customer Cent	A0800	JEA Appointed	United Way	350.6	2017	0	United Way
Bryant, James	9453	Customer Cent	40100	JEA Appointed	Community He	15.0	2017	0	Community Health Charities
Bryant, James	9453	Customer Cent	40100	JEA Appointed	Community Se	200.1	2015	4	Community Service Leave
Bryant, James	9453	Customer Cent	40100	JEA Appointed	Community Se	200.1	2016	4	Community Service Leave
Bryant, James	9453	Customer Cent	40100	JEA Appointed	Community Se	110.2	2017	2	Community Service Leave
Bryant, James	9453	Customer Cent	40100	JEA Appointed	United Way	40.0	2015	0	United Way
Bryant, James	9453	Customer Cent	40100	JEA Appointed	United Way	394.0	2016	0	United Way
Bryant, James	9453	Customer Cent	40100	JEA Appointed	United Way	870.9	2017	0	United Way
Bryant, James	9453	Customer Cent	40110	JEA Appointed	Community Se	134.6	2015	4	Community Service Leave
Bulan, Joel V	862	JEA Brandy Bra	30402	JEA IBEW	Community He	260.0	2013	0	Community Health Charities
Bulan, Joel V	862	JEA Brandy Bra	30402	JEA IBEW	Community He	260.0	2014	0	Community Health Charities
Bulan, Joel V	862	JEA Brandy Bra	30402	JEA IBEW	Community He	60.0	2015	0	Community Health Charities
Bulan, Joel V	862	JEA Brandy Bra	30402	JEA IBEW	United Way	130.0	2013	0	United Way
Bulan, Joel V	862	JEA Brandy Bra	30402	JEA IBEW	United Way	130.0	2014	0	United Way
Bulan, Joel V	862	JEA Brandy Bra	30402	JEA IBEW	United Way	30.0	2015	0	United Way
Bulan, Joel V	862	JEA Brandy Bra	30403	JEA IBEW	Community He	80.0	2015	0	Community Health Charities
Bulan, Joel V	862	JEA Brandy Bra	30403	JEA IBEW	United Way	40.0	2015	0	United Way
Bulan, Joel V	862	KGS Kennedy G	30403	JEA IBEW	Community He	100.0	2015	0	Community Health Charities
Bulan, Joel V	862	KGS Kennedy G	30403	JEA IBEW	Community He	110.0	2016	0	Community Health Charities
Bulan, Joel V	862	KGS Kennedy G	30403	JEA IBEW	United Way	60.0	2015	0	United Way
Bulan, Joel V	862	KGS Kennedy G	30403	JEA IBEW	United Way	130.0	2016	0	United Way
Bulan, Joel V	862	KGS Kennedy G	30403	JEA IBEW	United Way	100.0	2017	0	United Way
Bumgarner, W	8857	NGS Northside	30205	JEA IBEW	Community Se	394.7	2017	12	Community Service Leave
Bunn, Robert L	366	SJRPP Plant	00433	SJRPP Manage	United Way	50.0	2013	0	United Way
Burbure, Vijay	1813	JEA Tower, 10t	20400	JEA Appointed	Community He	50.0	2013	0	Community Health Charities
Burbure, Vijay	1813	JEA Tower, 10t	20400	JEA Appointed	United Way	20.0	2014	0	United Way
Burbure, Vijay	1813	JEA Tower, 9th	20400	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Burbure, Vijay	1813	JEA Tower, 9th	20400	JEA Appointed	Community He	45.0	2016	0	Community Health Charities
Burbure, Vijay	1813	JEA Tower, 9th	20400	JEA Appointed	United Way	80.0	2014	0	United Way
Burbure, Vijay	1813	JEA Tower, 9th	20400	JEA Appointed	United Way	130.0	2015	0	United Way
Burbure, Vijay	1813	JEA Tower, 9th	20400	JEA Appointed	United Way	45.0	2016	0	United Way
Burch, Donald	2458	Customer Cent	A0700	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Burch, Donald	2458	Customer Cent	A0700	JEA Appointed	Community He	118.0	2016	0	Community Health Charities
Burch, Donald	2458	Customer Cent	A0700	JEA Appointed	Community He	46.0	2017	0	Community Health Charities
Burch, Donald	2458	Customer Cent	A0700	JEA Appointed	Community Se	777.1	2015	16	Community Service Leave
Burch, Donald	2458	Customer Cent	A0700	JEA Appointed	Community Se	396.4	2016	8	Community Service Leave
Burch, Donald	2458	Customer Cent	A0700	JEA Appointed	United Way	1300.0	2013	0	United Way
Burch, Donald	2458	Customer Cent	A0700	JEA Appointed	United Way	1300.0	2014	0	United Way
Burch, Donald	2458	Customer Cent	A0700	JEA Appointed	United Way	1300.0	2015	0	United Way
Burch, Donald	2458	Customer Cent	A0700	JEA Appointed	United Way	1300.0	2016	0	United Way
Burch, Donald	2458	Customer Cent	A0700	JEA Appointed	United Way	1300.0	2017	0	United Way
Bureau, Audre	9029	NGS Northside	30203	JEA IBEW	Community Se	190.9	2015	8	Community Service Leave
Bureau, Audre	9029	NGS Northside	30203	JEA IBEW	Community Se	205.4	2016	6	Community Service Leave
Burgess, Lawre	9365	Customer Cent	20203	LIUNA	Community He	20.0	2015	0	Community Health Charities
Burgess, Lawre	9365	Customer Cent	20203	LIUNA	Community He	85.0	2016	0	Community Health Charities
Burgess, Lawre	9365	WSC Westside	20203	LIUNA	Community He	33.0	2016	0	Community Health Charities
Burgess, Lawre	9365	WSC Westside	20203	LIUNA	Community He	46.0	2017	0	Community Health Charities
Burgess, Lawre	9365	WSC Westside	20203	LIUNA	Community Se	87.4	2017	4	Community Service Leave
Burks, Ivy Leah	8670	Customer Cent	40304	AFSCME	Community He	25.0	2017	0	Community Health Charities
Burks, Ivy Leah	8670	Customer Cent	40304	AFSCME	United Way	16.0	2017	0	United Way
Burks, Ivy Leah	8670	JEA Tower, 15t	40406	AFSCME	Community He	111.0	2013	0	Community Health Charities
Burks, Ivy Leah	8670	JEA Tower, 15t	40406	AFSCME	Community He	8.0	2014	0	Community Health Charities
Burks, Ivy Leah	8670	JEA Tower, 15t	40406	AFSCME	Community He	52.0	2015	0	Community Health Charities
Burks, Ivy Leah	8670	JEA Tower, 15t	40406	AFSCME	Community He	52.0	2016	0	Community Health Charities
Burks, Ivy Leah	8670	JEA Tower, 15t	40406	AFSCME	Community He	36.0	2017	0	Community Health Charities
Burks, Ivy Leah	8670	JEA Tower, 15t	40406	AFSCME	United Way	52.0	2013	0	United Way
Burks, Ivy Leah	8670	JEA Tower, 15t	40406	AFSCME	United Way	52.0	2014	0	United Way
Burks, Ivy Leah	8670	JEA Tower, 15t	40406	AFSCME	United Way	52.0	2015	0	United Way

Burks, Ivy Leah	8670	JEA Tower, 15t	40406	AFSCME	United Way	14.0	2016	0	United Way
Burks, Ivy Leah	8670	JEA Tower, 15t	40406	AFSCME	United Way	22.0	2017	0	United Way
Burns, Jonatha	6875	WSC Westside	30704	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Burns, Jonatha	6875	WSC Westside	30704	JEA IBEW	Community He	110.0	2014	0	Community Health Charities
Burns, Joseph I	6292	SJRPP Training	A0104	JEA Appointed	Community He	260.0	2017	0	Community Health Charities
Burns, Joseph I	6292	SJRPP Training	A0104	JEA Appointed	United Way	38.0	2017	0	United Way
Burns, Joseph I	6292	SJRPP Training	A0104	JEA IBEW	Community He	350.0	2013	0	Community Health Charities
Burns, Joseph I	6292	SJRPP Training	A0104	JEA IBEW	Community He	40.0	2015	0	Community Health Charities
Burns, Joseph I	6292	SJRPP Training	A0104	JEA IBEW	Community He	260.0	2016	0	Community Health Charities
Burns, Lloyd Ar	8119	W&S Wastewa	30606	LIUNA	Community He	10.0	2015	0	Community Health Charities
Burns, Lloyd Ar	8119	W&S Wastewa	30606	LIUNA	Community Se	92.4	2015	4	Community Service Leave
Burns, Lloyd Ar	8119	W&S Wastewa	30607	LIUNA	Community He	50.0	2017	0	Community Health Charities
Bustamante, Jo	9573	WSC Westside	A0420	AFSCME	Community He	38.6	2016	0	Community Health Charities
Bustamante, Jo	9573	WSC Westside	A0420	AFSCME	United Way	38.0	2016	0	United Way
Bustamante, Jo	9573	WSC Westside	A0420	AFSCME	United Way	14.0	2017	0	United Way
Bustamante, Jo	9573	WSC Westside	A0420	AFSCME	United Way Or	115.8	2017	0	United Way
Butler, Gary C	1090	CSC Meter Sho	40402	JEA IBEW	United Way	15.0	2013	0	United Way
Butler, Gerald	9066	Customer Cent	40110	AFSCME	Community He	40.0	2013	0	Community Health Charities
Butler, Gerald	9066	Customer Cent	40110	AFSCME	Community He	170.0	2014	0	Community Health Charities
Butler, Gerald	9066	Customer Cent	40110	JEA Appointed	Community He	50.0	2014	0	Community Health Charities
Butler, Gerald	9066	Customer Cent	40110	JEA Appointed	Community Se	128.1	2015	4	Community Service Leave
Butler, Gerald	9066	Customer Cent	40110	JEA Appointed	Community Se	128.1	2016	4	Community Service Leave
Butler, Gerald	9066	Customer Cent	40110	JEA Appointed	Community Se	67.8	2017	2	Community Service Leave
Butler, LaKeny	7581	CSC Commonw	40402	JEA IBEW	Community He	210.0	2013	0	Community Health Charities
Butler, LaKeny	7581	CSC Commonw	40402	JEA IBEW	Community He	260.0	2014	0	Community Health Charities
Butler, LaKeny	7581	CSC Commonw	40402	JEA IBEW	Community He	260.0	2015	0	Community Health Charities
Butler, LaKeny	7581	CSC Commonw	40402	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Butler, LaKeny	7581	CSC Commonw	40402	JEA IBEW	United Way	210.0	2013	0	United Way
Butler, LaKeny	7581	CSC Commonw	40402	JEA IBEW	United Way	260.0	2014	0	United Way
Butler, LaKeny	7581	CSC Commonw	40402	JEA IBEW	United Way	260.0	2015	0	United Way
Butler, LaKeny	7581	CSC Commonw	40402	JEA IBEW	United Way	130.0	2016	0	United Way
Butler, LaKeny	7581	CSC Meter Sho	40402	JEA IBEW	Community He	10.0	2013	0	Community Health Charities
Butler, LaKeny	7581	CSC Meter Sho	40402	JEA IBEW	United Way	10.0	2013	0	United Way
Butler, LaKeny	7581	CSC Meter Sho	40403	JEA IBEW	Community He	98.0	2016	0	Community Health Charities
Butler, LaKeny	7581	CSC Meter Sho	40403	JEA IBEW	Community He	61.0	2017	0	Community Health Charities
Butler, LaKeny	7581	CSC Meter Sho	40403	JEA IBEW	United Way	130.0	2016	0	United Way
Butler, LaKeny	7581	CSC Meter Sho	40403	JEA IBEW	United Way	260.0	2017	0	United Way
Butler, LaKeny	7581	SOCC	40402	JEA IBEW	Community He	40.0	2013	0	Community Health Charities
Butler, LaKeny	7581	SOCC	40402	JEA IBEW	United Way	40.0	2013	0	United Way
Butler, Mike C	6314	CSC Storeroom	A0411	JEA IBEW	Community Se	171.5	2013	8	Community Service Leave
Butler, Mike C	6314	CSC Storeroom	A0411	JEA IBEW	United Way	12.0	2013	0	United Way
Butler, Mike C	6314	CSC Storeroom	A0503	AFSCME	United Way	4.0	2013	0	United Way
Butler, Mike C	6314	Customer Cent	A0503	AFSCME	United Way	4.0	2013	0	United Way
Butler, Mike C	6314	NGS Stores	A0411	AFSCME	Community He	6.0	2017	0	Community Health Charities
Butler, Mike C	6314	NGS Stores	A0411	AFSCME	Community Se	66.0	2017	2	Community Service Leave
Butler, Mike C	6314	NGS Stores	A0411	AFSCME	United Way	6.0	2017	0	United Way
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	Community He	40.0	2013	0	Community Health Charities
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	Community He	20.0	2014	0	Community Health Charities
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	Community He	20.0	2016	0	Community Health Charities
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	Community He	115.0	2017	0	Community Health Charities
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	Community Se	208.8	2014	8	Community Service Leave
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	Community Se	219.2	2015	8	Community Service Leave
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	Community Se	233.7	2016	8	Community Service Leave
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	United Way	32.0	2013	0	United Way
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	United Way	12.0	2014	0	United Way
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	United Way	40.0	2015	0	United Way
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	United Way	52.0	2016	0	United Way
Butler, Mike C	6314	NGS Stores	A0412	AFSCME	United Way	46.0	2017	0	United Way
Butts, Raymon	7200	NGS Northside	30300	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Butts, Raymon	7200	NGS Northside	30300	JEA IBEW	Community He	44.0	2016	0	Community Health Charities
Butts, Raymon	7200	NGS Northside	30300	JEA IBEW	Community Se	239.6	2014	8	Community Service Leave
Butts, Raymon	7200	NGS Northside	30300	JEA IBEW	Community Se	264.2	2016	8	Community Service Leave
Butts, Raymon	7200	NGS Northside	30300	JEA IBEW	Community Se	139.0	2017	4	Community Service Leave
Byerly, Nathan	7260	JEA Tower, 2nd	30904	Professional En	Community He	20.0	2013	0	Community Health Charities
Byerly, Nathan	7260	JEA Tower, 2nd	30904	Professional En	Community He	110.0	2014	0	Community Health Charities
Byerly, Nathan	7260	JEA Tower, 2nd	30904	Professional En	United Way	130.0	2013	0	United Way
Byerly, Nathan	7260	JEA Tower, 2nd	30904	Professional En	United Way	30.0	2014	0	United Way
Byers, Ross Ro	1042	JEA Tower, 14t	C0100	JEA Appointed	Community He	390.0	2013	0	Community Health Charities
Byers, Ross Ro	1042	JEA Tower, 14t	C0100	JEA Appointed	Community He	390.0	2014	0	Community Health Charities
Byers, Ross Ro	1042	JEA Tower, 14t	C0100	JEA Appointed	Community He	195.0	2015	0	Community Health Charities
Byers, Ross Ro	1042	JEA Tower, 14t	C0100	JEA Appointed	United Way	52.0	2013	0	United Way

Byers, Ross Ro	1042	JEA Tower, 14t	C0100	JEA Appointed	United Way	52.0	2014	0	United Way
Byers, Ross Ro	1042	JEA Tower, 14t	C0100	JEA Appointed	United Way	12.0	2015	0	United Way
Bylls, Laura Fra	8701	NGS Northside	30202	JEA IBEW	Community Se	284.2	2017	8	Community Service Leave
Byous, Luke Sh	6198	CSC Meter Sho	40402	JEA IBEW	Community Se	231.8	2013	8	Community Service Leave
Byous, Luke Sh	6198	CSC Meter Sho	40402	JEA IBEW	Community Se	243.4	2014	8	Community Service Leave
Byous, Luke Sh	6198	CSC Meter Sho	40405	JEA IBEW	Community Se	250.7	2015	8	Community Service Leave
Byous, Luke Sh	6198	CSC Meter Sho	40405	JEA IBEW	Community Se	255.8	2016	8	Community Service Leave
Byous, Luke Sh	6198	CSC Meter Sho	40405	JEA IBEW	Community Se	255.8	2017	8	Community Service Leave
Byrnes, Timoth	9567	NGS Northside	20300	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Byrnes, Timoth	9567	NGS Northside	20300	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Byrnes, Timoth	9567	NGS Northside	20300	JEA Appointed	Community He	87.5	2017	0	Community Health Charities
Byrnes, Timoth	9567	NGS Northside	20300	JEA Appointed	Community He	77.5	2017	0	Community Health Charities
Byrnes, Timoth	9567	NGS Northside	20300	JEA Appointed	Community Se	169.2	2016	4	Community Service Leave
Byrnes, Timoth	9567	NGS Northside	20300	JEA Appointed	Community Se	169.2	2017	4	Community Service Leave
Byrnes, Timoth	9567	NGS Northside	20300	JEA Appointed	United Way	1257.0	2016	0	United Way
Byrnes, Timoth	9567	NGS Northside	20300	JEA Appointed	United Way	1720.2	2017	0	United Way
Cabral, Maria M	7681	NGS Northside	A0610	AFSCME	Community He	92.0	2017	0	Community Health Charities
Cabral, Maria M	7681	NGS Northside	A0610	AFSCME	Community Se	73.6	2017	3.5	Community Service Leave
Cabral, Maria M	7681	NGS Northside	A0610	AFSCME	United Way	19.0	2017	0	United Way
Cabral, Maria M	7681	Northside Gen	A0610	AFSCME	Community He	60.0	2013	0	Community Health Charities
Cabral, Maria M	7681	Northside Gen	A0610	AFSCME	Community He	104.0	2014	0	Community Health Charities
Cabral, Maria M	7681	Northside Gen	A0610	AFSCME	Community He	104.0	2015	0	Community Health Charities
Cabral, Maria M	7681	Northside Gen	A0610	AFSCME	Community He	104.0	2016	0	Community Health Charities
Cabral, Maria M	7681	Northside Gen	A0610	AFSCME	Community He	12.0	2017	0	Community Health Charities
Cabral, Maria M	7681	Northside Gen	A0610	AFSCME	Community Se	61.3	2015	3	Community Service Leave
Cabral, Maria M	7681	Northside Gen	A0610	AFSCME	Community Se	68.6	2016	3	Community Service Leave
Cabral, Maria M	7681	Northside Gen	A0610	AFSCME	Community Se	91.5	2017	3.5	Community Service Leave
Cadle, Robert E	9667	JEA Tower, 5th	20500	JEA Appointed	Community He	420.0	2017	0	Community Health Charities
Cadle, Robert E	9667	JEA Tower, 5th	20500	JEA Appointed	Community Se	353.5	2017	3	Community Service Leave
Cadle, Robert E	9667	JEA Tower, 5th	20500	JEA Appointed	United Way	734.9	2017	0	United Way
Cadle, Robert E	9667	W&S Wastewa	30600	JEA Appointed	Community He	80.0	2016	0	Community Health Charities
Cadle, Robert E	9667	W&S Wastewa	30600	JEA Appointed	Community He	100.0	2017	0	Community Health Charities
Cadle, Robert E	9667	W&S Wastewa	30600	JEA Appointed	Community Se	180.3	2017	3	Community Service Leave
Cadle, Robert E	9667	W&S Wastewa	30600	JEA Appointed	United Way	38.0	2016	0	United Way
Cadle, Robert E	9667	W&S Wastewa	30600	JEA Appointed	United Way	10.0	2017	0	United Way
Calcote, James	8767	W&S Treatmer	30122	LIUNA	Community Se	232.6	2014	8	Community Service Leave
Cales, Christine	2444	JEA Tower, 15t	40406	AFSCME	Community He	1.0	2013	0	Community Health Charities
Calhoun, Deryl	1877	WW-RT, Core C	30100	JEA Appointed	Community He	8.0	2016	0	Community Health Charities
Calhoun, Deryl	1877	WW-RT, Core C	30100	JEA Appointed	Community He	46.0	2017	0	Community Health Charities
Calhoun, Deryl	1877	WW-RT, Core C	30100	JEA Appointed	Community Se	222.5	2016	3	Community Service Leave
Calhoun, Deryl	1877	WW-RT, Core C	30100	JEA Appointed	United Way	1170.0	2013	0	United Way
Calhoun, Deryl	1877	WW-RT, Core C	30100	JEA Appointed	United Way	1170.0	2014	0	United Way
Calhoun, Deryl	1877	WW-RT, Core C	30100	JEA Appointed	United Way	1170.0	2015	0	United Way
Calhoun, Deryl	1877	WW-RT, Core C	30100	JEA Appointed	United Way	1170.0	2016	0	United Way
Calhoun, Deryl	1877	WW-RT, Core C	30100	JEA Appointed	United Way	1170.0	2017	0	United Way
Calloway, Sidne	5439	CSC Commonw	30702	JEA IBEW	Community He	40.0	2016	0	Community Health Charities
Calloway, Sidne	5439	CSC Commonw	30702	JEA IBEW	Community He	260.0	2017	0	Community Health Charities
Calloway, Sidne	5439	CSC Commonw	30702	JEA IBEW	United Way	260.0	2013	0	United Way
Calloway, Sidne	5439	CSC Commonw	30702	JEA IBEW	United Way	260.0	2014	0	United Way
Calloway, Sidne	5439	CSC Commonw	30702	JEA IBEW	United Way	260.0	2015	0	United Way
Calloway, Sidne	5439	CSC Commonw	30702	JEA IBEW	United Way	260.0	2016	0	United Way
Calloway, Sidne	5439	CSC Commonw	30702	JEA IBEW	United Way	260.0	2017	0	United Way
Calvert, Savanr	7185	CSC Meter Sho	40402	AFSCME	Community He	52.0	2013	0	Community Health Charities
Calvert, Savanr	7185	CSC Meter Sho	40402	AFSCME	Community He	34.0	2014	0	Community Health Charities
Calvert, Savanr	7185	CSC Meter Sho	40402	AFSCME	Community Se	74.2	2013	4	Community Service Leave
Calvert, Savanr	7185	CSC Meter Sho	40402	AFSCME	Community Se	58.4	2014	3.5	Community Service Leave
Calvert, Savanr	7185	CSC Meter Sho	40402	AFSCME	United Way	52.0	2013	0	United Way
Calvert, Savanr	7185	CSC Meter Sho	40402	AFSCME	United Way	34.0	2014	0	United Way
Calvert, Savanr	7185	JEA Tower, 7th	40000	Professional En	Community He	30.0	2014	0	Community Health Charities
Calvert, Savanr	7185	JEA Tower, 7th	40000	Professional En	Community He	75.0	2015	0	Community Health Charities
Calvert, Savanr	7185	JEA Tower, 7th	40000	Professional En	Community Se	98.5	2014	3.5	Community Service Leave
Calvert, Savanr	7185	JEA Tower, 7th	40000	Professional En	Community Se	98.9	2015	4	Community Service Leave
Calvert, Savanr	7185	JEA Tower, 7th	40000	Professional En	United Way	18.0	2014	0	United Way
Calvert, Savanr	7185	JEA Tower, 7th	40000	Professional En	United Way	30.0	2015	0	United Way
Calvert, Savanr	7185	JEA Tower, 7th	40050	Professional En	Community He	40.0	2015	0	Community Health Charities
Calvert, Savanr	7185	JEA Tower, 7th	40050	Professional En	Community He	110.0	2016	0	Community Health Charities
Calvert, Savanr	7185	JEA Tower, 7th	40050	Professional En	Community Se	163.4	2016	5	Community Service Leave
Calvert, Savanr	7185	JEA Tower, 7th	40050	Professional En	Community Se	222.9	2017	8	Community Service Leave
Calvert, Savanr	7185	JEA Tower, 7th	40050	Professional En	United Way	22.0	2015	0	United Way
Calvert, Savanr	7185	JEA Tower, 7th	40050	Professional En	United Way	52.0	2016	0	United Way
Calvert, Savanr	7185	JEA Tower, 7th	40050	Professional En	United Way	52.0	2017	0	United Way

Cameron, Mari	6055	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2013	0	United Way
Cameron, Mari	6055	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2014	0	United Way
Cameron, Mari	6055	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2015	0	United Way
Cameron, Mari	6055	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2016	0	United Way
Cameron, Mari	6055	SJRPP Plant	00439	SJRPP IBEW	United Way	20.0	2017	0	United Way
Cameron, Mari	6055	SJRPP Plant	00439	SJRPP NBU	United Way	32.0	2017	0	United Way
Campbell, Clyd	5213	NGS Northside	30300	JEA IBEW	Community Se	264.6	2013	8	Community Service Leave
Canelon, Marti	1662	JEA Tower, 10t	10210	Professional En	Community He	20.0	2014	0	Community Health Charities
Canelon, Marti	1662	JEA Tower, 10t	10210	Professional En	Community Se	338.6	2015	8	Community Service Leave
Canelon, Marti	1662	JEA Tower, 10t	10210	Professional En	United Way	27.0	2014	0	United Way
Canelon, Marti	1662	JEA Tower, 10t	10210	Professional En	United Way	78.0	2015	0	United Way
Canelon, Marti	1662	JEA Tower, 10t	20200	Professional En	Community He	24.0	2014	0	Community Health Charities
Canelon, Marti	1662	JEA Tower, 10t	20200	Professional En	United Way	18.0	2014	0	United Way
Canelon, Marti	1662	JEA Tower, 5th	20200	Professional En	Community He	104.0	2013	0	Community Health Charities
Canelon, Marti	1662	JEA Tower, 5th	20200	Professional En	Community He	44.0	2014	0	Community Health Charities
Canelon, Marti	1662	JEA Tower, 5th	20200	Professional En	United Way	72.0	2013	0	United Way
Canelon, Marti	1662	JEA Tower, 5th	20200	Professional En	United Way	33.0	2014	0	United Way
Cantrell, Charli	584	SOCC	30701	Professional En	United Way	30.0	2013	0	United Way
Carbone, Maris	9161	JEA Tower, 12t	10500	JEA Appointed	Community He	8.0	2013	0	Community Health Charities
Carbone, Maris	9161	JEA Tower, 12t	10500	JEA Appointed	Community He	52.0	2014	0	Community Health Charities
Carbone, Maris	9161	JEA Tower, 12t	10500	JEA Appointed	Community He	44.0	2015	0	Community Health Charities
Carbone, Maris	9161	JEA Tower, 12t	10500	JEA Appointed	Community He	68.1	2017	0	Community Health Charities
Carbone, Maris	9161	JEA Tower, 12t	10500	JEA Appointed	Community He	76.9	2017	0	Community Health Charities
Carbone, Maris	9161	JEA Tower, 12t	10500	JEA Appointed	Community Se	461.6	2013	16	Community Service Leave
Carbone, Maris	9161	JEA Tower, 12t	10500	JEA Appointed	United Way	100.0	2013	0	United Way
Carbone, Maris	9161	JEA Tower, 12t	10500	JEA Appointed	United Way	130.0	2014	0	United Way
Carbone, Maris	9161	JEA Tower, 12t	10500	JEA Appointed	United Way	130.0	2015	0	United Way
Carbone, Maris	9161	JEA Tower, 12t	10500	JEA Appointed	United Way	184.9	2016	0	United Way
Carbone, Maris	9161	JEA Tower, 12t	10500	JEA Appointed	United Way	130.0	2017	0	United Way
Cardona, Vikki	513	Customer Cent	40111	AFSCME	Community He	5.0	2014	0	Community Health Charities
Cardona, Vikki	513	Customer Cent	40110	AFSCME	Community He	5.0	2013	0	Community Health Charities
Cardona, Vikki	513	JEA Tower, 7th	40306	AFSCME	Community He	5.0	2017	0	Community Health Charities
Cardona, Vikki	513	JEA Tower, 7th	40306	AFSCME	United Way Or	5.0	2017	0	United Way
Carley, Loan Da	9334	Laboratory Ser	D0300	Professional En	Community He	100.0	2015	0	Community Health Charities
Carley, Loan Da	9334	Laboratory Ser	D0300	Professional En	Community He	120.0	2017	0	Community Health Charities
Carley, Loan Da	9334	Laboratory Ser	D0300	Professional En	Community Se	212.0	2014	8	Community Service Leave
Carley, Loan Da	9334	Laboratory Ser	D0300	Professional En	Community Se	214.2	2015	8	Community Service Leave
Carley, Loan Da	9334	Laboratory Ser	D0300	Professional En	Community Se	225.0	2017	8	Community Service Leave
Carley, Loan Da	9334	Laboratory Ser	D0300	Professional En	United Way	80.0	2015	0	United Way
Carley, Loan Da	9334	Laboratory Ser	D0300	Professional En	United Way	104.0	2016	0	United Way
Carley, Loan Da	9334	Laboratory Ser	D0300	Professional En	United Way	28.0	2017	0	United Way
Carley, Loan Da	9334	Laboratory Ser	D0300	Professional En	United Way Or	120.0	2017	0	United Way
Carnes, Desire	4618	Customer Cent	40830	AFSCME	Community He	7.0	2013	0	Community Health Charities
Carnes, Desire	4618	Customer Cent	40830	AFSCME	Community He	10.0	2014	0	Community Health Charities
Carney, Mark A	408	NGS Northside	30200	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Carney, Mark A	408	NGS Northside	30200	JEA Appointed	Community He	52.0	2016	0	Community Health Charities
Carney, Mark A	408	NGS Northside	30200	JEA Appointed	Community He	18.0	2017	0	Community Health Charities
Carney, Mark A	408	NGS Northside	30200	JEA Appointed	United Way	140.0	2014	0	United Way
Carney, Mark A	408	NGS Northside	30200	JEA Appointed	United Way	260.0	2015	0	United Way
Carney, Mark A	408	NGS Northside	30200	JEA Appointed	United Way	260.0	2016	0	United Way
Carney, Mark A	408	NGS Northside	30200	JEA Appointed	United Way	90.0	2017	0	United Way
Carney, Mark A	408	NGS Northside	30300	JEA Appointed	United Way	60.0	2014	0	United Way
Carney, Mark A	408	NGS Northside	30300	JEA IBEW	Community He	4.0	2017	0	Community Health Charities
Carney, Mark A	408	NGS Northside	30300	JEA IBEW	United Way	20.0	2017	0	United Way
Carrere, Krista	9964	JEA Tower, 4th	20500	JEA Appointed	Community Se	129.8	2017	3	Community Service Leave
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	Community He	16.0	2014	0	Community Health Charities
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	Community He	104.0	2015	0	Community Health Charities
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	Community He	104.0	2016	0	Community Health Charities
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	Community He	104.0	2017	0	Community Health Charities
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	Community Se	558.2	2013	16	Community Service Leave
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	Community Se	565.4	2014	16	Community Service Leave
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	Community Se	644.6	2015	16	Community Service Leave
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	Community Se	145.3	2016	3.5	Community Service Leave
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	United Way	40.0	2013	0	United Way
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	United Way	52.0	2014	0	United Way
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	United Way	52.0	2015	0	United Way
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	United Way	52.0	2016	0	United Way
Carroll, Georgi	9051	JEA Tower, 7th	40302	JEA Appointed	United Way	52.0	2017	0	United Way
Carroll, James	3749	KGS Kennedy G	30403	JEA IBEW	Community He	60.3	2015	0	Community Health Charities
Carroll, James	3749	KGS Kennedy G	30403	JEA IBEW	Community He	123.1	2016	0	Community Health Charities
Carroll, Shawn	749	SSC Southside	ZE000	JEA Supervisor	United Way Or	84.3	2017	0	United Way

Carroll, William	8773	SJRPP Plant	00443	SJRPP IBEW	Community He	25.0	2016	0	Community Health Charities
Carroll, William	8773	SJRPP Plant	00443	SJRPP IBEW	United Way Or	25.0	2017	0	United Way
Carswell, Gloria	1698	Customer Cent	A0505	JEA Appointed	Community He	37.2	2017	0	Community Health Charities
Carswell, Gloria	1698	Customer Cent	A0505	JEA Appointed	Community He	42.1	2017	0	Community Health Charities
Carswell, Gloria	1698	Customer Cent	A0505	JEA Appointed	United Way	1500.2	2013	0	United Way
Carswell, Gloria	1698	Customer Cent	A0505	JEA Appointed	United Way	1500.2	2014	0	United Way
Carswell, Gloria	1698	Customer Cent	A0505	JEA Appointed	United Way	1500.2	2015	0	United Way
Carswell, Gloria	1698	Customer Cent	A0505	JEA Appointed	United Way	1500.2	2016	0	United Way
Carswell, Gloria	1698	Customer Cent	A0505	JEA Appointed	United Way	1500.2	2017	0	United Way
Carte, Michelle	9006	Laboratory Ser	D0200	Professional En	Community Se	48.1	2013	2	Community Service Leave
Carte, Michelle	9006	Laboratory Ser	D0200	Professional En	Community Se	110.0	2014	4	Community Service Leave
Carte, Michelle	9006	Laboratory Ser	D0200	Professional En	Community Se	205.1	2015	7	Community Service Leave
Carte, Michelle	9006	Laboratory Ser	D0200	Professional En	Community Se	202.8	2016	6.5	Community Service Leave
Carter Smith, J	5613	Customer Cent	40302	AFSCME	Community He	125.0	2017	0	Community Health Charities
Carter Smith, J	5613	Customer Cent	40302	AFSCME	Community Se	104.1	2017	4	Community Service Leave
Carter Smith, J	5613	Customer Cent	40302	AFSCME	United Way	110.0	2017	0	United Way
Carter Smith, J	5613	JEA Tower, 7th	40301	AFSCME	Community He	20.0	2013	0	Community Health Charities
Carter Smith, J	5613	JEA Tower, 7th	40301	AFSCME	Community He	130.0	2014	0	Community Health Charities
Carter Smith, J	5613	JEA Tower, 7th	40301	AFSCME	Community He	130.0	2015	0	Community Health Charities
Carter Smith, J	5613	JEA Tower, 7th	40301	AFSCME	Community He	130.0	2016	0	Community Health Charities
Carter Smith, J	5613	JEA Tower, 7th	40301	AFSCME	Community He	20.0	2017	0	Community Health Charities
Carter Smith, J	5613	JEA Tower, 7th	40301	AFSCME	United Way	100.0	2014	0	United Way
Carter Smith, J	5613	JEA Tower, 7th	40301	AFSCME	United Way	130.0	2015	0	United Way
Carter Smith, J	5613	JEA Tower, 7th	40301	AFSCME	United Way	130.0	2016	0	United Way
Carter Smith, J	5613	JEA Tower, 7th	40301	AFSCME	United Way	20.0	2017	0	United Way
Carter, Byron F	3087	KENNEDY PUM	ZW000	LIUNA	Community Se	84.5	2016	3	Community Service Leave
Carter, James M	1891	JEA Tower, 5th	20203	JEA Supervisors	United Way	4.0	2015	0	United Way
Carter, James M	1891	W&S Wastewa	30604	JEA Supervisors	United Way	52.0	2013	0	United Way
Carter, James M	1891	W&S Wastewa	30604	JEA Supervisors	United Way	52.0	2014	0	United Way
Carter, James M	1891	W&S Wastewa	30604	JEA Supervisors	United Way	8.0	2015	0	United Way
Carter, Peggy A	1681	JEA Tower, 4th	20600	AFSCME	Community Se	666.2	2013	20	Community Service Leave
Carter, Peggy A	1681	JEA Tower, 4th	20600	AFSCME	United Way	65.0	2013	0	United Way
Carter, Weary	2040	W&S Wastewa	30606	LIUNA	United Way	52.0	2013	0	United Way
Carter, Weary	2040	W&S Wastewa	30606	LIUNA	United Way	52.0	2014	0	United Way
Carter, Weary	2040	W&S Wastewa	30606	LIUNA	United Way	44.0	2015	0	United Way
Carver, Micah	9586	JEA Tower, 9th	20411	Professional En	Community Se	235.3	2017	8	Community Service Leave
Cary, Ralph W	1546	JEA Tower, 2nd	30904	Professional En	Community Se	346.3	2013	8	Community Service Leave
Cary, Ralph W	1546	JEA Tower, 2nd	30904	Professional En	Community Se	351.0	2014	8	Community Service Leave
Cary, Ralph W	1546	JEA Tower, 2nd	30904	Professional En	Community Se	373.0	2016	8	Community Service Leave
Cary, Ralph W	1546	JEA Tower, 2nd	30904	Professional En	United Way	26.0	2013	0	United Way
Cary, Ralph W	1546	JEA Tower, 2nd	30904	Professional En	United Way	26.0	2014	0	United Way
Cary, Ralph W	1546	JEA Tower, 2nd	30904	Professional En	United Way	26.0	2015	0	United Way
Cary, Ralph W	1546	JEA Tower, 2nd	30904	Professional En	United Way	26.0	2016	0	United Way
Cary, Ralph W	1546	JEA Tower, 2nd	30904	Professional En	United Way	26.0	2017	0	United Way
Cash, Kendra J	9849	Customer Cent	40830	JEA Appointed	United Way	180.0	2017	0	United Way
Cash, Kendra J	9849	Customer Cent	40830	JEA Appointed	Community Se	223.1	2017	8	Community Service Leave
Cash, Kendra J	9849	Customer Cent	40830	JEA Appointed	United Way	200.0	2017	0	United Way
Castillo, Mercy	9581	Customer Cent	40100	JEA Appointed	Community Se	123.1	2016	4	Community Service Leave
Castillo, Mercy	9581	Customer Cent	40100	JEA Appointed	United Way	365.8	2016	0	United Way
Castillo, Mercy	9581	Customer Cent	40100	JEA Appointed	United Way	192.5	2017	0	United Way
Castillo, Mercy	9581	Customer Cent	40120	JEA Appointed	Community He	6.0	2017	0	Community Health Charities
Castillo, Mercy	9581	Customer Cent	40120	JEA Appointed	Community Se	70.7	2017	2	Community Service Leave
Castillo, Mercy	9581	Customer Cent	40120	JEA Appointed	United Way	308.0	2017	0	United Way
Castro, Alvaro	203	SJRPP Plant	00451	SJRPP Manage	Community He	20.0	2015	0	Community Health Charities
Castro, Alvaro	203	SJRPP Plant	00451	SJRPP Manage	Community He	110.0	2016	0	Community Health Charities
Castro, Alvaro	203	SJRPP Plant	00451	SJRPP Manage	Community Se	288.5	2014	8	Community Service Leave
Castro, Alvaro	203	SJRPP Plant	00451	SJRPP Manage	Community Se	298.3	2015	8	Community Service Leave
Castro, Alvaro	203	SJRPP Plant	00451	SJRPP Manage	Community Se	307.3	2016	8	Community Service Leave
Castro, Alvaro	203	SJRPP Plant	00451	SJRPP Manage	United Way	95.0	2016	0	United Way
Castro, Alvaro	203	SJRPP Plant	00451	SJRPP Manage	United Way	45.0	2017	0	United Way
Castro, Alvaro	203	SJRPP Plant	00451	SJRPP NBU	United Way	20.0	2017	0	United Way
Catrett, Christo	7640	WW/RT, North	30132	LIUNA	Community He	20.0	2015	0	Community Health Charities
Catrett, Christo	7640	WW/RT, North	30132	LIUNA	Community He	105.0	2016	0	Community Health Charities
Catrett, Christo	7640	WW/RT, North	30132	LIUNA	United Way	28.0	2016	0	United Way
Cavey, Vickie P	1420	JEA Tower, 12t	10300	JEA Appointed	United Way	2000.0	2013	0	United Way
Cavey, Vickie P	1420	JEA Tower, 12t	10300	JEA Appointed	United Way	800.0	2014	0	United Way
Cavey, Vickie P	1420	JEA Tower, 16t	10300	JEA Appointed	United Way	1800.0	2014	0	United Way
Cavey, Vickie P	1420	JEA Tower, 16t	10300	JEA Appointed	United Way	600.0	2015	0	United Way
Cavey, Vickie P	1420	JEA Tower, 16t	10300	JEA Appointed	United Way	600.0	2016	0	United Way
Cavin, Ellyn Ma	9704	JEA Tower, 7th	40302	JEA Appointed	Community Se	153.9	2016	4	Community Service Leave
Cavin, Ellyn Ma	9704	JEA Tower, 7th	40302	JEA Appointed	United Way Or	25.0	2017	0	United Way

Cecil, Patrick A	6858	W&S Wastewa	30600	JEA Supervisor	Community He	16.0	2013	0	Community Health Charities
Cecil, Patrick A	6858	W&S Wastewa	30600	JEA Supervisor	United Way	12.0	2013	0	United Way
Cecil, Patrick A	6858	W&S Wastewa	30600	JEA Supervisor	United Way	1.0	2014	0	United Way
Cecil, Patrick A	6858	W&S Wastewa	30601	JEA Supervisor	United Way	3.0	2014	0	United Way
Cecil, Patrick A	6858	W&S Wastewa	30601	JEA Supervisor	United Way	6.0	2015	0	United Way
Cecil, Patrick A	6858	W&S Wastewa	30606	JEA Supervisor	United Way	22.0	2014	0	United Way
Cecil, Patrick A	6858	W&S Wastewa	30606	LIUNA	Community He	28.0	2013	0	Community Health Charities
Cecil, Patrick A	6858	W&S Wastewa	30606	LIUNA	United Way	14.0	2013	0	United Way
Cedillo, Jesus A	5901	JEA Tower, 13t	B0400	Professional En	Community Se	186.9	2016	4	Community Service Leave
Ceniza, Camilo	521	NGS Northside	30203	JEA IBEW	United Way	52.0	2013	0	United Way
Ceniza, Camilo	521	NGS Northside	30203	JEA IBEW	United Way	52.0	2014	0	United Way
Ceniza, Camilo	521	NGS Northside	30203	JEA IBEW	United Way	52.0	2015	0	United Way
Ceniza, Camilo	521	NGS Northside	30203	JEA IBEW	United Way	42.0	2016	0	United Way
Cenizal, Rogeli	1572	CSC Storeroom	A0411	JEA Supervisor	United Way	650.0	2013	0	United Way
Cenizal, Rogeli	1572	CSC Storeroom	A0411	JEA Supervisor	United Way	650.0	2014	0	United Way
Cenizal, Rogeli	1572	CSC Storeroom	A0411	JEA Supervisor	United Way	650.0	2015	0	United Way
Cenizal, Rogeli	1572	CSC Storeroom	A0411	JEA Supervisor	United Way	650.0	2016	0	United Way
Cenizal, Rogeli	1572	CSC Storeroom	A0411	JEA Supervisor	United Way	650.0	2017	0	United Way
Challberg, Roy	153	SJRPP Plant	00436	SJRPP IBEW	United Way	250.0	2013	0	United Way
Challenger, Sha	9297	SJRPP Plant	00451	SJRPP Manage	Community Se	198.1	2014	8	Community Service Leave
Champ, Doris A	4624	JEA Tower, 15t	C0500	JEA Appointed	Community He	780.0	2013	0	Community Health Charities
Champ, Doris A	4624	JEA Tower, 15t	C0500	JEA Appointed	Community He	780.0	2014	0	Community Health Charities
Champ, Doris A	4624	JEA Tower, 15t	C0500	JEA Appointed	Community He	660.0	2015	0	Community Health Charities
Champ, Doris A	4624	JEA Tower, 15t	C0500	JEA Appointed	Community Se	497.0	2014	8	Community Service Leave
Champ, Doris A	4624	JEA Tower, 15t	C0500	JEA Appointed	Community Se	193.8	2015	3	Community Service Leave
Champ, Doris A	4624	JEA Tower, 15t	C0500	JEA Appointed	United Way	1790.0	2013	0	United Way
Champ, Doris A	4624	JEA Tower, 15t	C0500	JEA Appointed	United Way	1820.0	2014	0	United Way
Champ, Doris A	4624	JEA Tower, 15t	C0500	JEA Appointed	United Way	1820.0	2015	0	United Way
Champ, Doris A	4624	JEA Tower, 15t	C0500	JEA Appointed	United Way	350.0	2016	0	United Way
Champ, Willian	1810	JEA Tower, 9th	20411	Professional En	United Way	182.0	2013	0	United Way
Champ, Willian	1810	JEA Tower, 9th	20411	Professional En	United Way	182.0	2014	0	United Way
Champ, Willian	1810	JEA Tower, 9th	20411	Professional En	United Way	182.0	2015	0	United Way
Champ, Willian	1810	JEA Tower, 9th	20411	Professional En	United Way	182.0	2016	0	United Way
Champ, Willian	1810	JEA Tower, 9th	20411	Professional En	United Way	182.0	2017	0	United Way
Chance, James	1597	SJRPP Training	A0104	JEA IBEW	Community He	80.0	2015	0	Community Health Charities
Chance, James	1597	SJRPP Training	A0104	JEA IBEW	Community He	440.0	2016	0	Community Health Charities
Chancy, Lori Jo	6021	JEA Tower, 15t	40406	AFSCME	Community He	5.0	2013	0	Community Health Charities
Chancy, Lori Jo	6021	JEA Tower, 15t	40406	AFSCME	Community Se	200.1	2015	8	Community Service Leave
Chancy, Lori Jo	6021	JEA Tower, 15t	40406	AFSCME	Community Se	203.1	2016	8	Community Service Leave
Chancy, Lori Jo	6021	JEA Tower, 15t	40406	AFSCME	Community Se	104.1	2017	4	Community Service Leave
Chandler, Bobt	8684	WW/RT, North	30132	LIUNA	Community He	105.1	2015	0	Community Health Charities
Chandler, Bobt	8684	WW/RT, North	30132	LIUNA	Community He	8.0	2016	0	Community Health Charities
Chandler, Bobt	8684	WW/RT, North	30132	LIUNA	Community He	52.0	2017	0	Community Health Charities
Chandler, Bobt	8684	WW/RT, North	30132	LIUNA	Community Se	237.3	2015	8	Community Service Leave
Chandler, Bobt	8684	WW/RT, North	30132	LIUNA	United Way	38.0	2016	0	United Way
Chandler, Bobt	8684	WW/RT, North	30132	LIUNA	United Way	52.0	2017	0	United Way
Chandrasekhar	2655	JEA Tower, 5th	20201	JEA IBEW	Community He	12.0	2013	0	Community Health Charities
Chandrasekhar	2655	JEA Tower, 5th	20201	JEA IBEW	Community He	86.0	2014	0	Community Health Charities
Chandrasekhar	2655	JEA Tower, 5th	20201	JEA IBEW	Community He	130.0	2015	0	Community Health Charities
Chandrasekhar	2655	JEA Tower, 5th	20201	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Chandrasekhar	2655	JEA Tower, 5th	20201	JEA IBEW	Community He	130.0	2017	0	Community Health Charities
Chandrasekhar	2655	JEA Tower, 5th	20201	JEA IBEW	Community Se	221.4	2015	8	Community Service Leave
Chandrasekhar	2655	JEA Tower, 5th	20201	JEA IBEW	United Way	120.0	2013	0	United Way
Chandrasekhar	2655	JEA Tower, 5th	20201	JEA IBEW	United Way	130.0	2014	0	United Way
Chandrasekhar	2655	JEA Tower, 5th	20201	JEA IBEW	United Way	130.0	2015	0	United Way
Chandrasekhar	2655	JEA Tower, 5th	20201	JEA IBEW	United Way	130.0	2016	0	United Way
Chandrasekhar	2655	JEA Tower, 5th	20201	JEA IBEW	United Way	130.0	2017	0	United Way
Chandrasekhar	2655	JEA Tower, 5th	30137	JEA IBEW	United Way	10.0	2013	0	United Way
Chaney, Andre	8978	Customer Cent	40304	Professional En	Community He	8.0	2014	0	Community Health Charities
Chaney, Andre	8978	Customer Cent	40304	Professional En	Community He	10.0	2015	0	Community Health Charities
Chaney, Andre	8978	JEA Tower, 15t	40406	Professional En	Community He	42.0	2015	0	Community Health Charities
Chaney, Andre	8978	JEA Tower, 15t	40406	Professional En	Community He	44.0	2016	0	Community Health Charities
Chang, David F	1309	CSC Commonw	40230	Professional En	United Way	35.0	2013	0	United Way
Chang, David F	1309	CSC Commonw	40402	Professional En	United Way	95.0	2013	0	United Way
Chang, David F	1309	CSC Commonw	40402	Professional En	United Way	35.0	2014	0	United Way
Chang, David F	1309	CSC Meter Sho	40405	Professional En	Community He	5.0	2015	0	Community Health Charities
Chang, David F	1309	CSC Meter Sho	40405	Professional En	Community Se	192.4	2015	4	Community Service Leave
Chang, David F	1309	CSC Meter Sho	40405	Professional En	United Way	55.0	2014	0	United Way
Chang, David F	1309	CSC Meter Sho	40405	Professional En	United Way	130.0	2015	0	United Way
Chang, David F	1309	CSC Meter Sho	40405	Professional En	United Way	130.0	2016	0	United Way
Chang, David F	1309	CSC Meter Sho	40405	Professional En	United Way	35.0	2017	0	United Way

Chang, David F	1309	Customer Cent	40405	Professional En	United Way	40.0	2014	0	United Way
Chansler, Jame	1944	JEA Tower, 16t	30000	JEA Appointed	United Way	600.0	2013	0	United Way
Chapman, Barr	8171	NGS Northside	30300	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Chapman, Barr	8171	NGS Northside	30300	JEA IBEW	Community He	55.0	2015	0	Community Health Charities
Chapman, Barr	8171	NGS Northside	30300	JEA IBEW	Community Se	264.6	2014	8	Community Service Leave
Chapman, Jam	1746	JEA Tower, 11t	C0600	JEA Appointed	Community Se	270.7	2016	5	Community Service Leave
Chapman, Jam	1746	JEA Tower, 11t	C0600	JEA Appointed	United Way	77.0	2015	0	United Way
Chapman, Jam	1746	JEA Tower, 11t	C0600	JEA Appointed	United Way	1000.7	2016	0	United Way
Chapman, Jam	1746	JEA Tower, 11t	C0600	JEA Appointed	United Way	1000.7	2017	0	United Way
Chapman, Jam	1746	JEA Tower, 14t	C0600	JEA Appointed	Community Se	724.9	2014	14	Community Service Leave
Chapman, Jam	1746	JEA Tower, 14t	C0600	JEA Appointed	Community Se	586.6	2015	11	Community Service Leave
Chapman, Jam	1746	JEA Tower, 14t	C0600	JEA Appointed	United Way	1000.8	2013	0	United Way
Chapman, Jam	1746	JEA Tower, 14t	C0600	JEA Appointed	United Way	1000.7	2014	0	United Way
Chapman, Jam	1746	JEA Tower, 14t	C0600	JEA Appointed	United Way	923.8	2015	0	United Way
Chappelear, Te	1976	W&S Treatmer	30122	LIUNA	Community He	10.0	2017	0	Community Health Charities
Chappelear, Te	1976	W&S Treatmer	30122	LIUNA	Community Se	250.1	2013	8	Community Service Leave
Chappelear, Te	1976	W&S Treatmer	30122	LIUNA	Community Se	250.1	2014	8	Community Service Leave
Charleroy, Mel	9004	JEA Tower, 16t	50000	JEA Appointed	Community He	125.0	2017	0	Community Health Charities
Charleroy, Mel	9004	JEA Tower, 16t	50000	JEA Appointed	Community Se	64.7	2017	2	Community Service Leave
Charleroy, Mel	9004	JEA Tower, 16t	50000	JEA Appointed	United Way	250.0	2017	0	United Way
Charleroy, Mel	9004	JEA Tower, 16t	50000	JEA Appointed	United Way Or	744.0	2017	0	United Way
Charleroy, Mel	9004	JEA Tower, 16t	A0000	JEA Appointed	Community He	130.0	2013	0	Community Health Charities
Charleroy, Mel	9004	JEA Tower, 16t	A0000	JEA Appointed	Community He	130.0	2014	0	Community Health Charities
Charleroy, Mel	9004	JEA Tower, 16t	A0000	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Charleroy, Mel	9004	JEA Tower, 16t	A0000	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Charleroy, Mel	9004	JEA Tower, 16t	A0000	JEA Appointed	Community He	5.0	2017	0	Community Health Charities
Charleroy, Mel	9004	JEA Tower, 16t	A0000	JEA Appointed	United Way	200.0	2013	0	United Way
Charleroy, Mel	9004	JEA Tower, 16t	A0000	JEA Appointed	United Way	260.0	2014	0	United Way
Charleroy, Mel	9004	JEA Tower, 16t	A0000	JEA Appointed	United Way	260.0	2015	0	United Way
Charleroy, Mel	9004	JEA Tower, 16t	A0000	JEA Appointed	United Way	467.8	2016	0	United Way
Charleroy, Mel	9004	JEA Tower, 16t	A0000	JEA Appointed	United Way	10.0	2017	0	United Way
Chascin, Kenne	3516	JEA Tower, 11t	C0401	JEA Appointed	Community He	22.0	2013	0	Community Health Charities
Chascin, Kenne	3516	JEA Tower, 11t	C0401	JEA Appointed	United Way	1236.0	2013	0	United Way
Chascin, Kenne	3516	JEA Tower, 11t	C0401	JEA Appointed	United Way	888.0	2014	0	United Way
Chascin, Kenne	3516	JEA Tower, 14t	C0401	JEA Appointed	United Way	400.0	2014	0	United Way
Chascin, Kenne	3516	JEA Tower, 14t	C0401	JEA Appointed	United Way	50.0	2015	0	United Way
Chascin, Kenne	3516	W&S Treatmer	30110	JEA Appointed	United Way	942.4	2015	0	United Way
Chascin, Kenne	3516	W&S Wastewa	30110	JEA Appointed	Community He	6.0	2017	0	Community Health Charities
Chascin, Kenne	3516	W&S Wastewa	30110	JEA Appointed	United Way	461.6	2015	0	United Way
Chascin, Kenne	3516	W&S Wastewa	30110	JEA Appointed	United Way	1500.2	2016	0	United Way
Chascin, Kenne	3516	W&S Wastewa	30110	JEA Appointed	United Way	1519.2	2017	0	United Way
Chavez, Richar	8842	NGS Northside	30300	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Chavez, Richar	8842	NGS Northside	30300	JEA IBEW	Community He	150.0	2016	0	Community Health Charities
Chavez, Richar	8842	NGS Northside	30300	JEA IBEW	Community He	230.0	2017	0	Community Health Charities
Chavez, Richar	8842	NGS Northside	30300	JEA IBEW	Community He	50.0	2017	0	Community Health Charities
Chavez, Richar	8842	NGS Northside	30300	JEA IBEW	Community Se	278.0	2017	8	Community Service Leave
Chavez, Richar	8842	NGS Northside	30300	JEA IBEW	United Way	200.0	2013	0	United Way
Chavez, Richar	8842	NGS Northside	30300	JEA IBEW	United Way	260.0	2014	0	United Way
Chavez, Richar	8842	NGS Northside	30300	JEA IBEW	United Way	260.0	2015	0	United Way
Chavez, Richar	8842	NGS Northside	30300	JEA IBEW	United Way	260.0	2016	0	United Way
Chavez, Richar	8842	NGS Northside	30300	JEA IBEW	United Way	70.0	2017	0	United Way
Chawla, Jyoti	4198	JEA Tower, 13t	B0400	Professional En	Community He	1.0	2013	0	Community Health Charities
Cheshire, Lisa A	8805	JEA Tower, 7th	40303	AFSCME	Community Se	78.5	2016	4	Community Service Leave
Chesser, Ray A	2191	SOCC	40308	LIUNA	United Way	78.0	2013	0	United Way
Chesser, Ray A	2191	SOCC	40308	LIUNA	United Way	78.0	2014	0	United Way
Chesser, Ray A	2191	SOCC	40308	LIUNA	United Way	78.0	2015	0	United Way
Chesser, Ray A	2191	SOCC	40308	LIUNA	United Way	78.0	2016	0	United Way
Chesser, Ray A	2191	SOCC	40308	LIUNA	United Way	68.5	2017	0	United Way
Ching, Stanley	7843	WW-RT, South	30131	LIUNA	Community He	208.0	2013	0	Community Health Charities
Ching, Stanley	7843	WW-RT, South	30131	LIUNA	Community He	208.0	2014	0	Community Health Charities
Ching, Stanley	7843	WW-RT, South	30131	LIUNA	Community He	176.0	2015	0	Community Health Charities
Ching, Stanley	7843	WW-RT, South	30131	LIUNA	Community He	24.0	2017	0	Community Health Charities
Ching, Stanley	7843	WW-RT, South	30131	LIUNA	United Way	182.0	2013	0	United Way
Ching, Stanley	7843	WW-RT, South	30131	LIUNA	United Way	182.0	2014	0	United Way
Ching, Stanley	7843	WW-RT, South	30131	LIUNA	United Way	182.0	2015	0	United Way
Ching, Stanley	7843	WW-RT, South	30131	LIUNA	United Way	182.0	2016	0	United Way
Ching, Stanley	7843	WW-RT, South	30131	LIUNA	United Way	182.0	2017	0	United Way
Chmist, Sebast	8900	JEA Tower, 10t	20410	Professional En	Community He	100.0	2013	0	Community Health Charities
Chmist, Sebast	8900	JEA Tower, 9th	20410	Professional En	Community He	8.0	2016	0	Community Health Charities
Chmist, Sebast	8900	JEA Tower, 9th	20410	Professional En	Community He	46.0	2017	0	Community Health Charities
Chmist, Sebast	8900	JEA Tower, 9th	20410	Professional En	Community Se	157.2	2016	5	Community Service Leave

Chmist, Sebast	8900	JEA Tower, 9th	20410	Professional En	Community Se	125.7	2017	4	Community Service Leave
Christiansen, G	5127	JEA Tower, 8th	D0400	Professional En	Community He	4.0	2014	0	Community Health Charities
Christiansen, G	5127	JEA Tower, 8th	D0400	Professional En	Community He	16.0	2015	0	Community Health Charities
Christiansen, G	5127	JEA Tower, 8th	D0400	Professional En	United Way	40.0	2013	0	United Way
Christiansen, G	5127	JEA Tower, 8th	D0400	Professional En	United Way	52.0	2014	0	United Way
Christiansen, G	5127	JEA Tower, 8th	D0400	Professional En	United Way	22.0	2015	0	United Way
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	Community He	20.0	2014	0	Community Health Charities
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	Community He	110.0	2015	0	Community Health Charities
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	Community He	15.0	2016	0	Community Health Charities
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	Community He	15.0	2017	0	Community Health Charities
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	Community Se	412.8	2013	8	Community Service Leave
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	Community Se	206.4	2014	4	Community Service Leave
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	Community Se	215.2	2015	4	Community Service Leave
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	Community Se	215.2	2016	4	Community Service Leave
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	Community Se	327.6	2017	6	Community Service Leave
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	United Way	923.9	2013	0	United Way
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	United Way	1100.1	2014	0	United Way
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	United Way	1100.1	2015	0	United Way
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	United Way	1153.8	2016	0	United Way
Christiansen, S	4443	JEA Tower, 13t	B0600	JEA Appointed	United Way	855.0	2017	0	United Way
Christiansen, S	4443	JEA Tower, 2nd	30904	JEA Appointed	United Way	120.0	2013	0	United Way
Chronister, Del	2611	Customer Cent	40111	AFSCME	Community He	90.0	2013	0	Community Health Charities
Cicero, Chris T	446	JEA Tower, 14t	C0100	JEA Appointed	Community Se	185.0	2016	4	Community Service Leave
Cicero, Chris T	446	JEA Tower, 14t	C0100	JEA Appointed	Community Se	381.2	2017	8	Community Service Leave
Cicero, Chris T	446	JEA Tower, 14t	C0100	JEA Appointed	United Way	230.0	2013	0	United Way
Cicero, Chris T	446	JEA Tower, 14t	C0100	JEA Appointed	United Way	260.0	2014	0	United Way
Cicero, Chris T	446	JEA Tower, 14t	C0100	JEA Appointed	United Way	260.0	2015	0	United Way
Cicero, Chris T	446	JEA Tower, 14t	C0100	JEA Appointed	United Way	70.0	2016	0	United Way
Cimino-Washir	8947	Laboratory Ser	D0300	AFSCME	Community He	40.0	2014	0	Community Health Charities
Cimino-Washir	8947	Laboratory Ser	D0300	AFSCME	Community He	260.0	2015	0	Community Health Charities
Cimino-Washir	8947	Laboratory Ser	D0300	AFSCME	Community He	250.0	2016	0	Community Health Charities
Cimino-Washir	8947	Laboratory Ser	D0300	AFSCME	Community He	230.0	2017	0	Community Health Charities
Cimino-Washir	8947	Laboratory Ser	D0300	AFSCME	Community Se	146.1	2016	5	Community Service Leave
Cimino-Washir	8947	Laboratory Ser	D0300	AFSCME	United Way	260.0	2013	0	United Way
Cimino-Washir	8947	Laboratory Ser	D0300	AFSCME	United Way	260.0	2014	0	United Way
Cimino-Washir	8947	Laboratory Ser	D0300	AFSCME	United Way	260.0	2015	0	United Way
Cimino-Washir	8947	Laboratory Ser	D0300	AFSCME	United Way	260.0	2016	0	United Way
Cimino-Washir	8947	Laboratory Ser	D0300	AFSCME	United Way	70.0	2017	0	United Way
Clark, Darlena	849	CSC Meter Sho	40402	AFSCME	Community He	130.0	2013	0	Community Health Charities
Clark, Darlena	849	CSC Meter Sho	40402	AFSCME	Community He	130.0	2014	0	Community Health Charities
Clark, Darlena	849	CSC Meter Sho	40402	AFSCME	Community He	40.0	2015	0	Community Health Charities
Clark, Darlena	849	CSC Meter Sho	40402	AFSCME	Community Se	100.0	2013	4	Community Service Leave
Clark, Hank Lev	9892	W&S Treatmer	30122	LIUNA	Community He	10.0	2017	0	Community Health Charities
Clark, Janice SH	2435	Customer Cent	40120	AFSCME	Community Se	210.1	2013	8	Community Service Leave
Clark, Janice SH	2435	Customer Cent	40120	AFSCME	Community Se	210.1	2014	8	Community Service Leave
Clark, Lancesto	9650	SJRPP Plant	00439	SJRPP IBEW	United Way Or	20.0	2017	0	United Way
Clark, Robert L	949	Customer Cent	30800	Professional En	Community He	10.0	2016	0	Community Health Charities
Clark, Robert L	949	Customer Cent	30801	Professional En	Community He	10.0	2015	0	Community Health Charities
Clark, Robert L	949	Customer Cent	30801	Professional En	United Way	100.0	2014	0	United Way
Clark, Robert L	949	Customer Cent	30801	Professional En	United Way	30.0	2015	0	United Way
Clark, Robert L	949	Customer Cent	30802	Professional En	Community He	10.0	2015	0	Community Health Charities
Clark, Robert L	949	Customer Cent	30802	Professional En	Community He	115.0	2016	0	Community Health Charities
Clark, Veronica	8991	JEA Tower, 7th	40000	Professional En	Community Se	132.2	2014	4	Community Service Leave
Clark, Veronica	8991	JEA Tower, 7th	40050	JEA Appointed	Community Se	153.9	2015	4	Community Service Leave
Clark, Veronica	8991	JEA Tower, 7th	40050	JEA Appointed	Community Se	159.7	2017	4	Community Service Leave
Clark, Veronica	8991	JEA Tower, 7th	40050	JEA Appointed	United Way	38.0	2016	0	United Way
Clark, Veronica	8991	JEA Tower, 7th	40050	JEA Appointed	United Way	52.0	2017	0	United Way
Claxton, Franci	8785	W&S Treatmer	30122	LIUNA	Community He	260.0	2013	0	Community Health Charities
Claxton, Franci	8785	W&S Treatmer	30122	LIUNA	Community He	260.0	2014	0	Community Health Charities
Claxton, Franci	8785	W&S Treatmer	30122	LIUNA	Community He	220.0	2015	0	Community Health Charities
Claxton, Franci	8785	W&S Treatmer	30122	LIUNA	Community He	40.0	2016	0	Community Health Charities
Claxton, Franci	8785	W&S Treatmer	30122	LIUNA	Community He	260.0	2017	0	Community Health Charities
Claxton, Franci	8785	W&S Treatmer	30122	LIUNA	Community Se	232.6	2014	8	Community Service Leave
Claxton, Franci	8785	W&S Treatmer	30122	LIUNA	Community Se	121.0	2016	4	Community Service Leave
Claxton, Franci	8785	W&S Treatmer	30122	LIUNA	Community Se	121.0	2017	4	Community Service Leave
Clay, Shea C	6874	WSC Westside	30704	JEA IBEW	Community He	12.0	2013	0	Community Health Charities
Clay, Shea C	6874	WSC Westside	30704	JEA IBEW	Community He	66.0	2014	0	Community Health Charities
Cleland, Rober	2182	W&S Wastewa	30604	LIUNA	United Way	38.0	2016	0	United Way
Cleland, Rober	2182	W&S Wastewa	30604	LIUNA	United Way	14.0	2017	0	United Way
Cleland, Ronnie	1890	CSC Commonw	40403	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Cleland, Ronnie	1890	CSC Commonw	40403	JEA IBEW	Community He	52.0	2017	0	Community Health Charities

Cleland, Ronnie	1890	CSC Commonw	40403	JEA IBEW	United Way	38.0	2017	0	United Way
Cleland, Ronnie	1890	CSC Meter Sho	40402	JEA IBEW	United Way	20.0	2013	0	United Way
Clendening, W	5533	JEA Tower, 10t	20300	Professional En	United Way	20.0	2013	0	United Way
Clendening, W	5533	JEA Tower, 10t	20305	Professional En	United Way	140.0	2013	0	United Way
Clendening, W	5533	JEA Tower, 10t	20421	Professional En	United Way	90.0	2013	0	United Way
Clendening, W	5533	JEA Tower, 10t	20421	Professional En	United Way	130.0	2014	0	United Way
Clendening, W	5533	W&S Wastewa	30603	JEA Appointed	United Way	10.0	2013	0	United Way
Clendening, W	5533	WW-RT, Core C	20421	Professional En	United Way	130.0	2014	0	United Way
Clendening, W	5533	WW-RT, Core C	20421	Professional En	United Way	260.0	2015	0	United Way
Clendening, W	5533	WW-RT, Core C	20421	Professional En	United Way	260.0	2016	0	United Way
Clendening, W	5533	WW-RT, Core C	20421	Professional En	United Way	70.0	2017	0	United Way
Coarsey, John I	1668	JEA Tower, 10t	10200	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Coarsey, John I	1668	JEA Tower, 10t	10200	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Coarsey, John I	1668	JEA Tower, 10t	10200	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Coarsey, John I	1668	JEA Tower, 10t	10200	JEA Appointed	United Way	320.0	2014	0	United Way
Coarsey, John I	1668	JEA Tower, 10t	10200	JEA Appointed	United Way	520.0	2015	0	United Way
Coarsey, John I	1668	JEA Tower, 10t	10200	JEA Appointed	United Way	520.0	2016	0	United Way
Coarsey, John I	1668	JEA Tower, 10t	10200	JEA Appointed	United Way	520.0	2017	0	United Way
Coarsey, John I	1668	JEA Tower, 11t	10200	JEA Appointed	United Way	180.0	2013	0	United Way
Coarsey, John I	1668	JEA Tower, 11t	10200	JEA Appointed	United Way	170.0	2014	0	United Way
Coarsey, John I	1668	JEA Tower, 11t	10210	JEA Appointed	United Way	210.0	2013	0	United Way
Coarsey, Logan	7548	SSC Southside	30704	JEA IBEW	Community He	15.0	2017	0	Community Health Charities
Cobb, Ray S	133	SJRPP Plant	00433	SJRPP Manage	United Way	26.0	2013	0	United Way
Cobb, Ray S	133	SJRPP Plant	00433	SJRPP Manage	United Way	26.0	2014	0	United Way
Cobb, Ray S	133	SJRPP Plant	00433	SJRPP Manage	United Way	26.0	2015	0	United Way
Cobb, Ray S	133	SJRPP Plant	00433	SJRPP Manage	United Way	8.0	2016	0	United Way
Cochran, David	650	W/WW/RT Tec	30121	Professional En	United Way	12.0	2013	0	United Way
Cochran, Kellie	9727	NGS Northside	30300	JEA IBEW	Community He	40.0	2016	0	Community Health Charities
Cochran, Kellie	9727	NGS Northside	30300	JEA IBEW	Community He	230.0	2017	0	Community Health Charities
Cohee, Ryan Bl	8697	W&S Wastewa	30602	LIUNA	Community He	8.0	2015	0	Community Health Charities
Cohee, Ryan Bl	8697	W&S Wastewa	30602	LIUNA	Community He	44.0	2016	0	Community Health Charities
Coles, Demetri	741	Customer Cent	40404	AFSCME	Community He	57.0	2017	0	Community Health Charities
Coles, Demetri	741	Customer Cent	40404	AFSCME	United Way	48.0	2017	0	United Way
Coles, Demetri	741	Customer Cent	40830	AFSCME	United Way	52.0	2013	0	United Way
Coles, Demetri	741	Customer Cent	40830	AFSCME	United Way	52.0	2014	0	United Way
Coles, Demetri	741	Customer Cent	40830	AFSCME	United Way	16.0	2015	0	United Way
Coles, Demetri	741	Customer Cent	40830	AFSCME	Community He	8.0	2016	0	Community Health Charities
Coles, Demetri	741	Customer Cent	40830	AFSCME	Community He	4.0	2017	0	Community Health Charities
Coles, Demetri	741	Customer Cent	40830	AFSCME	United Way	34.0	2015	0	United Way
Coles, Demetri	741	Customer Cent	40830	AFSCME	United Way	48.0	2016	0	United Way
Coles, Demetri	741	Customer Cent	40830	AFSCME	United Way	4.0	2017	0	United Way
Coley, LuAnn	9314	JEA Tower, 13t	B0500	Professional En	Community He	80.0	2014	0	Community Health Charities
Coley, LuAnn	9314	JEA Tower, 13t	B0500	Professional En	Community He	400.0	2015	0	Community Health Charities
Coley, LuAnn	9314	JEA Tower, 13t	B0500	Professional En	Community Se	310.2	2014	8	Community Service Leave
Coley, LuAnn	9314	JEA Tower, 13t	B0500	Professional En	Community Se	310.2	2015	8	Community Service Leave
Coley, LuAnn	9314	JEA Tower, 13t	B0600	Professional En	Community He	179.7	2015	0	Community Health Charities
Coley, LuAnn	9314	JEA Tower, 13t	B0600	Professional En	Community He	72.0	2016	0	Community Health Charities
Coley, LuAnn	9314	JEA Tower, 13t	B0600	Professional En	Community Se	325.1	2016	8	Community Service Leave
Coley, LuAnn	9314	JEA Tower, 13t	B0600	Professional En	Community Se	342.5	2017	8	Community Service Leave
Coley, LuAnn	9314	JEA Tower, 13t	B0600	Professional En	United Way Or	144.0	2017	0	United Way
Collari, Eric Jan	7789	SJRPP Plant	00433	SJRPP IBEW	Community He	20.0	2013	0	Community Health Charities
Collari, Eric Jan	7789	SJRPP Plant	00433	SJRPP IBEW	Community He	20.0	2014	0	Community Health Charities
Collari, Eric Jan	7789	SJRPP Plant	00433	SJRPP IBEW	United Way	260.0	2013	0	United Way
Collari, Eric Jan	7789	SJRPP Plant	00433	SJRPP IBEW	United Way	40.0	2014	0	United Way
Collari, Eric Jan	7789	SJRPP Plant	00433	SJRPP Manage	Community He	90.0	2014	0	Community Health Charities
Collari, Eric Jan	7789	SJRPP Plant	00433	SJRPP Manage	United Way	220.0	2014	0	United Way
Collari, Eric Jan	7789	SJRPP Plant	00433	SJRPP Manage	United Way	260.0	2015	0	United Way
Collari, Eric Jan	7789	SJRPP Plant	00433	SJRPP Manage	United Way	70.0	2016	0	United Way
Colley, Michae	3688	CSC Commonw	40402	JEA IBEW	Community Se	486.9	2013	16	Community Service Leave
Colley, Michae	3688	CSC Commonw	40405	JEA IBEW	Community He	4.0	2014	0	Community Health Charities
Colley, Michae	3688	CSC Commonw	40405	JEA IBEW	Community He	26.0	2015	0	Community Health Charities
Colley, Michae	3688	CSC Commonw	40405	JEA IBEW	Community He	22.0	2016	0	Community Health Charities
Colley, Michae	3688	CSC Commonw	40405	JEA IBEW	Community Se	243.4	2014	8	Community Service Leave
Colley, Michae	3688	CSC Commonw	40405	JEA IBEW	Community Se	250.7	2015	8	Community Service Leave
Colley, Michae	3688	CSC Commonw	40405	JEA IBEW	Community Se	255.8	2016	8	Community Service Leave
Collier, Blane V	2221	JEA Tower, 5th	30137	JEA Supervisor	United Way	4.0	2014	0	United Way
Collier, Blane V	2221	JEA Tower, 5th	30137	JEA Supervisor	United Way	30.0	2015	0	United Way
Collier, Blane V	2221	W&S Treatmer	30137	JEA Supervisor	United Way	52.0	2013	0	United Way
Collier, Blane V	2221	W&S Treatmer	30137	JEA Supervisor	United Way	48.0	2014	0	United Way
Collier, Bradley	3477	JEA Tower, 11t	20427	JEA Appointed	United Way	645.0	2015	0	United Way
Collier, Bradley	3477	JEA Tower, 3rd	20421	JEA Appointed	United Way	1784.0	2013	0	United Way

Collier, Bradley	3477	JEA Tower, 3rd	20421	JEA Appointed	United Way	700.0	2014	0	United Way
Collier, Bradley	3477	JEA Tower, 4th	20421	JEA Appointed	United Way	1120.0	2014	0	United Way
Collier, Bradley	3477	JEA Tower, 4th	20427	JEA Appointed	United Way	675.0	2015	0	United Way
Collier, Bradley	3477	JEA Tower, 4th	20500	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Collier, Bradley	3477	JEA Tower, 4th	20500	JEA Appointed	Community He	110.0	2016	0	Community Health Charities
Collier, Bradley	3477	JEA Tower, 4th	20500	JEA Appointed	Community He	105.0	2017	0	Community Health Charities
Collier, Bradley	3477	JEA Tower, 4th	20500	JEA Appointed	United Way	600.0	2015	0	United Way
Collier, Bradley	3477	JEA Tower, 4th	20500	JEA Appointed	United Way	2425.0	2016	0	United Way
Collier, Bradley	3477	JEA Tower, 4th	20500	JEA Appointed	United Way	2790.0	2017	0	United Way
Collins, Junior I	9771	SJRPP Plant	00433	SJRPP IBEW	Community He	30.0	2016	0	Community Health Charities
Collins, Richard	947	Customer Cent	30801	JEA Supervisor	Community He	24.0	2013	0	Community Health Charities
Collins, Richard	947	Customer Cent	30801	JEA Supervisor	Community He	132.0	2014	0	Community Health Charities
Collins, Richard	947	Customer Cent	30801	JEA Supervisor	Community He	8.0	2015	0	Community Health Charities
Collins, Richard	947	Customer Cent	30801	JEA Supervisor	Community He	52.0	2016	0	Community Health Charities
Collins, Richard	947	Customer Cent	30801	JEA Supervisor	Community He	52.0	2017	0	Community Health Charities
Collins, Richard	947	Customer Cent	30801	JEA Supervisor	United Way	52.0	2013	0	United Way
Collins, Richard	947	Customer Cent	30801	JEA Supervisor	United Way	52.0	2014	0	United Way
Collins, Richard	947	Customer Cent	30801	JEA Supervisor	United Way	52.0	2015	0	United Way
Collins, Richard	947	Customer Cent	30801	JEA Supervisor	United Way	52.0	2016	0	United Way
Collins, Richard	947	Customer Cent	30801	JEA Supervisor	United Way	52.0	2017	0	United Way
Colwell, Isaac L	9681	SSC Southside	30705	JEA IBEW	Community He	39.4	2017	0	Community Health Charities
Colwell, Isaac L	9681	SSC Southside	30705	JEA IBEW	Community He	30.1	2017	0	Community Health Charities
Compton, Jaso	6606	NGS Northside	30309	Professional En	Community He	76.2	2017	0	Community Health Charities
Compton, Jaso	6606	NGS Northside	30309	Professional En	Community He	67.5	2017	0	Community Health Charities
Compton, Jaso	6606	NGS Northside	30309	Professional En	Community Se	255.9	2016	8	Community Service Leave
Compton, Jaso	6606	NGS Northside	30309	Professional En	Community Se	255.9	2017	8	Community Service Leave
Compton, Jaso	6606	NGS Northside	D0201	Professional En	Community He	40.0	2013	0	Community Health Charities
Compton, Jaso	6606	NGS Northside	D0201	Professional En	Community He	220.0	2014	0	Community Health Charities
Compton, Jaso	6606	NGS Northside	D0201	Professional En	Community Se	236.2	2014	8	Community Service Leave
Compton, Jaso	6606	NGS Northside	D0201	Professional En	Community Se	93.2	2015	3	Community Service Leave
Coneglio, Lyn A	672	SOCC	40307	JEA IBEW	United Way	100.0	2013	0	United Way
Coneglio, Lyn A	672	SOCC	40307	JEA IBEW	United Way	90.0	2014	0	United Way
Coneglio, Lyn A	672	SOCC	40307	JEA IBEW	United Way	85.0	2015	0	United Way
Connell, Hans E	9322	NGS Northside	30300	JEA IBEW	Community Se	228.2	2014	8	Community Service Leave
Connell, Hans E	9322	NGS Northside	30300	JEA IBEW	Community Se	246.8	2015	8	Community Service Leave
Connell, Jennif	9508	Customer Cent	A0103	JEA Appointed	Community He	50.0	2016	0	Community Health Charities
Connell, Jennif	9508	Customer Cent	A0103	JEA Appointed	Community Se	269.3	2015	8	Community Service Leave
Connell, Jennif	9508	Customer Cent	A0103	JEA Appointed	Community Se	276.1	2016	8	Community Service Leave
Connell, Jennif	9508	Customer Cent	A0103	JEA Appointed	Community Se	282.3	2017	8	Community Service Leave
Conner, Micha	8694	NGS Northside	30202	JEA Supervisor	United Way	30.0	2013	0	United Way
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP Manage	United Way	30.0	2013	0	United Way
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	Community He	16.0	2013	0	Community Health Charities
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	Community He	88.0	2014	0	Community Health Charities
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	Community Se	377.5	2013	10	Community Service Leave
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	Community Se	199.6	2014	5	Community Service Leave
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	Community Se	218.1	2015	4	Community Service Leave
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	Community Se	225.2	2016	4	Community Service Leave
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	Community Se	291.5	2017	5	Community Service Leave
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	United Way	22.0	2013	0	United Way
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	United Way	52.0	2014	0	United Way
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	United Way	52.0	2015	0	United Way
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	United Way	52.0	2016	0	United Way
Conner, Sean M	6589	SJRPP Plant	00461	SJRPP NBU	United Way	48.0	2017	0	United Way
Conner, Sean M	6589	W&S Treatmer	30121	JEA Appointed	United Way	4.0	2017	0	United Way
Connolly, Eilee	5855	Customer Cent	A0700	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Connolly, Eilee	5855	Customer Cent	A0700	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Connolly, Eilee	5855	Customer Cent	A0700	JEA Appointed	Community He	124.0	2017	0	Community Health Charities
Connolly, Eilee	5855	Customer Cent	A0700	JEA Appointed	Community Se	153.6	2015	4	Community Service Leave
Connolly, Eilee	5855	Customer Cent	A0700	JEA Appointed	Community Se	153.6	2016	4	Community Service Leave
Connolly, Eilee	5855	Customer Cent	A0700	JEA Appointed	United Way	1329.6	2013	0	United Way
Connolly, Eilee	5855	Customer Cent	A0700	JEA Appointed	United Way	1285.4	2014	0	United Way
Connolly, Eilee	5855	Customer Cent	A0700	JEA Appointed	United Way	1063.4	2015	0	United Way
Connolly, Eilee	5855	Customer Cent	A0700	JEA Appointed	United Way	1146.1	2016	0	United Way
Connolly, Eilee	5855	Customer Cent	A0700	JEA Appointed	United Way	1236.6	2017	0	United Way
Connolly, Jame	455	JEA Tower, 4th	20426	JEA Appointed	United Way	1170.0	2013	0	United Way
Connolly, Jame	455	JEA Tower, 4th	20426	JEA Appointed	United Way	318.1	2014	0	United Way
Conway, Willia	3514	JEA Tower, 5th	20201	JEA Supervisor	United Way	175.0	2013	0	United Way
Conway, Willia	3514	JEA Tower, 5th	20400	JEA Supervisor	United Way	25.0	2013	0	United Way
Conway, Willia	3514	JEA Tower, 5th	20411	JEA Supervisor	United Way	450.0	2013	0	United Way
Conway, Willia	3514	JEA Tower, 5th	20411	JEA Supervisor	United Way	625.0	2014	0	United Way
Conway, Willia	3514	JEA Tower, 5th	20411	JEA Supervisor	United Way	50.0	2015	0	United Way

Conway, Willia	3514	JEA Tower, 9th	20411	JEA Supervisor	United Way	600.0	2015	0	United Way
Conway, Willia	3514	JEA Tower, 9th	20411	JEA Supervisor	United Way	650.0	2016	0	United Way
Conway, Willia	3514	JEA Tower, 9th	20411	JEA Supervisor	United Way	175.0	2017	0	United Way
Cook, Jaimie M	6592	JEA Tower, 15t	C0200	JEA Appointed	Community He	390.0	2013	0	Community Health Charities
Cook, Jaimie M	6592	JEA Tower, 15t	C0200	JEA Appointed	Community He	195.0	2014	0	Community Health Charities
Cook, Jaimie M	6592	JEA Tower, 15t	C0200	JEA Appointed	Community Se	321.0	2013	8	Community Service Leave
Cook, Jaimie M	6592	JEA Tower, 15t	C0200	JEA Appointed	United Way	695.4	2013	0	United Way
Cook, Jaimie M	6592	JEA Tower, 15t	C0200	JEA Appointed	United Way	308.8	2014	0	United Way
Cook, William (	7907	WSC Westside	30704	JEA IBEW	United Way	26.0	2013	0	United Way
Cook, William (	7907	WSC Westside	30704	JEA IBEW	United Way	26.0	2014	0	United Way
Cook, William (	7907	WSC Westside	30704	JEA IBEW	United Way	26.0	2015	0	United Way
Cook, William (	7907	WSC Westside	30704	JEA IBEW	United Way	26.0	2016	0	United Way
Cook, William (	7907	WSC Westside	30704	JEA IBEW	United Way	7.0	2017	0	United Way
Cooner, John C	8212	NGS Northside	30300	JEA IBEW	Community He	229.4	2015	0	Community Health Charities
Cooner, John C	8212	NGS Northside	30300	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Cooner, John C	8212	NGS Northside	30300	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
Cooper, Brend	2927	JEA Tower, 3rd	A0203	JEA Manageria	Community He	20.0	2015	0	Community Health Charities
Cooper, Brend	2927	JEA Tower, 3rd	A0203	JEA Manageria	Community He	25.0	2016	0	Community Health Charities
Cooper, Brend	2927	JEA Tower, 3rd	A0203	JEA Manageria	Community Se	239.8	2015	8	Community Service Leave
Cooper, Brend	2927	JEA Tower, 3rd	A0203	JEA Manageria	Community Se	244.5	2016	8	Community Service Leave
Cooper, Brend	2927	JEA Tower, 3rd	A0203	JEA Manageria	Community Se	250.4	2017	8	Community Service Leave
Cooper, Brend	2927	JEA Tower, 6th	A0203	JEA Manageria	Community Se	118.7	2013	4	Community Service Leave
Cooper, Brend	2927	JEA Tower, 6th	A0203	JEA Manageria	Community Se	89.0	2014	3	Community Service Leave
Cooper, Brend	2927	JEA Tower, 6th	A0203	JEA Manageria	United Way	100.0	2013	0	United Way
Cooper, Brend	2927	JEA Tower, 6th	A0203	JEA Manageria	United Way	30.0	2014	0	United Way
Cooper, Stephe	193	JEA Tower, 10t	30001	JEA Appointed	United Way	1145.0	2013	0	United Way
Cooper, Stephe	193	JEA Tower, 10t	30001	JEA Appointed	United Way	1530.0	2014	0	United Way
Cooper, Stephe	193	JEA Tower, 10t	30001	JEA Appointed	United Way	2360.0	2015	0	United Way
Cooper, Stephe	193	JEA Tower, 10t	30001	JEA Appointed	United Way	700.0	2016	0	United Way
Cooper, Stephe	193	JEA Tower, 10t	30200	JEA Appointed	United Way	180.0	2013	0	United Way
Cooper, Stephe	193	NGS Northside	30200	JEA Appointed	United Way	45.0	2013	0	United Way
Cooper, Tieshia	6361	JEA Tower, 6th	A0202	JEA Manageria	United Way	12.0	2013	0	United Way
Cope, Regina	479	Customer Cent	40120	AFSCME	Community He	3.0	2013	0	Community Health Charities
Cope, Regina	479	Customer Cent	40120	AFSCME	Community He	12.0	2014	0	Community Health Charities
Cope, Regina	479	Customer Cent	40120	AFSCME	Community He	66.0	2015	0	Community Health Charities
Cope, Regina	479	Customer Cent	40120	AFSCME	Community He	6.0	2017	0	Community Health Charities
Cope, Regina	479	Customer Cent	40120	AFSCME	United Way	52.0	2013	0	United Way
Cope, Regina	479	Customer Cent	40120	AFSCME	United Way	52.0	2014	0	United Way
Cope, Regina	479	Customer Cent	40120	AFSCME	United Way	52.0	2015	0	United Way
Cope, Regina	479	Customer Cent	40120	AFSCME	United Way	109.0	2016	0	United Way
Cope, Regina	479	Customer Cent	40120	AFSCME	United Way	130.0	2017	0	United Way
Copeland, Dan	9780	JEA Tower, 7th	40302	JEA Appointed	Community Se	212.0	2017	6	Community Service Leave
Corbitt, Micha	2952	SSC Southside	30704	JEA Supervisor	Community He	66.0	2013	0	Community Health Charities
Corbitt, Micha	2952	SSC Southside	30704	JEA Supervisor	United Way	26.0	2013	0	United Way
Corbitt, Micha	2952	SSC Southside	30704	JEA Supervisor	United Way	26.0	2014	0	United Way
Corbitt, Micha	2952	SSC Southside	30704	JEA Supervisor	United Way	7.0	2015	0	United Way
Corcoran, Greg	5614	JEA Tower, 7th	40301	JEA Appointed	Community He	25.0	2015	0	Community Health Charities
Corcoran, Greg	5614	JEA Tower, 7th	40301	JEA Appointed	Community Se	569.0	2013	16	Community Service Leave
Corcoran, Greg	5614	JEA Tower, 7th	40301	JEA Appointed	Community Se	325.4	2014	8	Community Service Leave
Corcoran, Greg	5614	JEA Tower, 7th	40301	JEA Appointed	United Way	52.0	2013	0	United Way
Corcoran, Greg	5614	JEA Tower, 7th	40301	JEA Appointed	United Way	52.0	2014	0	United Way
Corcoran, Greg	5614	JEA Tower, 7th	40301	JEA Appointed	United Way	52.0	2015	0	United Way
Corcoran, Greg	5614	JEA Tower, 7th	40301	JEA Appointed	United Way	52.0	2016	0	United Way
Corcoran, Greg	5614	JEA Tower, 7th	40301	JEA Appointed	United Way	52.0	2017	0	United Way
Corder, Dougla	1931	W&S Treatmer	30122	LIUNA	Community He	52.0	2016	0	Community Health Charities
Corder, Dougla	1931	W&S Treatmer	30122	LIUNA	Community He	52.0	2017	0	Community Health Charities
Corder, Dougla	1931	W&S Treatmer	30122	LIUNA	United Way	130.0	2013	0	United Way
Corder, Dougla	1931	W&S Treatmer	30122	LIUNA	United Way	130.0	2014	0	United Way
Corder, Dougla	1931	W&S Treatmer	30122	LIUNA	United Way	130.0	2015	0	United Way
Corder, Dougla	1931	W&S Treatmer	30122	LIUNA	United Way	130.0	2016	0	United Way
Corder, Dougla	1931	W&S Treatmer	30122	LIUNA	United Way	130.0	2017	0	United Way
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	Community He	40.0	2013	0	Community Health Charities
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	Community He	260.0	2014	0	Community Health Charities
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	Community He	220.0	2015	0	Community Health Charities
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	Community He	40.0	2016	0	Community Health Charities
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	Community He	260.0	2017	0	Community Health Charities
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	Community Se	366.3	2014	8	Community Service Leave
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	Community Se	280.7	2015	6	Community Service Leave
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	Community Se	398.1	2016	8	Community Service Leave
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	Community Se	398.1	2017	8	Community Service Leave
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	United Way	1040.0	2013	0	United Way

Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	United Way	1040.0	2014	0	United Way
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	United Way	1440.0	2015	0	United Way
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	United Way	1759.5	2016	0	United Way
Cordova, Edwa	6951	JEA Tower, 8th	D0100	Professional En	United Way	1833.0	2017	0	United Way
Cornett, Corbe	9163	SSC Southside	20203	LIUNA	Community Se	87.4	2017	4	Community Service Leave
Cornett, Tim E	388	SJRPP Plant	00442	SJRPP IBEW	United Way	52.0	2013	0	United Way
Cornett, Tim E	388	SJRPP Plant	00442	SJRPP IBEW	United Way	52.0	2014	0	United Way
Cornett, Tim E	388	SJRPP Plant	00442	SJRPP IBEW	United Way	52.0	2015	0	United Way
Cornett, Tim E	388	SJRPP Plant	00442	SJRPP IBEW	United Way	52.0	2016	0	United Way
Cornett, Tim E	388	SJRPP Plant	00442	SJRPP IBEW	United Way	52.0	2017	0	United Way
Cosgrave, Paul	9522	JEA Tower, 16t	B0000	JEA Appointed	Community He	50.0	2016	0	Community Health Charities
Cosgrave, Paul	9522	JEA Tower, 16t	B0000	JEA Appointed	Community He	260.0	2017	0	Community Health Charities
Cosgrave, Paul	9522	JEA Tower, 16t	B0000	JEA Appointed	United Way	200.0	2016	0	United Way
Cosgrave, Paul	9522	JEA Tower, 16t	B0000	JEA Appointed	United Way	2107.0	2017	0	United Way
Cosgrave, Paul	9522	JEA Tower, 16t	B0000	JEA Contract	Community He	40.0	2015	0	Community Health Charities
Cosgrave, Paul	9522	JEA Tower, 16t	B0000	JEA Contract	Community He	210.0	2016	0	Community Health Charities
Cosgrave, Paul	9522	JEA Tower, 16t	B0000	JEA Contract	Community Se	250.0	2016	2	Community Service Leave
Cosgrave, Paul	9522	JEA Tower, 16t	B0000	JEA Contract	United Way	769.4	2015	0	United Way
Cosgrave, Paul	9522	JEA Tower, 16t	B0000	JEA Contract	United Way	829.3	2016	0	United Way
Costa, Carolyn	7678	JEA Tower, 8th	D0400	AFSCME	Community He	20.0	2013	0	Community Health Charities
Costa, Carolyn	7678	JEA Tower, 8th	D0400	AFSCME	Community He	65.0	2014	0	Community Health Charities
Costa, Carolyn	7678	JEA Tower, 8th	D0400	AFSCME	Community He	6.0	2017	0	Community Health Charities
Costa, Carolyn	7678	JEA Tower, 8th	D0400	AFSCME	Community Se	171.7	2013	8	Community Service Leave
Costa, Carolyn	7678	JEA Tower, 8th	D0400	AFSCME	Community Se	180.2	2014	8	Community Service Leave
Costa, Carolyn	7678	JEA Tower, 8th	D0400	AFSCME	Community Se	189.3	2015	8	Community Service Leave
Costa, Carolyn	7678	JEA Tower, 8th	D0400	AFSCME	Community Se	192.2	2016	8	Community Service Leave
Costa, Carolyn	7678	JEA Tower, 8th	D0400	AFSCME	Community Se	194.6	2017	8	Community Service Leave
Costa, Carolyn	7678	JEA Tower, 8th	D0400	AFSCME	United Way	14.0	2014	0	United Way
Costea, Lawrer	9056	CSC Commonw	40402	JEA IBEW	United Way	4.0	2013	0	United Way
Costea, Lawrer	9056	Customer Cent	30800	Professional En	Community He	6.0	2016	0	Community Health Charities
Costea, Lawrer	9056	Customer Cent	30800	Professional En	Community He	52.0	2017	0	Community Health Charities
Costea, Lawrer	9056	Customer Cent	30800	Professional En	Community Se	412.6	2017	8	Community Service Leave
Costea, Lawrer	9056	Customer Cent	30801	AFSCME	Community He	12.0	2013	0	Community Health Charities
Costea, Lawrer	9056	Customer Cent	30801	AFSCME	Community He	88.0	2014	0	Community Health Charities
Costea, Lawrer	9056	Customer Cent	30801	AFSCME	United Way	12.0	2013	0	United Way
Costea, Lawrer	9056	Customer Cent	30801	AFSCME	United Way	4.0	2014	0	United Way
Costea, Lawrer	9056	Customer Cent	30802	Professional En	Community He	2.0	2016	0	Community Health Charities
Cothern, Hube	2037	W/WW/RT Tec	30121	LIUNA	Community He	20.0	2015	0	Community Health Charities
Cothern, Hube	2037	W/WW/RT Tec	30121	LIUNA	Community He	130.0	2016	0	Community Health Charities
Cothern, Hube	2037	W/WW/RT Tec	30121	LIUNA	Community He	115.0	2017	0	Community Health Charities
Cothern, Hube	2037	W/WW/RT Tec	30121	LIUNA	Community Se	90.8	2016	3	Community Service Leave
Cothern, Hube	2037	W/WW/RT Tec	30121	LIUNA	United Way	130.0	2013	0	United Way
Cothern, Hube	2037	W/WW/RT Tec	30121	LIUNA	United Way	130.0	2014	0	United Way
Cothern, Hube	2037	W/WW/RT Tec	30121	LIUNA	United Way	130.0	2015	0	United Way
Cothern, Hube	2037	W/WW/RT Tec	30121	LIUNA	United Way	130.0	2016	0	United Way
Cothern, Hube	2037	W/WW/RT Tec	30121	LIUNA	United Way	130.0	2017	0	United Way
Cotman, Wand	2888	Customer Cent	40111	JEA Supervisor	Community He	20.0	2013	0	Community Health Charities
Cotman, Wand	2888	Customer Cent	40111	JEA Supervisor	Community Se	141.8	2017	0	Community Service Leave
Cotman, Wand	2888	Customer Cent	40111	JEA Supervisor	United Way	30.0	2013	0	United Way
Cotman, Wand	2888	Customer Cent	40111	JEA Supervisor	United Way	52.0	2014	0	United Way
Cotman, Wand	2888	Customer Cent	40111	JEA Supervisor	United Way	52.0	2015	0	United Way
Cotman, Wand	2888	Customer Cent	40111	JEA Supervisor	United Way	46.0	2016	0	United Way
Cotman, Wand	2888	Customer Cent	40111	JEA Supervisor	United Way	52.0	2017	0	United Way
Cotman, Wand	2888	Customer Cent	40400	JEA Supervisor	United Way	6.0	2016	0	United Way
Cotman, Wand	2888	Customer Cent	40110	JEA Supervisor	United Way	22.0	2013	0	United Way
Cottrell, Brand	6197	CSC Commonw	40403	JEA Supervisor	Community He	8.0	2015	0	Community Health Charities
Cottrell, Brand	6197	CSC Commonw	40403	JEA Supervisor	Community He	44.0	2016	0	Community Health Charities
Cottrell, Brand	6197	CSC Commonw	40403	JEA Supervisor	Community Se	128.4	2015	4	Community Service Leave
Cottrell, Brand	6197	CSC Meter Sho	40402	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Cottrell, Brand	6197	CSC Meter Sho	40402	JEA IBEW	Community Se	231.8	2013	8	Community Service Leave
Cousins, David	7685	SJRPP Plant	00443	SJRPP IBEW	Community He	58.8	2015	0	Community Health Charities
Cousins, David	7685	SJRPP Plant	00443	SJRPP IBEW	United Way	151.5	2016	0	United Way
Couturier, Aim	6296	Laboratory Ser	D0300	AFSCME	Community Se	169.7	2014	6.5	Community Service Leave
Couturier, Aim	6296	Laboratory Ser	D0300	AFSCME	Community Se	233.7	2016	8	Community Service Leave
Couturier, Aim	6296	Laboratory Ser	D0300	AFSCME	Community Se	251.5	2017	8	Community Service Leave
Couturier, Jose	2255	Laboratory Ser	D0300	JEA Supervisor	Community Se	379.6	2016	8	Community Service Leave
Couturier, Jose	2255	Laboratory Ser	D0300	JEA Supervisor	Community Se	391.0	2017	8	Community Service Leave
Couturier, Jose	2255	Laboratory Ser	D0300	JEA Supervisor	United Way	230.0	2013	0	United Way
Couturier, Jose	2255	Laboratory Ser	D0300	JEA Supervisor	United Way	260.0	2014	0	United Way
Couturier, Jose	2255	Laboratory Ser	D0300	JEA Supervisor	United Way	260.0	2015	0	United Way
Couturier, Jose	2255	Laboratory Ser	D0300	JEA Supervisor	United Way	260.0	2016	0	United Way

Couturier, Jose	2255	Laboratory Ser	D0300	JEA Supervisor	United Way	260.0	2017	0	United Way
Cox, Kelly W	7415	CSC Commonw	40403	JEA IBEW	Community He	75.0	2014	0	Community Health Charities
Cox, Kelly W	7415	CSC Meter Sho	40402	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Cox, Kelly W	7415	CSC Meter Sho	40402	JEA IBEW	Community He	35.0	2014	0	Community Health Charities
Cox, Stephen A	9325	JEA Tower, 2nd	30901	Professional En	Community Se	159.4	2014	4	Community Service Leave
Craft, James Ed	652	CSC Meter Sho	40402	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Craft, James Ed	652	CSC Meter Sho	40402	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Craft, James Ed	652	CSC Meter Sho	40402	JEA IBEW	United Way	38.0	2017	0	United Way
Crain, Joanna L	6629	JEA Tower, 12t	A0350	JEA Appointed	Community He	153.9	2015	0	Community Health Charities
Crain, Joanna L	6629	JEA Tower, 12t	A0350	JEA Appointed	Community He	1000.2	2016	0	Community Health Charities
Crain, Joanna L	6629	JEA Tower, 12t	A0350	JEA Appointed	Community He	307.8	2017	0	Community Health Charities
Crain, Joanna L	6629	JEA Tower, 12t	A0350	JEA Appointed	Community Se	282.7	2015	8	Community Service Leave
Crain, Joanna L	6629	JEA Tower, 12t	A0350	JEA Appointed	Community Se	307.8	2016	8	Community Service Leave
Crain, Joanna L	6629	JEA Tower, 12t	A0350	JEA Appointed	United Way	924.0	2015	0	United Way
Crain, Joanna L	6629	JEA Tower, 12t	A0350	JEA Appointed	United Way	1001.0	2016	0	United Way
Crain, Joanna L	6629	JEA Tower, 12t	A0350	JEA Appointed	United Way	308.0	2017	0	United Way
Crain, Joanna L	6629	JEA Tower, 12t	A0350	Professional En	Community Se	218.6	2013	8	Community Service Leave
Crain, Joanna L	6629	JEA Tower, 12t	A0350	Professional En	Community Se	223.8	2014	8	Community Service Leave
Crain, Joanna L	6629	JEA Tower, 12t	A0350	Professional En	United Way	1001.0	2013	0	United Way
Crain, Joanna L	6629	JEA Tower, 12t	A0350	Professional En	United Way	1001.0	2014	0	United Way
Crain, Joanna L	6629	JEA Tower, 12t	A0350	Professional En	United Way	77.0	2015	0	United Way
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	Community He	20.0	2013	0	Community Health Charities
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	Community He	130.0	2014	0	Community Health Charities
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	Community Se	361.9	2015	8	Community Service Leave
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	Community Se	736.6	2016	16	Community Service Leave
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	United Way	260.0	2013	0	United Way
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	United Way	260.0	2014	0	United Way
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	United Way	260.0	2015	0	United Way
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	United Way	300.1	2016	0	United Way
Crane, Christop	2921	Customer Cent	30801	JEA Appointed	United Way	260.0	2017	0	United Way
Crane, Travis P	6191	JEA Tower, 12t	A0350	JEA Appointed	Community Se	714.1	2016	8	Community Service Leave
Crane, Travis P	6191	JEA Tower, 12t	ZE000	JEA Appointed	Community Se	352.2	2016	8	Community Service Leave
Craven, Lorie J	5615	Customer Cent	40404	AFSCME	Community Se	200.1	2014	8	Community Service Leave
Craven, Lorie J	5615	Customer Cent	40404	AFSCME	Community Se	50.8	2016	2	Community Service Leave
Craven, Lorie J	5615	Customer Cent	40404	AFSCME	Community Se	177.7	2017	7	Community Service Leave
Cravey, Sheridi	2750	Customer Cent	40820	JEA Appointed	Community Se	219.3	2017	8	Community Service Leave
Cravey, Sheridi	2750	Customer Cent	40820	JEA Appointed	United Way	38.0	2017	0	United Way
Cravey, Sheridi	2750	Customer Cent	40830	AFSCME	Community Se	236.3	2013	9	Community Service Leave
Cravey, Stephe	1410	CSC Commonw	40402	JEA IBEW	United Way	12.0	2014	0	United Way
Cravey, Stephe	1410	CSC Commonw	40405	JEA IBEW	Community He	8.0	2014	0	Community Health Charities
Cravey, Stephe	1410	CSC Commonw	40405	JEA IBEW	Community He	52.0	2015	0	Community Health Charities
Cravey, Stephe	1410	CSC Commonw	40405	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Cravey, Stephe	1410	CSC Commonw	40405	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
Cravey, Stephe	1410	CSC Commonw	40405	JEA IBEW	Community Se	243.6	2016	8	Community Service Leave
Cravey, Stephe	1410	CSC Commonw	40405	JEA IBEW	United Way	22.0	2014	0	United Way
Cravey, Stephe	1410	CSC Commonw	40405	JEA IBEW	United Way	52.0	2015	0	United Way
Cravey, Stephe	1410	CSC Commonw	40405	JEA IBEW	United Way	52.0	2016	0	United Way
Cravey, Stephe	1410	CSC Commonw	40405	JEA IBEW	United Way	52.0	2017	0	United Way
Cravey, Stephe	1410	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Cravey, Stephe	1410	CSC Meter Sho	40402	JEA IBEW	United Way	2.0	2014	0	United Way
Cravey, Stephe	1410	Customer Cent	40405	JEA IBEW	United Way	16.0	2014	0	United Way
Crawford, Bria	5738	CSC Commonw	30702	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Crawford, Bria	5738	CSC Commonw	30702	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Crawford, Julia	7782	JEA Tower, 12t	10100	JEA Appointed	United Way	25.0	2015	0	United Way
Crawford, Julia	7782	JEA Tower, 14t	10100	JEA Appointed	Community Se	323.1	2014	8	Community Service Leave
Crawford, Julia	7782	JEA Tower, 14t	10100	JEA Appointed	Community Se	338.5	2015	8	Community Service Leave
Crawford, Julia	7782	JEA Tower, 14t	10100	JEA Appointed	Community Se	374.1	2017	8	Community Service Leave
Crawford, Julia	7782	JEA Tower, 14t	10100	JEA Appointed	United Way	75.0	2015	0	United Way
Crawford, Julia	7782	JEA Tower, 14t	10100	JEA Appointed	United Way	130.0	2016	0	United Way
Crawford, Julia	7782	JEA Tower, 14t	10100	JEA Appointed	United Way	130.0	2017	0	United Way
Crawford, Tony	344	SJRPP Plant	00433	SJRPP IBEW	Community Se	257.4	2016	8	Community Service Leave
Crawford, Willi	2006	W&S Wastewa	30603	JEA Appointed	United Way	1003.6	2013	0	United Way
Crawford, Willi	2006	W&S Wastewa	30603	JEA Appointed	United Way	38.6	2014	0	United Way
Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	Community He	260.0	2013	0	Community Health Charities
Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	Community He	230.0	2014	0	Community Health Charities
Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	Community He	260.0	2015	0	Community Health Charities
Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	Community He	130.0	2016	0	Community Health Charities
Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	Community Se	268.2	2013	7	Community Service Leave

Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	Community Se	122.1	2014	3	Community Service Leave
Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	Community Se	341.1	2015	8	Community Service Leave
Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	Community Se	182.7	2016	4	Community Service Leave
Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	United Way	40.0	2013	0	United Way
Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	United Way	46.0	2014	0	United Way
Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	United Way	52.0	2015	0	United Way
Crawshaw, Cha	7362	JEA Tower, 13t	B0500	Professional En	United Way	26.0	2016	0	United Way
Crawshaw, Cha	7362	JEA Tower, 13t	B0600	Professional En	Community He	130.0	2016	0	Community Health Charities
Crawshaw, Cha	7362	JEA Tower, 13t	B0600	Professional En	Community He	230.0	2017	0	Community Health Charities
Crawshaw, Cha	7362	JEA Tower, 13t	B0600	Professional En	Community Se	288.7	2017	8	Community Service Leave
Crawshaw, Cha	7362	JEA Tower, 13t	B0600	Professional En	United Way	26.0	2016	0	United Way
Crawshaw, Cha	7362	JEA Tower, 13t	B0600	Professional En	United Way	52.0	2017	0	United Way
Creel, Jerry Rol	6405	JEA Tower, 5th	20203	JEA Supervisors	Community He	64.0	2013	0	Community Health Charities
Creel, Jerry Rol	6405	JEA Tower, 5th	20203	JEA Supervisors	Community He	15.0	2014	0	Community Health Charities
Creel, Jerry Rol	9705	JEA Tower, 7th	40302	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
Creel, Jerry Rol	9705	JEA Tower, 7th	40302	JEA Appointed	Community He	30.0	2017	0	Community Health Charities
Creel, Jerry Rol	9705	SSC Southside	30705	JEA Appointed	Community He	230.0	2017	0	Community Health Charities
Creel, Tiesha S	9355	Customer Cent	40110	AFSCME	Community Se	123.8	2015	8	Community Service Leave
Crews, Charles	6209	WSC Westside	30704	JEA IBEW	United Way	20.0	2013	0	United Way
Crews, Charles	6209	WSC Westside	30704	JEA IBEW	United Way	40.0	2014	0	United Way
Crews, Charles	6209	WSC Westside	30704	JEA IBEW	United Way	52.0	2015	0	United Way
Crews, Charles	6209	WSC Westside	30704	JEA IBEW	United Way	52.0	2016	0	United Way
Crews, Charles	6209	WSC Westside	30704	JEA IBEW	United Way	14.0	2017	0	United Way
Crews, Kyle P	1994	CSC Meter Sho	40402	JEA IBEW	United Way	130.0	2013	0	United Way
Crews, Kyle P	1994	CSC Meter Sho	40402	JEA IBEW	United Way	130.0	2014	0	United Way
Crews, Kyle P	1994	CSC Meter Sho	40402	JEA IBEW	United Way	130.0	2015	0	United Way
Crews, Kyle P	1994	CSC Meter Sho	40402	JEA IBEW	United Way	130.0	2016	0	United Way
Crews, Kyle P	1994	CSC Meter Sho	40402	JEA IBEW	United Way	130.0	2017	0	United Way
Crivaro, Matth	9692	NGS Northside	30205	JEA IBEW	Community Se	89.9	2016	7	Community Service Leave
Crivaro, Matth	9692	NGS Northside	30205	JEA IBEW	Community Se	371.6	2017	8	Community Service Leave
Crocker, Larry	2625	JEA Tower, 13t	B0500	Professional En	United Way	44.0	2017	0	United Way
Crocker, Larry	2625	JEA Tower, 2nd	30904	Professional En	Community Se	193.7	2015	8	Community Service Leave
Crocker, Larry	2625	JEA Tower, 2nd	30904	Professional En	United Way	52.0	2013	0	United Way
Crocker, Larry	2625	JEA Tower, 2nd	30904	Professional En	United Way	52.0	2014	0	United Way
Crocker, Larry	2625	JEA Tower, 2nd	30904	Professional En	United Way	52.0	2015	0	United Way
Crocker, Larry	2625	JEA Tower, 2nd	30904	Professional En	United Way	52.0	2016	0	United Way
Crocker, Larry	2625	JEA Tower, 2nd	30904	Professional En	United Way	8.0	2017	0	United Way
Crosby, Charles	7452	WW-RT, Core C	30134	JEA Supervisors	Community He	40.0	2016	0	Community Health Charities
Crosby, Charles	7452	WW/RT, North	30132	JEA Supervisors	Community He	40.0	2015	0	Community Health Charities
Crosby, Charles	7452	WW/RT, North	30132	JEA Supervisors	Community He	20.0	2016	0	Community Health Charities
Crosby, Charles	2189	WW-RT, West	30135	JEA Appointed	Community He	130.0	2013	0	Community Health Charities
Crosby, Charles	2189	WW-RT, West	30135	JEA Appointed	Community He	130.0	2014	0	Community Health Charities
Crosby, Charles	2189	WW-RT, West	30135	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Crosby, Charles	2189	WW-RT, West	30135	JEA Appointed	Community He	110.0	2016	0	Community Health Charities
Crosby, Charles	2189	WW-RT, West	30135	JEA Appointed	United Way	130.0	2013	0	United Way
Crosby, Charles	2189	WW-RT, West	30135	JEA Appointed	United Way	130.0	2014	0	United Way
Crosby, Charles	2189	WW-RT, West	30135	JEA Appointed	United Way	130.0	2015	0	United Way
Crosby, Charles	2189	WW-RT, West	30135	JEA Appointed	United Way	130.0	2016	0	United Way
Crosby, Charles	2189	WW-RT, West	30135	JEA Appointed	United Way	130.0	2017	0	United Way
Crosby, Nicolas	7190	WW-RT, South	30131	JEA Supervisors	United Way	95.0	2017	0	United Way
Crossley, Chad	9827	JEA Tower, 13t	B0700	JEA Appointed	Community Se	237.2	2016	4	Community Service Leave
Crossley, Chad	9827	JEA Tower, 13t	B0700	JEA Appointed	Community Se	237.2	2017	4	Community Service Leave
Crossley, Chad	9827	JEA Tower, 13t	B0700	JEA Appointed	United Way	730.9	2017	0	United Way
Crowder, Rose	3765	CSC Commonw	30707	AFSCME	Community He	8.0	2013	0	Community Health Charities
Crowder, Rose	3765	CSC Commonw	30707	AFSCME	Community He	52.0	2014	0	Community Health Charities
Crowder, Rose	3765	CSC Commonw	30707	AFSCME	Community He	40.0	2015	0	Community Health Charities
Crowder, Rose	3765	CSC Commonw	30707	AFSCME	Community Se	343.4	2013	8	Community Service Leave
Crowder, Rose	3765	CSC Commonw	30707	AFSCME	Community Se	180.2	2014	8	Community Service Leave
Crowder, Rose	3765	SSC Southside	40305	AFSCME	Community He	4.0	2015	0	Community Health Charities
Crowder, Rose	3765	SSC Southside	40305	AFSCME	Community Se	192.2	2016	8	Community Service Leave
Crowder, Rose	3765	SSC Southside	40305	AFSCME	United Way Or	106.4	2017	0	United Way
Crowe, Kathlee	8990	JEA Laboratory	D0300	AFSCME	Community Se	171.8	2013	8	Community Service Leave
Crowe, Kathlee	8990	JEA Laboratory	D0300	AFSCME	Community Se	180.3	2014	8	Community Service Leave
Crowe, Kathlee	8990	JEA Laboratory	D0300	AFSCME	Community Se	201.8	2016	8	Community Service Leave
Cruise, Eleni	4569	JEA Tower, 13t	20721	JEA Appointed	Community Se	333.0	2013	8	Community Service Leave
Cruise, Eleni	4569	JEA Tower, 13t	20721	JEA Appointed	Community Se	356.1	2014	8	Community Service Leave
Cruise, Eleni	4569	JEA Tower, 13t	20721	JEA Appointed	Community Se	393.3	2015	8	Community Service Leave
Cruise, Eleni	4569	JEA Tower, 13t	20721	JEA Appointed	Community Se	399.2	2016	8	Community Service Leave
Cruise, Eleni	4569	JEA Tower, 13t	20721	JEA Appointed	Community Se	320.8	2017	8	Community Service Leave
Cruise, Eleni	4569	JEA Tower, 13t	20721	JEA Appointed	United Way	1001.0	2013	0	United Way
Cruise, Eleni	4569	JEA Tower, 13t	20721	JEA Appointed	United Way	1001.0	2014	0	United Way

Cruise, Eleni	4569	JEA Tower, 13t	20721	JEA Appointed	United Way	1001.0	2015	0	United Way
Cruise, Eleni	4569	JEA Tower, 13t	20721	JEA Appointed	United Way	1001.0	2016	0	United Way
Cruise, Eleni	4569	JEA Tower, 13t	20721	JEA Appointed	United Way	1001.0	2017	0	United Way
Cruz, Eugenio (	3655	W&S Treatmer	30122	LIUNA	Community He	130.0	2016	0	Community Health Charities
Cruz, Eugenio (	3655	W&S Treatmer	30122	LIUNA	Community He	115.0	2017	0	Community Health Charities
Culp, Robert L	2250	W&S Wastewa	30604	LIUNA	United Way	26.0	2013	0	United Way
Culp, Robert L	2250	W&S Wastewa	30606	LIUNA	Community He	8.0	2014	0	Community Health Charities
Culp, Robert L	2250	W&S Wastewa	30606	LIUNA	Community He	52.0	2015	0	Community Health Charities
Culp, Robert L	2250	W&S Wastewa	30606	LIUNA	Community He	52.0	2016	0	Community Health Charities
Culp, Robert L	2250	W&S Wastewa	30606	LIUNA	Community He	46.0	2017	0	Community Health Charities
Culp, Robert L	2250	W&S Wastewa	30606	LIUNA	United Way	26.0	2013	0	United Way
Culp, Robert L	2250	W&S Wastewa	30606	LIUNA	United Way	52.0	2014	0	United Way
Culp, Robert L	2250	W&S Wastewa	30606	LIUNA	United Way	52.0	2015	0	United Way
Culp, Robert L	2250	W&S Wastewa	30606	LIUNA	United Way	52.0	2016	0	United Way
Culp, Robert L	2250	W&S Wastewa	30606	LIUNA	United Way	14.0	2017	0	United Way
Cumiskey, Den	8766	WW-RT, Core (	30140	LIUNA	Community He	520.0	2013	0	Community Health Charities
Cumiskey, Den	8766	WW-RT, Core (	30140	LIUNA	Community He	360.0	2014	0	Community Health Charities
Cumiskey, Den	8766	WW-RT, Core (	30140	LIUNA	United Way	220.0	2014	0	United Way
Cumiskey, Den	8766	WW-RT, Core (	30140	LIUNA	United Way	400.0	2015	0	United Way
Cumiskey, Den	8766	WW-RT, Core (	30140	LIUNA	United Way	520.0	2016	0	United Way
Cumiskey, Den	8766	WW-RT, Core (	30140	LIUNA	United Way	140.0	2017	0	United Way
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	Community He	400.0	2013	0	Community Health Charities
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	Community He	550.0	2014	0	Community Health Charities
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	Community He	80.0	2016	0	Community Health Charities
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	Community He	460.0	2017	0	Community Health Charities
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	Community Se	808.8	2013	24	Community Service Leave
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	Community Se	566.1	2014	16	Community Service Leave
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	Community Se	596.3	2016	16	Community Service Leave
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	United Way	307.8	2013	0	United Way
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	United Way	615.4	2014	0	United Way
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	United Way	575.0	2015	0	United Way
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	United Way	2001.9	2016	0	United Way
Cumiskey, Owe	8682	WW-RT, East G	30133	JEA Supervisor	United Way	2865.5	2017	0	United Way
Cumiskey, Owe	8682	WW-RT, South	30131	JEA Supervisor	Community He	250.0	2013	0	Community Health Charities
Cumiskey, Owe	8682	WW-RT, South	30131	JEA Supervisor	United Way	77.0	2013	0	United Way
Cummings, Sar	8105	SJRPP Plant	00433	SJRPP IBEW	Community He	110.0	2013	0	Community Health Charities
Curry, Casey Aa	8769	SJRPP Plant	00443	SJRPP IBEW	United Way	142.5	2016	0	United Way
Curry, Teresa A	924	Customer Cent	30902	Professional En	Community Se	124.7	2014	4	Community Service Leave
Curry, Teresa A	924	Customer Cent	30902	Professional En	United Way	260.0	2013	0	United Way
Curry, Teresa A	924	Customer Cent	30902	Professional En	United Way	260.0	2014	0	United Way
Curry, Teresa A	924	Customer Cent	30902	Professional En	United Way	260.0	2015	0	United Way
Curry, Teresa A	924	Customer Cent	30902	Professional En	United Way	260.0	2016	0	United Way
Curry, Teresa A	924	Customer Cent	30902	Professional En	United Way	10.0	2017	0	United Way
Curtis, Aaron Ja	2871	W&S Wastewa	30607	LIUNA	Community He	20.0	2015	0	Community Health Charities
Curtis, Aaron Ja	2871	W&S Wastewa	30607	LIUNA	Community He	110.0	2016	0	Community Health Charities
Curtis, Aaron Ja	2871	W&S Wastewa	30607	LIUNA	United Way	130.0	2013	0	United Way
Curtis, Aaron Ja	2871	W&S Wastewa	30607	LIUNA	United Way	130.0	2014	0	United Way
Curtis, Aaron Ja	2871	W&S Wastewa	30607	LIUNA	United Way	130.0	2015	0	United Way
Curtis, Aaron Ja	2871	W&S Wastewa	30607	LIUNA	United Way	130.0	2016	0	United Way
Curtis, Aaron Ja	2871	W&S Wastewa	30607	LIUNA	United Way	130.0	2017	0	United Way
Curtright, Davi	5178	NGS Northside	30200	JEA Appointed	Community He	2.0	2015	0	Community Health Charities
Curtright, Davi	5178	NGS Northside	30200	JEA Appointed	Community He	8.0	2016	0	Community Health Charities
Curtright, Davi	5178	NGS Northside	30200	JEA Appointed	Community He	52.0	2017	0	Community Health Charities
Curtright, Davi	5178	NGS Northside	30200	JEA Appointed	Community Se	167.6	2015	4	Community Service Leave
Curtright, Davi	5178	NGS Northside	30200	JEA Appointed	Community Se	237.4	2016	5.5	Community Service Leave
Curtright, Davi	5178	NGS Northside	30200	JEA Appointed	United Way	52.0	2013	0	United Way
Curtright, Davi	5178	NGS Northside	30200	JEA Appointed	United Way	112.0	2014	0	United Way
Curtright, Davi	5178	NGS Northside	30200	JEA Appointed	United Way	418.6	2015	0	United Way
Curtright, Davi	5178	NGS Northside	30200	JEA Appointed	United Way	130.0	2016	0	United Way
Curtright, Davi	5178	NGS Northside	30200	JEA Appointed	United Way	130.0	2017	0	United Way
Curtright, Davi	5178	NGS Northside	30200	JEA Appointed	United Way Special Inputs		2015	0	United Way
D'Avico, Micha	121	JEA Brandy Bra	30400	JEA Appointed	Community He	15.0	2017	0	Community Health Charities
D'Avico, Micha	121	JEA Brandy Bra	30400	JEA Appointed	United Way	769.4	2015	0	United Way
D'Avico, Micha	121	JEA Brandy Bra	30400	JEA Appointed	United Way	1000.2	2016	0	United Way
D'Avico, Micha	121	JEA Brandy Bra	30400	JEA Appointed	United Way	269.3	2017	0	United Way
Dailey, Jonatha	8095	CSC Commonw	40402	JEA IBEW	Community He	120.0	2013	0	Community Health Charities
Dailey, Jonatha	8095	CSC Commonw	40402	JEA IBEW	Community He	30.0	2017	0	Community Health Charities
Dailey, Jonatha	8095	CSC Commonw	40402	JEA IBEW	United Way	100.0	2014	0	United Way
Dailey, Jonatha	8095	CSC Commonw	40402	JEA IBEW	United Way	130.0	2015	0	United Way
Dailey, Jonatha	8095	CSC Commonw	40402	JEA IBEW	United Way	130.0	2016	0	United Way
Dailey, Jonatha	8095	CSC Commonw	40402	JEA IBEW	United Way	130.0	2017	0	United Way

Dailey, Jonatha	8095	JEA Meter Rea	40401	JEA IBEW	Community He	100.0	2013	0	Community Health Charities
Dailey, Norme	1426	JEA Tower, 4th	40700	JEA Appointed	United Way	346.2	2013	0	United Way
Dajero, Sally M	8873	JEA Tower, 7th	40303	AFSCME	Community He	20.0	2013	0	Community Health Charities
Dajero, Sally M	8873	JEA Tower, 7th	40303	AFSCME	Community He	118.0	2014	0	Community Health Charities
Dajero, Sally M	8873	JEA Tower, 7th	40303	AFSCME	Community He	52.0	2015	0	Community Health Charities
Dajero, Sally M	8873	JEA Tower, 7th	40303	AFSCME	Community He	56.0	2016	0	Community Health Charities
Dajero, Sally M	8873	JEA Tower, 7th	40303	AFSCME	Community He	78.0	2017	0	Community Health Charities
Dajero, Sally M	8873	JEA Tower, 7th	40303	AFSCME	United Way	20.0	2014	0	United Way
Dajero, Sally M	8873	JEA Tower, 7th	40303	AFSCME	United Way	26.0	2015	0	United Way
Dajero, Sally M	8873	JEA Tower, 7th	40303	AFSCME	United Way	26.0	2016	0	United Way
Dajero, Sally M	8873	JEA Tower, 7th	40303	AFSCME	United Way	26.0	2017	0	United Way
Dallis, Anthony	1895	W&S Wastewa	30606	LIUNA	Community Se	79.7	2016	3	Community Service Leave
Dallis, Anthony	1895	W&S Wastewa	30606	LIUNA	Community Se	106.2	2017	4	Community Service Leave
Daly, William J	2315	CSC Commonw	40403	JEA Supervisor	United Way	95.0	2014	0	United Way
Daly, William J	2315	CSC Commonw	40403	JEA Supervisor	United Way	115.0	2015	0	United Way
Daly, William J	2315	CSC Meter Sho	40402	JEA Supervisor	Community He	5.0	2013	0	Community Health Charities
Daly, William J	2315	CSC Meter Sho	40402	JEA Supervisor	United Way	130.0	2013	0	United Way
Daly, William J	2315	CSC Meter Sho	40402	JEA Supervisor	United Way	35.0	2014	0	United Way
Daniels, LaSha	2973	Customer Cent	40110	AFSCME	Community Se	201.6	2015	4	Community Service Leave
Daniels, LaSha	2973	Customer Cent	40110	AFSCME	Community Se	101.6	2016	4	Community Service Leave
Daniels, LaSha	2973	Customer Cent	40110	AFSCME	Community Se	65.1	2017	2.5	Community Service Leave
Datz, Stephen	5543	JEA Tower, 2nd	30900	JEA Appointed	Community Se	237.2	2016	4	Community Service Leave
Datz, Stephen	5543	JEA Tower, 2nd	30900	JEA Appointed	Community Se	267.2	2017	4	Community Service Leave
Datz, Stephen	5543	JEA Tower, 2nd	30900	JEA Appointed	United Way	680.0	2016	0	United Way
Datz, Stephen	5543	JEA Tower, 2nd	30900	JEA Appointed	United Way	1040.0	2017	0	United Way
Datz, Stephen	5543	JEA Tower, 2nd	30901	JEA Appointed	Community Se	667.8	2013	13	Community Service Leave
Datz, Stephen	5543	JEA Tower, 2nd	30901	JEA Appointed	Community Se	426.7	2014	8	Community Service Leave
Datz, Stephen	5543	JEA Tower, 2nd	30901	JEA Appointed	Community Se	447.0	2015	8	Community Service Leave
Datz, Stephen	5543	JEA Tower, 2nd	30901	JEA Appointed	United Way	750.0	2013	0	United Way
Datz, Stephen	5543	JEA Tower, 2nd	30901	JEA Appointed	United Way	880.0	2014	0	United Way
Datz, Stephen	5543	JEA Tower, 2nd	30901	JEA Appointed	United Way	1010.0	2015	0	United Way
Datz, Stephen	5543	JEA Tower, 2nd	30901	JEA Appointed	United Way	360.0	2016	0	United Way
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	Community He	25.0	2013	0	Community Health Charities
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	Community He	62.3	2015	0	Community Health Charities
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	Community He	71.4	2016	0	Community Health Charities
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	Community Se	281.4	2013	8	Community Service Leave
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	Community Se	211.0	2014	6	Community Service Leave
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	Community Se	281.4	2015	8	Community Service Leave
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	Community Se	285.6	2016	8	Community Service Leave
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	United Way	40.0	2013	0	United Way
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	United Way	52.0	2014	0	United Way
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	United Way	52.0	2015	0	United Way
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	United Way	52.0	2016	0	United Way
Dave, Mayanku	5856	Laboratory Ser	D0300	AFSCME	United Way	14.0	2017	0	United Way
Davidson, Gary	1938	KENNEDY PUM	30121	JEA Supervisor	United Way	90.0	2014	0	United Way
Davidson, Gary	1938	KENNEDY PUM	30121	JEA Supervisor	United Way	260.0	2015	0	United Way
Davidson, Gary	1938	KENNEDY PUM	30121	JEA Supervisor	United Way	10.0	2016	0	United Way
Davidson, Gary	1938	WW-RT, East G	30133	JEA Supervisor	United Way	260.0	2013	0	United Way
Davidson, Gary	1938	WW-RT, East G	30133	JEA Supervisor	United Way	170.0	2014	0	United Way
Davies, W E (Ea	9222	WSC Westside	20203	LIUNA	Community He	20.0	2017	0	Community Health Charities
Davies, W E (Ea	9222	WSC Westside	20203	LIUNA	Community Se	87.4	2017	4	Community Service Leave
Davies, W E (Ea	9222	WSC Westside	20203	LIUNA	United Way Or	20.0	2017	0	United Way
Davis, Angela V	1437	JEA Tower, 12t	10001	AFSCME	Community Se	101.6	2013	4	Community Service Leave
Davis, Angela V	1437	JEA Tower, 12t	10001	AFSCME	Community Se	203.1	2014	8	Community Service Leave
Davis, Angela V	1437	JEA Tower, 12t	10001	AFSCME	Community Se	79.3	2017	3	Community Service Leave
Davis, Audra Ly	9800	CSC Meter Sho	40402	AFSCME	Community Se	75.2	2017	4	Community Service Leave
Davis, Brian C	1474	JEA Brandy Bra	30400	JEA Appointed	United Way	50.0	2014	0	United Way
Davis, Brian C	1474	KGS Kennedy G	30200	JEA Appointed	United Way	190.0	2013	0	United Way
Davis, Brian C	1474	KGS Kennedy G	30200	JEA Appointed	United Way	180.0	2014	0	United Way
Davis, Brian C	1474	KGS Kennedy G	30400	JEA Appointed	United Way	70.0	2013	0	United Way
Davis, Brian C	1474	NGS Northside	30200	JEA Appointed	United Way	20.0	2014	0	United Way
Davis, Charles A	8951	CSC Commonw	40402	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Davis, Charles A	8951	CSC Commonw	40402	JEA IBEW	Community He	60.0	2016	0	Community Health Charities
Davis, Charles A	8951	CSC Commonw	40403	JEA IBEW	Community He	70.0	2016	0	Community Health Charities
Davis, Charles A	8951	CSC Commonw	40403	JEA IBEW	Community He	130.0	2017	0	Community Health Charities
Davis, Donna G	1435	JEA Brandy Bra	30402	JEA IBEW	United Way	120.0	2014	0	United Way
Davis, Donna G	1435	JEA Brandy Bra	30403	JEA IBEW	United Way	20.0	2013	0	United Way
Davis, Donna G	1435	JEA Brandy Bra	30403	JEA IBEW	United Way	5.0	2014	0	United Way
Davis, Donna G	1435	KGS Kennedy G	30403	JEA IBEW	Community He	220.0	2013	0	Community Health Charities
Davis, Donna G	1435	KGS Kennedy G	30403	JEA IBEW	Community Se	1157.8	2013	35	Community Service Leave
Davis, Donna G	1435	KGS Kennedy G	30403	JEA IBEW	United Way	110.0	2013	0	United Way

Davis, Eric M	9616	JEA Tower, 12t	10700	Professional En	Community He	8.0	2016	0	Community Health Charities
Davis, Eric M	9616	JEA Tower, 12t	10700	Professional En	Community He	46.0	2017	0	Community Health Charities
Davis, Eric M	9616	JEA Tower, 12t	10700	Professional En	United Way	96.2	2016	0	United Way
Davis, Gary Lyn	9806	JEA Tower, 14t	C0200	JEA Appointed	Community Se	300.0	2016	8	Community Service Leave
Davis, Gary Lyn	9806	JEA Tower, 14t	C0200	JEA Appointed	Community Se	150.0	2017	4	Community Service Leave
Davis, Glenn E	1992	JEA Brandy Bra	D0202	Professional En	Community Se	69.6	2015	2	Community Service Leave
Davis, Jack Gay	2643	JEA Tower, 5th	30137	JEA Supervisors	Community He	26.0	2016	0	Community Health Charities
Davis, Jack Gay	2643	JEA Tower, 5th	30137	JEA Supervisors	Community He	52.0	2017	0	Community Health Charities
Davis, Jack Gay	2643	JEA Tower, 5th	30137	JEA Supervisors	United Way	26.0	2016	0	United Way
Davis, Jack Gay	2643	JEA Tower, 5th	30137	JEA Supervisors	United Way	52.0	2017	0	United Way
Davis, Jack Gay	2643	Pearl Street Tra	30137	JEA Supervisors	Community He	16.0	2015	0	Community Health Charities
Davis, Jack Gay	2643	Pearl Street Tra	30137	JEA Supervisors	Community He	26.0	2016	0	Community Health Charities
Davis, Jack Gay	2643	Pearl Street Tra	30137	JEA Supervisors	United Way	16.0	2015	0	United Way
Davis, Jack Gay	2643	Pearl Street Tra	30137	JEA Supervisors	United Way	26.0	2016	0	United Way
Davis, Jack Gay	2643	Pearl Street Tra	ZW000	JEA Supervisors	Community He	4.0	2014	0	Community Health Charities
Davis, Jack Gay	2643	Pearl Street Tra	ZW000	JEA Supervisors	Community He	36.0	2015	0	Community Health Charities
Davis, Jack Gay	2643	Pearl Street Tra	ZW000	JEA Supervisors	United Way	4.0	2014	0	United Way
Davis, Jack Gay	2643	Pearl Street Tra	ZW000	JEA Supervisors	United Way	36.0	2015	0	United Way
Davis, Jack Gay	2643	W&S Treatmer	ZW000	JEA Supervisors	Community He	8.0	2013	0	Community Health Charities
Davis, Jack Gay	2643	W&S Treatmer	ZW000	JEA Supervisors	Community He	48.0	2014	0	Community Health Charities
Davis, Jack Gay	2643	W&S Treatmer	ZW000	JEA Supervisors	United Way	52.0	2013	0	United Way
Davis, Jack Gay	2643	W&S Treatmer	ZW000	JEA Supervisors	United Way	48.0	2014	0	United Way
Davis, John A	9215	JEA Brandy Bra	30402	JEA IBEW	Community He	25.0	2014	0	Community Health Charities
Davis, John A	9215	JEA Brandy Bra	30402	JEA IBEW	Community He	50.0	2016	0	Community Health Charities
Davis, John A	9215	JEA Brandy Bra	30402	JEA IBEW	Community He	50.0	2017	0	Community Health Charities
Davis, John A	9215	JEA Brandy Bra	30402	JEA IBEW	Community Se	139.0	2016	4	Community Service Leave
Davis, John A	9215	JEA Brandy Bra	30402	JEA IBEW	United Way	30.0	2015	0	United Way
Davis, John A	9215	JEA Brandy Bra	30402	JEA IBEW	United Way Or	50.0	2017	0	United Way
Davis, John J (J	1959	WW-RT, West (	30135	LIUNA	Community He	63.2	2017	0	Community Health Charities
Davis, John J (J	1959	WW-RT, West (	30135	LIUNA	Community He	56.0	2017	0	Community Health Charities
Davis, John J (J	1959	WW-RT, West (	30135	LIUNA	United Way	26.0	2013	0	United Way
Davis, John J (J	1959	WW-RT, West (	30135	LIUNA	United Way	26.0	2014	0	United Way
Davis, John J (J	1959	WW-RT, West (	30135	LIUNA	United Way	26.0	2015	0	United Way
Davis, John J (J	1959	WW-RT, West (	30135	LIUNA	United Way	26.0	2016	0	United Way
Davis, John J (J	1959	WW-RT, West (	30135	LIUNA	United Way	7.0	2017	0	United Way
Davis, Lecy W	2334	Customer Cent	30800	AFSCME	Community He	8.0	2016	0	Community Health Charities
Davis, Lecy W	2334	Customer Cent	30800	AFSCME	Community He	52.0	2017	0	Community Health Charities
Davis, Lecy W	2334	Customer Cent	30800	AFSCME	United Way	20.0	2013	0	United Way
Davis, Lecy W	2334	Customer Cent	30800	AFSCME	United Way	2.0	2015	0	United Way
Davis, Lecy W	2334	Customer Cent	30800	AFSCME	United Way	26.0	2016	0	United Way
Davis, Lecy W	2334	Customer Cent	30800	AFSCME	United Way	26.0	2017	0	United Way
Davis, Lecy W	2334	Customer Cent	30801	AFSCME	United Way	6.0	2013	0	United Way
Davis, Lecy W	2334	Customer Cent	30801	AFSCME	United Way	26.0	2014	0	United Way
Davis, Lecy W	2334	Customer Cent	30801	AFSCME	United Way	24.0	2015	0	United Way
Davis, Malcolm	2336	WW-RT, South	30131	LIUNA	United Way	52.0	2013	0	United Way
Davis, Malcolm	2336	WW-RT, South	30131	LIUNA	United Way	52.0	2014	0	United Way
Davis, Malcolm	2336	WW-RT, South	30131	LIUNA	United Way	52.0	2015	0	United Way
Davis, Malcolm	2336	WW-RT, South	30131	LIUNA	United Way	8.0	2016	0	United Way
Davis, Malcolm	2336	WW-RT, West (	30135	LIUNA	United Way	44.0	2016	0	United Way
Davis, Malcolm	2336	WW-RT, West (	30135	LIUNA	United Way	52.0	2017	0	United Way
Davis, Michael	2948	NGS Northside	30205	JEA Appointed	Community Se	165.0	2016	3	Community Service Leave
Davis, Michael	2948	NGS Northside	30205	JEA Appointed	Community Se	226.1	2017	4	Community Service Leave
Davis, Paul Lut	6096	SOCC	30700	JEA Appointed	United Way	50.0	2015	0	United Way
Davis, Paul Lut	6096	SOCC	30700	JEA Appointed	United Way	130.0	2016	0	United Way
Davis, Paul Lut	6096	SOCC	30700	JEA Appointed	United Way	130.0	2017	0	United Way
Davis, Paul Lut	6096	SOCC	30701	Professional En	Community He	105.0	2013	0	Community Health Charities
Davis, Paul Lut	6096	SOCC	30701	Professional En	Community Se	544.3	2013	8	Community Service Leave
Davis, Paul Lut	6096	SOCC	30701	Professional En	United Way	231.0	2013	0	United Way
Davis, Paul Lut	6096	SOCC	30701	Professional En	United Way	100.0	2014	0	United Way
Davis, Paul Lut	6096	SOCC	30701	Professional En	United Way	80.0	2015	0	United Way
Davis, Paul Lut	6096	SOCC	ZE000	Professional En	Community He	5.0	2013	0	Community Health Charities
Davis, Phillip R	6676	SJRPP Plant	00433	SJRPP Manage	United Way	321.2	2016	0	United Way
Davis, Phillip R	6676	SJRPP Plant	00443	SJRPP IBEW	United Way	30.0	2013	0	United Way
Davis, Phillip R	6676	SJRPP Plant	00443	SJRPP Manage	United Way Or	204.9	2017	0	United Way
Davis, Thomas	4606	JEA Tower, 14t	C0100	JEA Appointed	Community He	202.4	2017	0	Community Health Charities
Davis, Thomas	4606	JEA Tower, 14t	C0100	JEA Appointed	Community He	179.2	2017	0	Community Health Charities
Davis, Thomas	4606	JEA Tower, 14t	C0100	JEA Appointed	Community Se	196.5	2016	4	Community Service Leave
Davis, Thomas	4606	JEA Tower, 14t	C0100	JEA Appointed	Community Se	393.0	2017	8	Community Service Leave
Davison, Philip	7382	NGS Northside	30202	JEA IBEW	Community He	10.0	2015	0	Community Health Charities
Dawson, Sabrir	9963	JEA Tower, 6th	A0201	AFSCME	Community Se	149.0	2017	7	Community Service Leave
Dawson, Shery	2883	JEA Tower, 7th	40303	AFSCME	Community He	32.0	2014	0	Community Health Charities

Dawson, Shery	2883	JEA Tower, 7th	40303	AFSCME	Community He	4.0	2015	0	Community Health Charities
Dawson, Shery	2883	JEA Tower, 7th	40303	AFSCME	Community He	22.0	2016	0	Community Health Charities
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	Community He	390.0	2013	0	Community Health Charities
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	Community He	370.0	2014	0	Community Health Charities
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	Community He	260.0	2015	0	Community Health Charities
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	Community He	260.0	2017	0	Community Health Charities
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	Community Se	141.4	2014	4	Community Service Leave
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	Community Se	157.9	2017	8	Community Service Leave
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	United Way	825.2	2013	0	United Way
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	United Way	959.8	2014	0	United Way
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	United Way	1000.2	2015	0	United Way
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	United Way	1000.2	2016	0	United Way
Day, Traci Jill	6429	JEA Tower, 7th	40302	JEA Appointed	United Way	1000.2	2017	0	United Way
DeCicco, John	9321	NGS Northside	30300	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
DeCicco, John	9321	NGS Northside	30300	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
DeCicco, John	9321	NGS Northside	30300	JEA IBEW	Community He	115.0	2017	0	Community Health Charities
DeCicco, John	9321	NGS Northside	30300	JEA IBEW	Community Se	259.0	2015	8	Community Service Leave
DeCoste, Frank	6964	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	152.8	2013	4	Community Service Leave
DeRoma, Virgi	9289	JEA Tower, 10t	20200	Professional En	Community Se	196.2	2014	8	Community Service Leave
DeRoma, Virgi	9289	JEA Tower, 7th	40302	JEA Appointed	Community He	4.0	2015	0	Community Health Charities
DeRoma, Virgi	9289	JEA Tower, 7th	40302	JEA Appointed	Community He	22.0	2016	0	Community Health Charities
DeRoma, Virgi	9289	JEA Tower, 7th	40302	JEA Appointed	Community He	25.0	2017	0	Community Health Charities
DeRoma, Virgi	9289	JEA Tower, 7th	40302	JEA Appointed	United Way	19.0	2017	0	United Way
Deal, Jerry L	5879	NGS Northside	30300	JEA IBEW	Community Se	264.6	2014	8	Community Service Leave
Deal, Jerry L	5879	NGS Northside	30300	JEA IBEW	Community Se	272.6	2015	8	Community Service Leave
Dean, Kelly Mi	9735	JEA Tower, 7th	B0012	JEA Appointed	Community Se	123.1	2016	8	Community Service Leave
Dean, Kelly Mi	9735	JEA Tower, 7th	B0012	JEA Appointed	Community Se	123.1	2017	0	Community Service Leave
Dean, Kelly Mi	9735	JEA Tower, 7th	B0012	JEA Appointed	United Way	95.0	2017	0	United Way
Dedmon, Davi	9218	CSC Commonw	ZE000	JEA IBEW	Community He	33.8	2016	0	Community Health Charities
Del Carmen, Jo	2887	Customer Cent	40111	AFSCME	United Way	170.0	2013	0	United Way
Del Carmen, Jo	2887	Customer Cent	40110	AFSCME	United Way	60.0	2013	0	United Way
Del Carmen, Jo	2887	Customer Cent	40110	AFSCME	United Way	260.0	2014	0	United Way
Del Carmen, Jo	2887	Customer Cent	40110	AFSCME	United Way	260.0	2015	0	United Way
Del Carmen, Jo	2887	Customer Cent	40110	AFSCME	United Way	260.0	2016	0	United Way
Del Carmen, Jo	2887	Customer Cent	40110	AFSCME	United Way	260.0	2017	0	United Way
Del Carmen, Jo	2887	Customer Cent	40111	AFSCME	United Way	30.0	2013	0	United Way
Delk, Bill Jr	1614	WSC Westside	30704	JEA Supervisor	Community He	44.0	2013	0	Community Health Charities
Delk, Bill Jr	1614	WSC Westside	30704	JEA Supervisor	Community He	8.0	2016	0	Community Health Charities
Delk, Bill Jr	1614	WSC Westside	30704	JEA Supervisor	Community He	46.0	2017	0	Community Health Charities
Delk, Bill Jr	1614	WSC Westside	30704	JEA Supervisor	United Way	26.0	2013	0	United Way
Delk, Bill Jr	1614	WSC Westside	30704	JEA Supervisor	United Way	26.0	2014	0	United Way
Delk, Bill Jr	1614	WSC Westside	30704	JEA Supervisor	United Way	26.0	2015	0	United Way
Delk, Bill Jr	1614	WSC Westside	30704	JEA Supervisor	United Way	26.0	2016	0	United Way
Delk, Bill Jr	1614	WSC Westside	30704	JEA Supervisor	United Way	45.0	2017	0	United Way
Demarest, Kev	5388	W&S Treatmer	30136	LIUNA	Community He	4.0	2014	0	Community Health Charities
Demarest, Kev	5388	W&S Treatmer	30136	LIUNA	Community He	22.0	2015	0	Community Health Charities
Demarest, Kev	5388	W&S Treatmer	30136	LIUNA	Community He	25.0	2017	0	Community Health Charities
Demarest, Kev	5388	W&S Treatmer	30136	LIUNA	United Way	130.0	2013	0	United Way
Demarest, Kev	5388	W&S Treatmer	30136	LIUNA	United Way	130.0	2014	0	United Way
Demarest, Kev	5388	W&S Treatmer	30136	LIUNA	United Way	130.0	2015	0	United Way
Demarest, Kev	5388	W&S Treatmer	30136	LIUNA	United Way	130.0	2016	0	United Way
Demarest, Kev	5388	W&S Treatmer	30136	LIUNA	United Way	130.0	2017	0	United Way
Demby, Landal	3077	SSC Southside	30706	JEA Supervisor	Community He	200.0	2014	0	Community Health Charities
Demby, Landal	3077	SSC Southside	30706	JEA Supervisor	Community He	260.0	2015	0	Community Health Charities
Demby, Landal	3077	SSC Southside	30706	JEA Supervisor	Community He	260.0	2016	0	Community Health Charities
Demby, Landal	3077	SSC Southside	30706	JEA Supervisor	Community He	230.0	2017	0	Community Health Charities
Demby, Landal	3077	SSC Southside	30706	JEA Supervisor	United Way	832.0	2013	0	United Way
Demby, Landal	3077	SSC Southside	30706	JEA Supervisor	United Way	832.0	2014	0	United Way
Demby, Landal	3077	SSC Southside	30706	JEA Supervisor	United Way	832.0	2015	0	United Way
Demby, Landal	3077	SSC Southside	30706	JEA Supervisor	United Way	832.0	2016	0	United Way
Demby, Landal	3077	SSC Southside	30706	JEA Supervisor	United Way	224.0	2017	0	United Way
Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	Community He	56.0	2013	0	Community Health Charities
Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	Community He	182.0	2014	0	Community Health Charities
Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	Community He	182.0	2015	0	Community Health Charities
Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	Community He	182.0	2016	0	Community Health Charities
Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	Community He	182.0	2017	0	Community Health Charities
Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	Community Se	239.8	2017	0	Community Service Leave
Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	United Way	320.0	2013	0	United Way
Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	United Way	2240.0	2014	0	United Way
Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	United Way	2600.0	2015	0	United Way

Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	United Way	700.0	2016	0	United Way
Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	United Way	950.0	2017	0	United Way
Dendor, Edwin	801	JEA Tower, 10t	20300	JEA Appointed	Community He	49.0	2013	0	Community Health Charities
Dendor, Edwin	801	JEA Tower, 10t	20300	JEA Appointed	United Way	280.0	2013	0	United Way
Dendor, Edwin	801	JEA Tower, 10t	31010	JEA Appointed	Community He	77.0	2013	0	Community Health Charities
Dendor, Edwin	801	JEA Tower, 10t	31010	JEA Appointed	United Way	440.0	2013	0	United Way
Denham, John	9166	Customer Cent	40110	AFSCME	Community He	20.0	2013	0	Community Health Charities
Denham, John	9166	Customer Cent	40110	AFSCME	Community He	110.0	2014	0	Community Health Charities
Denham, John	9166	Customer Cent	40110	AFSCME	Community Se	79.0	2017	4	Community Service Leave
Dennis, Robert	913	JEA Brandy Bra	30402	JEA IBEW	Community He	40.0	2015	0	Community Health Charities
Dennis, Robert	913	JEA Brandy Bra	30402	JEA IBEW	Community He	210.0	2016	0	Community Health Charities
Dennis, Robert	913	JEA Brandy Bra	30402	JEA IBEW	United Way	100.0	2015	0	United Way
Dennis, Robert	913	JEA Brandy Bra	30402	JEA IBEW	United Way	175.0	2016	0	United Way
Dennis, Robert	913	NGS Northside	30403	JEA IBEW	United Way	130.0	2013	0	United Way
Dennis, Robert	913	NGS Northside	30403	JEA IBEW	United Way	130.0	2014	0	United Way
Dennis, Robert	913	NGS Northside	30403	JEA IBEW	United Way	30.0	2015	0	United Way
Dennis, Stephe	5359	JEA Tower, 5th	20201	JEA IBEW	Community He	8.0	2014	0	Community Health Charities
Dennis, Stephe	5359	JEA Tower, 5th	20201	JEA IBEW	Community He	52.0	2015	0	Community Health Charities
Dennis, Stephe	5359	JEA Tower, 5th	20201	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Dennis, Stephe	5359	JEA Tower, 5th	20201	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
Dennis, Stephe	5359	JEA Tower, 5th	20201	JEA IBEW	United Way	48.0	2013	0	United Way
Dennis, Stephe	5359	JEA Tower, 5th	20201	JEA IBEW	United Way	52.0	2014	0	United Way
Dennis, Stephe	5359	JEA Tower, 5th	20201	JEA IBEW	United Way	52.0	2015	0	United Way
Dennis, Stephe	5359	JEA Tower, 5th	20201	JEA IBEW	United Way	52.0	2016	0	United Way
Dennis, Stephe	5359	JEA Tower, 5th	20201	JEA IBEW	United Way	52.0	2017	0	United Way
Dennis, Stephe	5359	JEA Tower, 5th	30137	JEA IBEW	United Way	4.0	2013	0	United Way
Denton, Gary F	8660	Customer Cent	A0800	JEA IBEW	Community Se	89.0	2016	3	Community Service Leave
Deschler, Amy	465	CSC Commonw	30703	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Deschler, Amy	465	CSC Commonw	30703	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Deschler, Amy	465	CSC Commonw	30703	JEA IBEW	United Way	130.0	2013	0	United Way
Deschler, Amy	465	CSC Commonw	30703	JEA IBEW	United Way	130.0	2014	0	United Way
Deschler, Amy	465	CSC Commonw	30703	JEA IBEW	United Way	130.0	2015	0	United Way
Deschler, Amy	465	CSC Commonw	30703	JEA IBEW	United Way	130.0	2016	0	United Way
Deschler, Amy	465	CSC Commonw	30703	JEA IBEW	United Way	130.0	2017	0	United Way
Devereaux, Mi	4297	WW-RT, East G	30133	LIUNA	United Way	130.0	2013	0	United Way
Devereaux, Mi	4297	WW-RT, East G	30133	LIUNA	United Way	130.0	2014	0	United Way
Devereaux, Mi	4297	WW-RT, East G	30133	LIUNA	United Way	125.0	2015	0	United Way
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	Community He	10.0	2013	0	Community Health Charities
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	Community He	55.0	2014	0	Community Health Charities
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	Community He	6.0	2017	0	Community Health Charities
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	Community He	94.9	2016	0	Community Health Charities
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	Community Se	341.7	2013	8	Community Service Leave
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	Community Se	414.2	2014	8	Community Service Leave
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	Community Se	318.4	2015	6	Community Service Leave
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	Community Se	212.3	2016	4	Community Service Leave
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	Community Se	160.8	2017	3	Community Service Leave
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	United Way	390.0	2013	0	United Way
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	United Way	130.0	2014	0	United Way
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	United Way	52.0	2015	0	United Way
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	United Way	52.0	2016	0	United Way
DiBenedetto, F	5046	JEA Tower, 15t	C0500	JEA Appointed	United Way	52.0	2017	0	United Way
Diaz, Jocelyn G	8723	JEA Tower, 15t	40406	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Diaz, Jocelyn G	8723	JEA Tower, 15t	40406	JEA Appointed	Community He	52.0	2016	0	Community Health Charities
Diaz, Jocelyn G	8723	JEA Tower, 15t	40406	JEA Appointed	Community He	61.0	2017	0	Community Health Charities
Diaz, Jocelyn G	8723	JEA Tower, 15t	40406	JEA Appointed	Community Se	253.5	2015	8	Community Service Leave
Diaz, Jocelyn G	8723	JEA Tower, 15t	40406	JEA Appointed	Community Se	254.3	2016	8	Community Service Leave
Diaz, Jocelyn G	8723	JEA Tower, 15t	40406	JEA Appointed	United Way	105.0	2015	0	United Way
Diaz, Jocelyn G	8723	JEA Tower, 15t	40406	JEA Appointed	United Way	130.0	2016	0	United Way
Diaz, Jocelyn G	8723	JEA Tower, 15t	40406	JEA Appointed	United Way	130.0	2017	0	United Way
Diaz, Jocelyn G	8723	JEA Tower, 7th	40304	JEA Appointed	United Way	100.0	2014	0	United Way
Diaz, Jocelyn G	8723	JEA Tower, 7th	40304	JEA Appointed	United Way	25.0	2015	0	United Way
Dickenson, Jan	1691	JEA Tower, 16t	50000	JEA Appointed	United Way	2884.8	2013	0	United Way
Dickey, Harry E	1548	SOCC	30701	Professional En	United Way	156.0	2013	0	United Way
Dickey, Harry E	1548	SOCC	30701	Professional En	United Way	60.0	2014	0	United Way
Dinkins, David	1667	CSC Storeroom	A0411	JEA IBEW	Community He	5.0	2013	0	Community Health Charities
Dinkins, David	1667	CSC Storeroom	A0411	JEA IBEW	United Way	300.0	2013	0	United Way
Dinkins, David	1667	CSC Storeroom	A0411	JEA IBEW	United Way	360.0	2014	0	United Way
Dinkins, David	1667	CSC Storeroom	A0411	JEA IBEW	United Way	390.0	2015	0	United Way
Dinkins, David	1667	CSC Storeroom	A0411	JEA IBEW	United Way	300.0	2016	0	United Way
Dix, Brenda E	762	Customer Cent	40110	AFSCME	United Way	2.0	2013	0	United Way
Dixon, Wanda	9207	JEA Tower, 16t	A0000	JEA Appointed	Community He	25.0	2013	0	Community Health Charities

Dixon, Wanda	9207	JEA Tower, 16t	A0000	JEA Appointed	Community Se	183.4	2013	8	Community Service Leave
Doane, Scott A	7794	W&S Wastewa	30606	LIUNA	Community Se	99.1	2015	4	Community Service Leave
Doane, Scott A	7794	W&S Wastewa	30606	LIUNA	United Way	52.0	2013	0	United Way
Doane, Scott A	7794	W&S Wastewa	30606	LIUNA	United Way	52.0	2014	0	United Way
Doane, Scott A	7794	W&S Wastewa	30606	LIUNA	United Way	52.0	2015	0	United Way
Doane, Scott A	7794	W&S Wastewa	30606	LIUNA	United Way	14.0	2016	0	United Way
Dodd, James R	798	SSC Southside	30707	JEA Appointed	United Way	70.0	2013	0	United Way
Dodd, James R	798	SSC Southside	40305	JEA Appointed	United Way	60.0	2013	0	United Way
Dodd, James R	798	SSC Southside	40305	JEA Appointed	United Way	130.0	2014	0	United Way
Dodd, James R	798	SSC Southside	40305	JEA Appointed	United Way	130.0	2015	0	United Way
Dodd, James R	798	SSC Southside	40305	JEA Appointed	United Way	130.0	2016	0	United Way
Dodd, James R	798	SSC Southside	40305	JEA Appointed	United Way	130.0	2017	0	United Way
Dombroski, Pa	9002	WW-RT, Core C	30134	LIUNA	Community He	80.0	2013	0	Community Health Charities
Dombroski, Pa	9002	WW-RT, Core C	30134	LIUNA	Community He	440.0	2014	0	Community Health Charities
Dombroski, Pa	9002	WW-RT, Core C	30134	LIUNA	United Way	400.0	2014	0	United Way
Dombroski, Pa	9002	WW-RT, Core C	30134	LIUNA	United Way	380.0	2015	0	United Way
Dombroski, Pa	9002	WW-RT, Core C	30140	LIUNA	United Way	140.0	2015	0	United Way
Dombroski, Pa	9002	WW-RT, Core C	30140	LIUNA	United Way	520.0	2016	0	United Way
Dombroski, Pa	9002	WW-RT, Core C	30140	LIUNA	United Way	140.0	2017	0	United Way
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	Community He	75.0	2013	0	Community Health Charities
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	Community He	20.0	2014	0	Community Health Charities
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	Community He	130.0	2015	0	Community Health Charities
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	Community He	130.0	2016	0	Community Health Charities
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	Community He	115.0	2017	0	Community Health Charities
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	Community He	100.0	2017	0	Community Health Charities
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	Community Se	113.3	2014	4.5	Community Service Leave
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	Community Se	208.9	2015	8	Community Service Leave
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	Community Se	222.7	2016	8	Community Service Leave
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	Community Se	238.7	2017	8	Community Service Leave
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	United Way	95.0	2013	0	United Way
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	United Way	130.0	2014	0	United Way
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	United Way	130.0	2015	0	United Way
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	United Way	130.0	2016	0	United Way
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	United Way	35.0	2017	0	United Way
Domingo, Mich	5115	JEA Tower, 13t	B0010	Professional En	United Way Or	100.0	2017	0	United Way
Domingo, Olive	5365	JEA Tower, 14t	C0100	JEA Appointed	Community Se	160.7	2016	8	Community Service Leave
Domingo, Olive	5365	JEA Tower, 14t	C0100	JEA Appointed	Community Se	482.0	2017	8	Community Service Leave
Dominguez, Jo	9196	KENNEDY PUM	30111	Professional En	Community He	5.0	2014	0	Community Health Charities
Dominguez, Jo	9196	KENNEDY PUM	30111	Professional En	Community He	5.0	2015	0	Community Health Charities
Dominguez, Jo	9196	KENNEDY PUM	30111	Professional En	Community Se	197.7	2014	8	Community Service Leave
Dominguez, Jo	9196	KENNEDY PUM	30111	Professional En	Community Se	187.9	2015	7.5	Community Service Leave
Dominguez, Jo	9196	KENNEDY PUM	30111	Professional En	United Way	5.0	2015	0	United Way
Dominguez, Jo	9196	NGS Northside	30309	Professional En	Community He	20.0	2016	0	Community Health Charities
Dominguez, Jo	9196	NGS Northside	30309	Professional En	Community He	20.0	2017	0	Community Health Charities
Dominguez, Jo	9196	NGS Northside	30309	Professional En	Community He	136.8	2017	0	Community Health Charities
Dominguez, Jo	9196	NGS Northside	30309	Professional En	Community He	121.1	2017	0	Community Health Charities
Dominguez, Jo	9196	NGS Northside	30309	Professional En	Community Se	242.3	2016	8	Community Service Leave
Dominguez, Jo	9196	NGS Northside	30309	Professional En	Community Se	181.7	2017	6	Community Service Leave
Donskey, Gera	669	JEA Tower, 11t	40230	JEA Appointed	Community He	250.0	2017	0	Community Health Charities
Donskey, Gera	669	JEA Tower, 11t	40230	JEA Appointed	United Way	220.0	2017	0	United Way
Donskey, Gera	669	JEA Tower, 4th	40230	JEA Supervisors	Community He	195.0	2013	0	Community Health Charities
Donskey, Gera	669	JEA Tower, 4th	40230	JEA Supervisors	Community He	60.0	2014	0	Community Health Charities
Donskey, Gera	669	JEA Tower, 4th	40230	JEA Supervisors	United Way	130.0	2013	0	United Way
Donskey, Gera	669	JEA Tower, 4th	40230	JEA Supervisors	United Way	40.0	2014	0	United Way
Donskey, Gera	669	JEA Tower, 9th	40230	JEA Appointed	Community He	170.0	2016	0	Community Health Charities
Donskey, Gera	669	JEA Tower, 9th	40230	JEA Appointed	Community He	10.0	2017	0	Community Health Charities
Donskey, Gera	669	JEA Tower, 9th	40230	JEA Appointed	United Way	85.0	2016	0	United Way
Donskey, Gera	669	JEA Tower, 9th	40230	JEA Appointed	United Way	5.0	2017	0	United Way
Donskey, Gera	669	JEA Tower, 9th	40230	JEA Supervisors	Community He	135.0	2014	0	Community Health Charities
Donskey, Gera	669	JEA Tower, 9th	40230	JEA Supervisors	Community He	205.0	2015	0	Community Health Charities
Donskey, Gera	669	JEA Tower, 9th	40230	JEA Supervisors	Community He	90.0	2016	0	Community Health Charities
Donskey, Gera	669	JEA Tower, 9th	40230	JEA Supervisors	United Way	90.0	2014	0	United Way
Donskey, Gera	669	JEA Tower, 9th	40230	JEA Supervisors	United Way	130.0	2015	0	United Way
Donskey, Gera	669	JEA Tower, 9th	40230	JEA Supervisors	United Way	45.0	2016	0	United Way
Doran, Kyle E (	403	NGS Northside	30200	JEA Appointed	United Way	60.0	2013	0	United Way
Doran, Kyle E (	403	NGS Northside	30205	JEA Appointed	United Way	460.0	2013	0	United Way
Doran, Kyle E (	403	NGS Northside	30205	JEA Appointed	United Way	380.0	2014	0	United Way
Dorminey, Jacc	6274	SJRPP Plant	00464	SJRPP IBEW	United Way	16.0	2013	0	United Way
Dorminey, Jacc	6274	SJRPP Plant	00464	SJRPP IBEW	United Way	4.0	2015	0	United Way
Dorn, Sandra C	2976	Customer Cent	30800	Professional En	Community He	8.0	2014	0	Community Health Charities
Dorn, Sandra C	2976	Customer Cent	30800	Professional En	Community He	52.0	2015	0	Community Health Charities

Dorn, Sandra C	2976	Customer Cent	30800	Professional En	Community He	44.0	2016	0	Community Health Charities
Dorn, Sandra C	2976	Customer Cent	30800	Professional En	Community Se	85.7	2016	3	Community Service Leave
Dorsey, Robert	7787	SJRPP Plant	00433	SJRPP IBEW	United Way	26.0	2013	0	United Way
Dorsey, Robert	7787	SJRPP Plant	00433	SJRPP IBEW	United Way	6.0	2014	0	United Way
Dotson, Jessica	5817	NGS Northside	30300	JEA IBEW	Community Se	264.6	2013	8	Community Service Leave
Dotson, Jessica	5817	NGS Northside	30300	JEA IBEW	Community Se	264.6	2014	8	Community Service Leave
Dotson, Jessica	5817	NGS Northside	30300	JEA Supervisors	Community Se	299.9	2016	8	Community Service Leave
Doueck, Norma	805	JEA Tower, 12t	10500	JEA Appointed	United Way	1000.2	2013	0	United Way
Doughty, Jacob	9084	JEA Brandy Bra	30401	JEA Supervisors	Community He	30.0	2017	0	Community Health Charities
Doughty, Jacob	9084	JEA Brandy Bra	30401	JEA Supervisors	Community He	198.5	2016	0	Community Health Charities
Doughty, Jacob	9084	JEA Brandy Bra	30402	JEA IBEW	Community He	60.3	2015	0	Community Health Charities
Doughty, Jacob	9084	KGS Kennedy G	ZE000	JEA IBEW	Community He	220.0	2013	0	Community Health Charities
Dove, Eric D	5882	JEA Tower, 13t	B0010	Professional En	Community Se	198.2	2015	4	Community Service Leave
Dove, Eric D	5882	JEA Tower, 13t	B0010	Professional En	Community Se	207.8	2016	4	Community Service Leave
Dove, Eric D	5882	JEA Tower, 13t	B0010	Professional En	Community Se	207.8	2017	4	Community Service Leave
Dow, Richard W	7718	NGS Northside	30200	JEA Appointed	Community Se	162.7	2016	4	Community Service Leave
Dow, Richard W	7718	NGS Northside	30200	JEA Appointed	United Way	95.0	2017	0	United Way
Dow, Richard W	7718	NGS Northside	30300	JEA IBEW	United Way	12.0	2013	0	United Way
Dowdy, Jeffrey	8159	W&S Wastewa	30604	LIUNA	United Way	75.0	2014	0	United Way
Dowdy, Jeffrey	8159	W&S Wastewa	30606	LIUNA	Community He	20.0	2014	0	Community Health Charities
Dowdy, Jeffrey	8159	W&S Wastewa	30606	LIUNA	Community He	130.0	2015	0	Community Health Charities
Dowdy, Jeffrey	8159	W&S Wastewa	30606	LIUNA	Community He	110.0	2016	0	Community Health Charities
Dowdy, Jeffrey	8159	W&S Wastewa	30606	LIUNA	United Way	35.0	2013	0	United Way
Dowdy, Jeffrey	8159	W&S Wastewa	30606	LIUNA	United Way	55.0	2014	0	United Way
Dowdy, Jeffrey	8159	W&S Wastewa	30606	LIUNA	United Way	130.0	2015	0	United Way
Dowdy, Jeffrey	8159	W&S Wastewa	30606	LIUNA	United Way	130.0	2016	0	United Way
Dowdy, Jeffrey	8159	W&S Wastewa	30606	LIUNA	United Way	130.0	2017	0	United Way
Dowdy, Jeffrey	8159	W&S Wastewa	30607	LIUNA	United Way	65.0	2013	0	United Way
Downing, Jean	1069	NGS Northside	30203	JEA IBEW	United Way	20.0	2013	0	United Way
Downing, Jean	1069	NGS Northside	30203	JEA IBEW	United Way	106.0	2014	0	United Way
Downing, Jean	1069	NGS Northside	30203	JEA IBEW	United Way	130.0	2015	0	United Way
Downing, Jean	1069	NGS Northside	30203	JEA IBEW	United Way	130.0	2016	0	United Way
Downing, Jean	1069	NGS Northside	30203	JEA IBEW	United Way	35.0	2017	0	United Way
Doyle, Christop	204	SJRPP Plant	00433	SJRPP Manage	Community He	78.0	2013	0	Community Health Charities
Doyle, Christop	204	SJRPP Plant	00433	SJRPP Manage	Community He	66.0	2014	0	Community Health Charities
Doyle, Christop	204	SJRPP Plant	00433	SJRPP Manage	United Way	220.0	2013	0	United Way
Doyle, Christop	204	SJRPP Plant	00433	SJRPP Manage	United Way	286.0	2014	0	United Way
Doyle, Christop	204	SJRPP Plant	00433	SJRPP Manage	United Way	176.0	2015	0	United Way
Doyle, Christop	204	SJRPP Plant	00433	SJRPP NBU	Community He	8.0	2015	0	Community Health Charities
Doyle, Christop	204	SJRPP Plant	00433	SJRPP NBU	Community He	44.0	2016	0	Community Health Charities
Doyle, Christop	204	SJRPP Plant	00433	SJRPP NBU	United Way	110.0	2015	0	United Way
Doyle, Christop	204	SJRPP Plant	00433	SJRPP NBU	United Way	286.0	2016	0	United Way
Doyle, Christop	204	SJRPP Plant	00433	SJRPP NBU	United Way	286.0	2017	0	United Way
Drake, Donald	1271	JEA Tower, 11t	A0600	Professional En	United Way	130.0	2013	0	United Way
Drake, Donald	1271	JEA Tower, 11t	A0600	Professional En	United Way	30.0	2014	0	United Way
Drew, Edwin P	2198	W&S Wastewa	30606	JEA Supervisors	United Way	50.0	2014	0	United Way
Drew, Hugh E J	1600	JEA Tower, 11t	10230	JEA Supervisors	United Way	95.0	2013	0	United Way
Drury, Timothy	331	SJRPP Plant	00461	SJRPP Manage	Community Se	319.3	2013	8	Community Service Leave
Drury, Timothy	331	SJRPP Plant	00461	SJRPP Manage	Community Se	334.1	2015	8	Community Service Leave
DuBose, Angela	6330	JEA Tower, 7th	40050	Professional En	Community Se	167.9	2016	6	Community Service Leave
DuBose, Angela	6330	JEA Tower, 7th	40050	Professional En	Community Se	176.9	2017	6	Community Service Leave
Dudley, Richard	6847	CSC Meter Sho	40230	JEA IBEW	United Way	2.0	2013	0	United Way
Dudley, Richard	6847	CSC Meter Sho	40402	JEA IBEW	United Way	38.0	2013	0	United Way
Dudley, Richard	6847	CSC Meter Sho	40402	JEA IBEW	United Way	14.0	2014	0	United Way
Dudley, Richard	6847	CSC Meter Sho	40405	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Dudley, Richard	6847	CSC Meter Sho	40405	JEA IBEW	Community He	130.0	2015	0	Community Health Charities
Dudley, Richard	6847	CSC Meter Sho	40405	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Dudley, Richard	6847	CSC Meter Sho	40405	JEA IBEW	Community He	115.0	2017	0	Community Health Charities
Dudley, Richard	6847	CSC Meter Sho	40405	JEA IBEW	United Way	22.0	2014	0	United Way
Dudley, Richard	6847	CSC Meter Sho	40405	JEA IBEW	United Way	52.0	2015	0	United Way
Dudley, Richard	6847	CSC Meter Sho	40405	JEA IBEW	United Way	52.0	2016	0	United Way
Dudley, Richard	6847	CSC Meter Sho	40405	JEA IBEW	United Way	46.0	2017	0	United Way
Dudley, Richard	6847	CSC Meter Sho	40405	JEA Supervisors	Community He	15.0	2017	0	Community Health Charities
Dudley, Richard	6847	CSC Meter Sho	40405	JEA Supervisors	United Way	6.0	2017	0	United Way
Dudley, Richard	6847	Customer Cent	40405	JEA IBEW	United Way	16.0	2014	0	United Way
Duffy, Patrick M	9262	JEA Tower, 9th	20411	Professional En	Community Se	273.6	2017	8	Community Service Leave
Dugan, Roger E	636	JEA Tower, 3rd	A0300	JEA Appointed	Community He	20.0	2013	0	Community Health Charities
Dugan, Roger E	636	JEA Tower, 3rd	A0300	JEA Appointed	Community He	160.0	2014	0	Community Health Charities
Dugan, Roger E	636	JEA Tower, 3rd	A0300	JEA Appointed	Community Se	498.4	2015	7	Community Service Leave
Dugger, Charle	1892	JEA Meter Rea	40401	JEA Supervisors	Community He	31.5	2016	0	Community Health Charities
Dunbar, Joseph	1735	SSC Southside	30706	Professional En	Community He	28.0	2014	0	Community Health Charities

Dunbar, Joseph	1735	SSC Southside S	30706	Professional En	Community He	154.0	2015	0	Community Health Charities
Dunbar, Joseph	1735	SSC Southside S	30706	Professional En	United Way	1092.0	2013	0	United Way
Dunbar, Joseph	1735	SSC Southside S	30706	Professional En	United Way	1092.0	2014	0	United Way
Dunbar, Joseph	1735	SSC Southside S	30706	Professional En	United Way	1092.0	2015	0	United Way
Dunbar, Joseph	1735	SSC Southside S	30706	Professional En	United Way	42.0	2016	0	United Way
Dunbar, Samue	9847	SSC Southside S	30706	Professional En	United Way Or	19.1	2017	0	United Way
Duncan, Terry	5737	CSC Commonw	30702	JEA IBEW	Community He	20.0	2016	0	Community Health Charities
Duncan, Terry	5737	CSC Commonw	30702	JEA IBEW	Community He	115.0	2017	0	Community Health Charities
Dunn, Stephen	2999	JEA Tower, 14t	C0400	JEA Appointed	United Way	52.0	2013	0	United Way
Dunn, Stephen	2999	JEA Tower, 14t	C0400	JEA Appointed	United Way	52.0	2014	0	United Way
Dunn, Stephen	2999	JEA Tower, 14t	C0400	JEA Appointed	United Way	52.0	2015	0	United Way
Dunn, Stephen	2999	JEA Tower, 14t	C0400	JEA Appointed	United Way	34.0	2016	0	United Way
Durham, Russe	1128	JEA Tower, 10t	10210	JEA Appointed	Community He	8.0	2014	0	Community Health Charities
Durham, Russe	1128	JEA Tower, 10t	10210	JEA Appointed	Community He	52.0	2015	0	Community Health Charities
Durham, Russe	1128	JEA Tower, 10t	10210	JEA Appointed	Community He	52.0	2016	0	Community Health Charities
Durham, Russe	1128	JEA Tower, 10t	10210	JEA Appointed	Community He	52.0	2017	0	Community Health Charities
Durham, Russe	1128	JEA Tower, 10t	10210	JEA Appointed	Community Se	208.0	2015	4	Community Service Leave
Durham, Russe	1128	JEA Tower, 10t	10210	JEA Appointed	Community Se	218.4	2016	4	Community Service Leave
Durham, Russe	1128	JEA Tower, 10t	10210	JEA Appointed	United Way	36.0	2014	0	United Way
Durham, Russe	1128	JEA Tower, 10t	10210	JEA Appointed	United Way	52.0	2015	0	United Way
Durham, Russe	1128	JEA Tower, 10t	10210	JEA Appointed	United Way	52.0	2016	0	United Way
Durham, Russe	1128	JEA Tower, 10t	10210	JEA Appointed	United Way	52.0	2017	0	United Way
Durham, Russe	1128	JEA Tower, 11t	10210	JEA Appointed	United Way	6.0	2013	0	United Way
Durham, Russe	1128	JEA Tower, 11t	10210	JEA Appointed	United Way	16.0	2014	0	United Way
Durham, Russe	1128	SOCC	30700	JEA Appointed	United Way	18.0	2013	0	United Way
Durham, Russe	1128	SOCC	30707	JEA Appointed	United Way	28.0	2013	0	United Way
Durrant, Desm	8786	WW-RT, South	30131	LIUNA	Community He	4.0	2013	0	Community Health Charities
Durrant, Desm	8786	WW-RT, South	30131	LIUNA	Community He	34.0	2014	0	Community Health Charities
Durrant, Desm	8786	WW-RT, South	30131	LIUNA	Community He	8.0	2016	0	Community Health Charities
Durrant, Desm	8786	WW-RT, South	30131	LIUNA	Community He	49.0	2017	0	Community Health Charities
Durrant, Desm	8786	WW-RT, South	30131	LIUNA	Community Se	101.9	2017	3	Community Service Leave
Durrant, Desm	8786	WW-RT, South	30131	LIUNA	United Way	20.0	2015	0	United Way
Durrant, Desm	8786	WW-RT, South	30131	LIUNA	United Way	26.0	2016	0	United Way
Durrant, Desm	8786	WW-RT, South	30131	LIUNA	United Way	26.0	2017	0	United Way
Durrett, Micha	7866	WW-RT, South	30131	LIUNA	Community He	140.0	2013	0	Community Health Charities
Durrett, Micha	7866	WW-RT, South	30131	LIUNA	Community He	15.0	2016	0	Community Health Charities
Durrett, Micha	7866	WW-RT, South	30131	LIUNA	United Way	160.0	2013	0	United Way
Durrett, Micha	7866	WW-RT, South	30131	LIUNA	United Way	170.0	2014	0	United Way
Durrett, Micha	7866	WW-RT, South	30131	LIUNA	United Way	260.0	2015	0	United Way
Durrett, Micha	7866	WW-RT, South	30131	LIUNA	United Way	250.0	2016	0	United Way
Durrett, Micha	7866	WW-RT, West (	30135	JEA Appointed	Community He	5.0	2016	0	Community Health Charities
Durrett, Micha	7866	WW-RT, West (	30135	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Durrett, Micha	7866	WW-RT, West (	30135	JEA Appointed	United Way	10.0	2016	0	United Way
Durrett, Micha	7866	WW-RT, West (	30135	JEA Appointed	United Way	70.0	2017	0	United Way
Dvoroznak, Mi	7864	JEA Tower, 4th	20427	JEA Appointed	Community He	448.1	2017	0	Community Health Charities
Dvoroznak, Mi	7864	JEA Tower, 4th	20427	JEA Appointed	Community He	396.8	2017	0	Community Health Charities
Dyer-Tyler, Dar	8718	JEA Tower, 15t	C0200	Professional En	Community Se	73.7	2013	3	Community Service Leave
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	Community He	500.0	2013	0	Community Health Charities
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	Community He	1000.0	2014	0	Community Health Charities
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	Community He	1000.0	2015	0	Community Health Charities
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	Community He	360.0	2016	0	Community Health Charities
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	Community He	500.0	2017	0	Community Health Charities
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	Community Se	788.5	2013	8	Community Service Leave
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	Community Se	907.7	2014	8	Community Service Leave
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	Community Se	1065.8	2016	8	Community Service Leave
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	Community Se	1288.5	2017	8	Community Service Leave
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	United Way	2500.0	2014	0	United Way
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	United Way	1923.2	2015	0	United Way
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	United Way	5673.1	2016	0	United Way
Dykes, Melissa	9160	JEA Tower, 16t	C0000	JEA Appointed	United Way Or	6500.0	2017	0	United Way
Eaton, Michael	3527	JEA Tower, 13t	B0900	JEA Appointed	Community Se	438.1	2014	8	Community Service Leave
Eaton, Michael	3527	JEA Tower, 13t	B0900	JEA Appointed	Community Se	387.2	2015	8	Community Service Leave
Eaton, Michael	3527	JEA Tower, 13t	B0900	JEA Appointed	Community Se	447.1	2016	8	Community Service Leave
Eaton, Michael	3527	JEA Tower, 13t	B0900	JEA Appointed	Community Se	452.7	2017	8	Community Service Leave
Eaton, Michael	3527	JEA Tower, 13t	B0900	JEA Appointed	United Way	52.0	2013	0	United Way
Eaton, Michael	3527	JEA Tower, 13t	B0900	JEA Appointed	United Way	112.0	2014	0	United Way
Eaton, Michael	3527	JEA Tower, 13t	B0900	JEA Appointed	United Way	70.0	2015	0	United Way
Eaton, Michael	3527	JEA Tower, 13t	B0900	JEA Appointed	United Way	52.0	2016	0	United Way
Eaton, Michael	3527	JEA Tower, 13t	B0900	JEA Appointed	United Way	52.0	2017	0	United Way
Eckenbach, Jor	1753	JEA Tower, 16t	20000	JEA Appointed	United Way	213.0	2013	0	United Way
Edenfield, Mor	1403	JEA Tower, 12t	A0350	JEA Appointed	Community Se	81.7	2017	4	Community Service Leave

Edenfield, Mor	1403	JEA Tower, 12t	A0350	Professional En	Community Se	261.6	2016	8	Community Service Leave
Edenfield, Mor	1403	JEA Tower, 12t	A0350	Professional En	Community Se	206.7	2017	4	Community Service Leave
Edgar, Cynthia	5919	JEA Tower, 13t	20700	JEA Appointed	Community He	35.0	2017	0	Community Health Charities
Edgar, Cynthia	5919	JEA Tower, 13t	20700	JEA Appointed	Community Se	130.5	2017	2	Community Service Leave
Edgar, Cynthia	5919	JEA Tower, 13t	20700	JEA Appointed	United Way	105.0	2017	0	United Way
Edgar, Cynthia	5919	JEA Tower, 2nd	20700	JEA Appointed	Community He	85.0	2016	0	Community Health Charities
Edgar, Cynthia	5919	JEA Tower, 2nd	20700	JEA Appointed	Community He	95.0	2017	0	Community Health Charities
Edgar, Cynthia	5919	JEA Tower, 2nd	20700	JEA Appointed	Community Se	249.6	2016	4	Community Service Leave
Edgar, Cynthia	5919	JEA Tower, 2nd	20700	JEA Appointed	United Way	255.0	2016	0	United Way
Edgar, Cynthia	5919	JEA Tower, 2nd	20700	JEA Appointed	United Way	285.0	2017	0	United Way
Edgar, Cynthia	5919	JEA Tower, 2nd	30900	JEA Appointed	Community He	20.0	2013	0	Community Health Charities
Edgar, Cynthia	5919	JEA Tower, 2nd	30900	JEA Appointed	Community He	130.0	2014	0	Community Health Charities
Edgar, Cynthia	5919	JEA Tower, 2nd	30900	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Edgar, Cynthia	5919	JEA Tower, 2nd	30900	JEA Appointed	Community He	45.0	2016	0	Community Health Charities
Edgar, Cynthia	5919	JEA Tower, 2nd	30900	JEA Appointed	Community Se	448.5	2013	8	Community Service Leave
Edgar, Cynthia	5919	JEA Tower, 2nd	30900	JEA Appointed	Community Se	475.4	2015	8	Community Service Leave
Edgar, Cynthia	5919	JEA Tower, 2nd	30900	JEA Appointed	United Way	780.0	2013	0	United Way
Edgar, Cynthia	5919	JEA Tower, 2nd	30900	JEA Appointed	United Way	780.0	2014	0	United Way
Edgar, Cynthia	5919	JEA Tower, 2nd	30900	JEA Appointed	United Way	480.0	2015	0	United Way
Edgar, Cynthia	5919	JEA Tower, 2nd	30900	JEA Appointed	United Way	135.0	2016	0	United Way
Edwards, Ange	9050	JEA Tower, 6th	A0101	JEA Appointed	Community He	95.7	2015	0	Community Health Charities
Edwards, Ange	9050	JEA Tower, 6th	A0101	JEA Appointed	Community He	98.9	2016	0	Community Health Charities
Edwards, Ange	9050	JEA Tower, 6th	A0101	JEA Appointed	Community Se	151.1	2017	2	Community Service Leave
Edwards, Bran	6845	JEA Tower, 8th	31000	JEA Appointed	Community Se	346.7	2016	8	Community Service Leave
Edwards, Bran	6845	JEA Tower, 8th	31000	JEA Appointed	Community Se	340.7	2017	7	Community Service Leave
Edwards, David	2208	CSC Commonw	40405	JEA Appointed	Community He	22.0	2014	0	Community Health Charities
Edwards, David	2208	CSC Commonw	40405	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Edwards, David	2208	CSC Commonw	40405	JEA Appointed	Community He	30.0	2016	0	Community Health Charities
Edwards, David	2208	CSC Commonw	40405	JEA Appointed	United Way	40.0	2014	0	United Way
Edwards, David	2208	CSC Commonw	40405	JEA Appointed	United Way	240.0	2015	0	United Way
Edwards, David	2208	Customer Cent	40402	JEA Appointed	Community He	8.0	2013	0	Community Health Charities
Edwards, David	2208	Customer Cent	40402	JEA Appointed	Community He	14.0	2014	0	Community Health Charities
Edwards, David	2208	Customer Cent	40402	JEA Appointed	United Way	80.0	2013	0	United Way
Edwards, David	2208	Customer Cent	40402	JEA Appointed	United Way	40.0	2014	0	United Way
Edwards, David	2208	Customer Cent	40405	JEA Appointed	Community He	8.0	2014	0	Community Health Charities
Edwards, David	2208	Customer Cent	40405	JEA Appointed	United Way	160.0	2014	0	United Way
Edwards, Mich	444	JEA Tower, 14t	C0100	JEA Appointed	Community He	180.0	2013	0	Community Health Charities
Edwards, Mich	444	JEA Tower, 14t	C0100	JEA Appointed	United Way	180.0	2013	0	United Way
Edwards, Tania	1519	NGS Northside	30200	AFSCME	United Way	52.0	2013	0	United Way
Edwards, Tania	1519	NGS Northside	30200	AFSCME	United Way	52.0	2014	0	United Way
Edwards, Tania	1519	NGS Northside	30200	AFSCME	United Way	52.0	2015	0	United Way
Edwards, Tania	1519	NGS Northside	30200	AFSCME	United Way	52.0	2016	0	United Way
Edwards, Tania	1519	NGS Northside	30200	AFSCME	United Way	14.0	2017	0	United Way
Ehrle, Alan J	419	SJRPP Plant	00467	SJRPP Manage	Community Se	330.4	2013	8	Community Service Leave
Ehrle, Alan J	419	SJRPP Plant	00467	SJRPP Manage	United Way	260.0	2013	0	United Way
Ehrle, Alan J	419	SJRPP Plant	00467	SJRPP Manage	United Way	110.0	2014	0	United Way
Ehrle, Alan J	419	SJRPP Plant	00467	SJRPP Manage	United Way	200.0	2015	0	United Way
Ehrle, Alan J	419	SJRPP Plant	00467	SJRPP Manage	United Way	260.0	2016	0	United Way
Ehrle, Alan J	419	SJRPP Plant	00467	SJRPP Manage	United Way	90.0	2017	0	United Way
Ehrle, Alan J	419	SJRPP Plant	00467	SJRPP NBU	United Way	40.0	2017	0	United Way
Eigenbauer, W	691	NGS Northside	30200	JEA Appointed	United Way	360.0	2013	0	United Way
Ellis, Joe David	6963	WSC Westside	30704	JEA IBEW	Community He	120.0	2013	0	Community Health Charities
Ellis, Randy J	6479	Customer Cent	30803	JEA IBEW	Community Se	221.3	2013	8	Community Service Leave
Ellis, Randy J	6479	Customer Cent	30803	JEA IBEW	Community Se	221.3	2014	8	Community Service Leave
Ellis, Randy J	6479	Customer Cent	30803	JEA IBEW	Community Se	85.5	2015	3	Community Service Leave
Ellis, Randy J	6479	W&S Wastewa	30607	JEA Appointed	Community He	15.0	2017	0	Community Health Charities
Ellison, Glenn l	5995	JEA Meter Rea	40401	JEA Appointed	Community He	44.9	2015	0	Community Health Charities
Ellison, Glenn l	5995	JEA Meter Rea	40401	JEA Appointed	Community Se	148.4	2014	3	Community Service Leave
Ellison, Glenn l	5995	JEA Meter Rea	40401	JEA Appointed	Community Se	304.3	2015	6	Community Service Leave
Elmore, Kendra	9151	JEA Tower, 15t	C0500	JEA Appointed	Community Se	300.0	2014	8	Community Service Leave
Elmore, Steven	8995	JEA Tower, 11t	C0401	JEA Appointed	United Way	8.0	2014	0	United Way
Elmore, Steven	8995	JEA Tower, 14t	C0401	JEA Appointed	United Way	32.0	2014	0	United Way
Elmore, Steven	8995	JEA Tower, 14t	C0401	JEA Appointed	United Way	52.0	2015	0	United Way
Elmore, Steven	8995	JEA Tower, 14t	C0401	JEA Appointed	United Way	14.0	2016	0	United Way
Elson, Cassie Ly	2793	Customer Cent	40110	JEA Supervisor	United Way	6.0	2013	0	United Way
Elson, Cassie Ly	2793	Customer Cent	40110	JEA Supervisor	United Way	12.0	2013	0	United Way
Elson, Cassie Ly	2793	Customer Cent	40800	JEA Supervisor	United Way	22.0	2013	0	United Way
Elson, Cassie Ly	2793	Customer Cent	40800	JEA Supervisor	United Way	2.0	2014	0	United Way
Elson, Cassie Ly	2793	Customer Cent	40820	JEA Appointed	Community He	35.0	2015	0	Community Health Charities
Elson, Cassie Ly	2793	Customer Cent	40820	JEA Appointed	Community He	8.0	2016	0	Community Health Charities
Elson, Cassie Ly	2793	Customer Cent	40820	JEA Appointed	Community He	52.0	2017	0	Community Health Charities

Elson, Cassie Ly	2793	Customer Cent	40820	JEA Appointed	Community Se	277.0	2017	8	Community Service Leave
Elson, Cassie Ly	2793	Customer Cent	40820	JEA Appointed	United Way	22.0	2015	0	United Way
Elson, Cassie Ly	2793	Customer Cent	40820	JEA Appointed	United Way	52.0	2016	0	United Way
Elson, Cassie Ly	2793	Customer Cent	40820	JEA Appointed	United Way	52.0	2017	0	United Way
Elson, Cassie Ly	2793	Customer Cent	40820	JEA Supervisors	Community He	20.0	2014	0	Community Health Charities
Elson, Cassie Ly	2793	Customer Cent	40820	JEA Supervisors	Community He	75.0	2015	0	Community Health Charities
Elson, Cassie Ly	2793	Customer Cent	40820	JEA Supervisors	United Way	48.0	2014	0	United Way
Elson, Cassie Ly	2793	Customer Cent	40820	JEA Supervisors	United Way	30.0	2015	0	United Way
Emery, Roger C	128	NGS Northside	30205	JEA Appointed	United Way	130.0	2013	0	United Way
Emery, Roger C	128	NGS Northside	30205	JEA Appointed	United Way	105.0	2014	0	United Way
Emmi, Charles	8089	CSC Meter Sho	40405	JEA IBEW	Community Se	107.4	2016	4	Community Service Leave
Emmi, Charles	8089	CSC Meter Sho	40405	JEA IBEW	Community Se	214.7	2017	8	Community Service Leave
England, Troy L	9333	JEA Tower, 15t	C0500	JEA Appointed	Community Se	300.0	2014	8	Community Service Leave
England, Troy L	9333	JEA Tower, 15t	C0500	JEA Appointed	Community Se	115.9	2015	3	Community Service Leave
England, Troy L	9333	JEA Tower, 15t	C0500	JEA Appointed	Community Se	292.8	2016	7.5	Community Service Leave
England, Troy L	9333	JEA Tower, 15t	C0500	JEA Appointed	Community Se	158.0	2017	4	Community Service Leave
English, Sherry	9405	JEA Tower, 12t	10500	JEA Appointed	Community Se	178.9	2014	4	Community Service Leave
English, Sherry	9405	JEA Tower, 12t	10500	JEA Appointed	Community Se	757.3	2016	16	Community Service Leave
English, Sherry	9405	JEA Tower, 12t	10500	JEA Appointed	United Way	769.4	2015	0	United Way
English, Sherry	9405	JEA Tower, 12t	10500	JEA Appointed	United Way	1000.2	2016	0	United Way
English, Sherry	9405	JEA Tower, 12t	10500	JEA Appointed	United Way	577.1	2017	0	United Way
Erb, Richard W	8981	CSC Commonw	40405	JEA IBEW	Community Se	178.9	2016	4	Community Service Leave
Erb, Richard W	8981	CSC Commonw	40405	JEA IBEW	Community Se	214.7	2017	8	Community Service Leave
Erb, Richard W	8981	WSC Westside	A0420	JEA IBEW	Community Se	272.4	2014	11	Community Service Leave
Erickson, Steph	9076	SJRPP Plant	00461	SJRPP NBU	Community He	240.0	2013	0	Community Health Charities
Erickson, Steph	9076	SJRPP Plant	00461	SJRPP NBU	United Way	120.0	2013	0	United Way
Erixton, Ricky D	526	CSC Commonw	30707	JEA Appointed	Community Se	250.8	2015	4	Community Service Leave
Erixton, Ricky D	526	CSC Commonw	30707	JEA Appointed	Community Se	257.1	2016	4	Community Service Leave
Erixton, Ricky D	526	CSC Commonw	30707	JEA Appointed	Community Se	257.1	2017	4	Community Service Leave
Erixton, Ricky D	526	CSC Commonw	30707	JEA Appointed	United Way	48.0	2015	0	United Way
Erixton, Ricky D	526	CSC Commonw	30707	JEA Appointed	United Way	107.5	2016	0	United Way
Erixton, Ricky D	526	CSC Commonw	30707	JEA Appointed	United Way	52.0	2017	0	United Way
Erixton, Ricky D	526	SOCC	30707	JEA Appointed	United Way	52.0	2013	0	United Way
Erixton, Ricky D	526	SOCC	30707	JEA Appointed	United Way	52.0	2014	0	United Way
Erixton, Ricky D	526	SOCC	30707	JEA Appointed	United Way	4.0	2015	0	United Way
Ervin, Ethelle E	286	SJRPP Plant	00433	SJRPP IBEW	United Way	38.0	2016	0	United Way
Ervin, Ethelle E	286	SJRPP Plant	00433	SJRPP IBEW	United Way	52.0	2017	0	United Way
Ervin, Gelica L	2971	JEA Tower, 15t	40406	AFSCME	Community He	1.0	2013	0	Community Health Charities
Ervin, Gelica L	2971	JEA Tower, 15t	40406	AFSCME	Community Se	420.2	2013	16	Community Service Leave
Ervin, Gelica L	2971	JEA Tower, 15t	40406	AFSCME	United Way	30.0	2013	0	United Way
Ethridge, Kevin	9786	NGS Northside	30203	JEA IBEW	United Way	190.0	2017	0	United Way
Ethridge, Patric	8765	WW-RT, Core C	30134	LIUNA	United Way	10.0	2013	0	United Way
Evans, Justin Th	5734	SSC Southside S	30705	JEA IBEW	United Way	130.0	2013	0	United Way
Evans, Justin Th	5734	SSC Southside S	30705	JEA IBEW	United Way	130.0	2014	0	United Way
Evans, Justin Th	5734	SSC Southside S	30705	JEA IBEW	United Way	130.0	2015	0	United Way
Evans, Justin Th	5734	SSC Southside S	30705	JEA IBEW	United Way	130.0	2016	0	United Way
Evans, Justin Th	5734	SSC Southside S	30705	JEA IBEW	United Way	35.0	2017	0	United Way
Evans, Maryan	9189	JEA Tower, 6th	A0202	JEA Appointed	Community He	20.0	2014	0	Community Health Charities
Evans, Maryan	9189	JEA Tower, 6th	A0202	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Evans, Maryan	9189	JEA Tower, 6th	A0202	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Evans, Maryan	9189	JEA Tower, 6th	A0202	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Evans, Maryan	9189	JEA Tower, 6th	A0202	JEA Appointed	Community Se	274.9	2014	6	Community Service Leave
Evans, Maryan	9189	JEA Tower, 6th	A0202	JEA Appointed	Community Se	377.5	2015	8	Community Service Leave
Evans, Maryan	9189	JEA Tower, 6th	A0202	JEA Appointed	Community Se	360.1	2016	7.5	Community Service Leave
Evans, Maryan	9189	JEA Tower, 6th	A0202	JEA Appointed	Community Se	425.7	2017	8	Community Service Leave
Evans, Maryan	9189	JEA Tower, 6th	A0202	JEA Appointed	United Way	95.0	2016	0	United Way
Evans, Maryan	9189	JEA Tower, 6th	A0202	JEA Appointed	United Way	130.0	2017	0	United Way
Evans, Nicholas	4708	Laboratory Ser	D0300	JEA Appointed	Community He	28.0	2017	0	Community Health Charities
Evans, Nicholas	4708	Laboratory Ser	D0300	JEA Appointed	Community Se	175.0	2017	4	Community Service Leave
Evans, Nicholas	4708	Laboratory Ser	D0300	JEA Appointed	United Way	107.0	2017	0	United Way
Evans, Nicholas	4708	Laboratory Ser	D0300	Professional En	Community He	44.0	2013	0	Community Health Charities
Evans, Nicholas	4708	Laboratory Ser	D0300	Professional En	Community He	4.0	2014	0	Community Health Charities
Evans, Nicholas	4708	Laboratory Ser	D0300	Professional En	Community He	26.0	2015	0	Community Health Charities
Evans, Nicholas	4708	Laboratory Ser	D0300	Professional En	Community He	25.0	2016	0	Community Health Charities
Evans, Nicholas	4708	Laboratory Ser	D0300	Professional En	Community He	1.0	2017	0	Community Health Charities
Evans, Nicholas	4708	Laboratory Ser	D0300	Professional En	United Way	40.0	2015	0	United Way
Evans, Nicholas	4708	Laboratory Ser	D0300	Professional En	United Way	52.0	2016	0	United Way
Evans, Nicholas	4708	Laboratory Ser	D0300	Professional En	United Way	2.0	2017	0	United Way
Evans, Ronald	8854	Customer Cent	A0504	Professional En	Community Se	99.4	2015	3.5	Community Service Leave
Evans, Ronald	8854	JEA Tower, 6th	A0201	Professional En	Community Se	305.6	2013	12	Community Service Leave
Evans, William	178	SJRPP Plant	00433	SJRPP IBEW	Community He	4.0	2013	0	Community Health Charities

Evans, William	178	SJRPP Plant	00433	SJRPP IBEW	Community He	22.0	2014	0	Community Health Charities
Evans, William	178	SJRPP Plant	00433	SJRPP IBEW	United Way	15.0	2015	0	United Way
Evers, Jordan D	9623	CSC Commonw	40403	JEA IBEW	Community He	20.0	2016	0	Community Health Charities
Evers, Jordan D	9623	CSC Commonw	40403	JEA IBEW	Community He	95.0	2017	0	Community Health Charities
Evers, Jordan D	9623	CSC Meter Sho	40402	JEA IBEW	Community He	35.0	2017	0	Community Health Charities
Fairchild, Jame	4298	WW-RT, West (	30135	LIUNA	Community He	20.0	2013	0	Community Health Charities
Fairchild, Jame	4298	WW-RT, West (	30135	LIUNA	Community He	110.0	2014	0	Community Health Charities
Fairell-Simmon	9358	JEA Tower, 6th	A0210	JEA Manageria	Community He	6.0	2017	0	Community Health Charities
Fairell-Simmon	9358	JEA Tower, 6th	A0210	JEA Manageria	Community Se	35.6	2017	4	Community Service Leave
Fajardo, Ariss J	9194	KENNEDY PUM	30111	Professional En	Community Se	197.8	2014	8	Community Service Leave
Fajardo, Ariss J	9194	KENNEDY PUM	30111	Professional En	Community Se	200.6	2015	8	Community Service Leave
Fajardo, Ariss J	9194	KENNEDY PUM	30111	Professional En	Community Se	242.3	2016	8	Community Service Leave
Fajardo, Ariss J	9194	KENNEDY PUM	30111	Professional En	Community Se	242.3	2017	8	Community Service Leave
Farlow, Robert	8112	W&S Wastewa	30602	LIUNA	United Way	16.0	2015	0	United Way
Farlow, Robert	8112	W&S Wastewa	30602	LIUNA	United Way	14.0	2016	0	United Way
Farlow, Robert	8112	W&S Wastewa	30604	LIUNA	United Way	14.0	2013	0	United Way
Farlow, Robert	8112	W&S Wastewa	30606	LIUNA	United Way	52.0	2014	0	United Way
Farlow, Robert	8112	W&S Wastewa	30606	LIUNA	United Way	2.0	2015	0	United Way
Farlow, Robert	8112	W&S Wastewa	30607	LIUNA	United Way	26.0	2013	0	United Way
Farlow, Robert	8112	W&S Wastewa	30607	LIUNA	United Way	34.0	2015	0	United Way
Farquharson, L	2306	W/WW/RT Tec	30121	LIUNA	Community He	8.0	2015	0	Community Health Charities
Farquharson, L	2306	W/WW/RT Tec	30121	LIUNA	Community He	52.0	2016	0	Community Health Charities
Farquharson, L	2306	W/WW/RT Tec	30121	LIUNA	Community He	46.0	2017	0	Community Health Charities
Faulk, Rodney	1202	CSC Storeroom	A0411	JEA Supervisor	Community He	10.0	2013	0	Community Health Charities
Faulk, Rodney	1202	CSC Storeroom	A0411	JEA Supervisor	Community Se	122.3	2014	4	Community Service Leave
Faulk, Rodney	1202	CSC Storeroom	A0411	JEA Supervisor	United Way	130.0	2013	0	United Way
Faulk, Rodney	1202	CSC Storeroom	A0411	JEA Supervisor	United Way	130.0	2014	0	United Way
Faulk, Rodney	1202	CSC Storeroom	A0411	JEA Supervisor	United Way	100.0	2015	0	United Way
Fekete, Paul Th	2898	CSC Commonw	30702	JEA IBEW	Community He	20.0	2016	0	Community Health Charities
Fekete, Paul Th	2898	CSC Commonw	30702	JEA IBEW	Community He	130.0	2017	0	Community Health Charities
Ferbrache, Car	5519	JEA Tower, 2nd	30904	Professional En	Community Se	380.9	2014	8	Community Service Leave
Ferguson, Gary	308	SJRPP Plant	00452	SJRPP IBEW	Community Se	532.2	2013	20	Community Service Leave
Ferguson, Gary	308	SJRPP Plant	00452	SJRPP IBEW	Community Se	232.6	2015	8	Community Service Leave
Ferguson, Gary	308	SJRPP Plant	00452	SJRPP IBEW	United Way	312.0	2013	0	United Way
Ferguson, Gary	308	SJRPP Plant	00452	SJRPP IBEW	United Way	312.0	2014	0	United Way
Ferguson, Gary	308	SJRPP Plant	00452	SJRPP IBEW	United Way	312.0	2015	0	United Way
Ferguson, Gary	308	SJRPP Plant	00452	SJRPP IBEW	United Way	312.0	2016	0	United Way
Ferguson, Gary	308	SJRPP Plant	00452	SJRPP IBEW	United Way	84.0	2017	0	United Way
Fernandez, Kev	9639	Customer Cent	40110	AFSCME	Community He	6.0	2017	0	Community Health Charities
Fernandez, Kev	9639	Customer Cent	40110	AFSCME	Community Se	59.8	2016	4	Community Service Leave
Ferraraccio, Jes	7908	WSC Westside	30704	JEA IBEW	Community He	40.0	2013	0	Community Health Charities
Ferraraccio, Jes	7908	WSC Westside	30704	JEA IBEW	Community He	110.0	2014	0	Community Health Charities
Ferraraccio, Jes	7908	WSC Westside	30704	JEA IBEW	United Way	52.0	2013	0	United Way
Ferraraccio, Jes	7908	WSC Westside	30704	JEA IBEW	United Way	12.0	2014	0	United Way
Finke, Douglas	7243	SJRPP Plant	00410	SJRPP NBU	Community He	260.0	2013	0	Community Health Charities
Finke, Douglas	7243	SJRPP Plant	00410	SJRPP NBU	Community He	180.0	2014	0	Community Health Charities
Finke, Douglas	7243	SJRPP Plant	00410	SJRPP NBU	Community Se	596.2	2013	8	Community Service Leave
Finke, Douglas	7243	SJRPP Plant	00410	SJRPP NBU	United Way	1530.0	2013	0	United Way
Finke, Douglas	7243	SJRPP Plant	00410	SJRPP NBU	United Way	1080.0	2014	0	United Way
Finn, Caralin F	573	Customer Cent	40110	AFSCME	Community He	52.0	2013	0	Community Health Charities
Finn, Caralin F	573	Customer Cent	40110	AFSCME	Community He	52.0	2014	0	Community Health Charities
Finn, Caralin F	573	Customer Cent	40110	AFSCME	Community He	44.0	2015	0	Community Health Charities
Finn, Caralin F	573	Customer Cent	40110	AFSCME	Community Se	100.0	2015	4	Community Service Leave
Finn, Caralin F	573	Customer Cent	40110	AFSCME	United Way	78.0	2013	0	United Way
Finn, Caralin F	573	Customer Cent	40110	AFSCME	United Way	78.0	2014	0	United Way
Finn, Caralin F	573	Customer Cent	40110	AFSCME	United Way	78.0	2015	0	United Way
Finn, Caralin F	573	Customer Cent	40110	AFSCME	United Way	78.0	2016	0	United Way
Finn, Caralin F	573	Customer Cent	40110	AFSCME	United Way	78.0	2017	0	United Way
Fischer, Melind	7620	JEA Tower, 10t	10220	Professional En	Community Se	546.2	2014	16	Community Service Leave
Fischer, Melind	7620	JEA Tower, 11t	10220	Professional En	Community Se	908.8	2013	27	Community Service Leave
Fisher, Christop	9699	JEA Tower, 13t	20700	Professional En	Community He	10.0	2016	0	Community Health Charities
Fisher, Christop	9699	JEA Tower, 13t	20700	Professional En	Community Se	265.4	2016	8	Community Service Leave
Fisher, Christop	9699	JEA Tower, 13t	20700	Professional En	Community Se	99.5	2017	8	Community Service Leave
Fitzpatrick, Eug	9460	NGS Northside	30300	JEA IBEW	Community He	40.0	2015	0	Community Health Charities
Fitzpatrick, Eug	9460	NGS Northside	30300	JEA IBEW	Community He	220.0	2016	0	Community Health Charities
Fitzpatrick, Eug	9460	NGS Northside	30300	JEA IBEW	Community Se	208.5	2016	6	Community Service Leave
Fitzpatrick, Eug	9460	NGS Northside	30300	JEA IBEW	United Way	40.0	2015	0	United Way
Fitzpatrick, Eug	9460	NGS Northside	30300	JEA IBEW	United Way	52.0	2016	0	United Way
Fitzpatrick, Eug	9460	NGS Northside	30300	JEA IBEW	United Way	52.0	2017	0	United Way
Flannagan, Her	2192	WW-RT, Core (	30140	JEA Supervisor	Community He	20.0	2013	0	Community Health Charities
Flannagan, Her	2192	WW-RT, Core (	30140	JEA Supervisor	United Way	20.0	2013	0	United Way

Flansburg, Johr	8740	SJRPP Plant	00436	SJRPP IBEW	Community He	40.0	2013	0	Community Health Charities
Flansburg, Johr	8740	SJRPP Plant	00436	SJRPP IBEW	Community He	220.0	2014	0	Community Health Charities
Fleming, Dawn	9399	JEA Tower, 6th	A0102	JEA Manageria	Community He	8.0	2014	0	Community Health Charities
Fleming, Dawn	9399	JEA Tower, 6th	A0102	JEA Manageria	Community He	91.6	2015	0	Community Health Charities
Fleming, Dawn	9399	JEA Tower, 6th	A0102	JEA Manageria	Community He	20.0	2016	0	Community Health Charities
Fleming, Dawn	9399	JEA Tower, 6th	A0102	JEA Manageria	Community He	115.0	2017	0	Community Health Charities
Fleming, Dawn	9399	JEA Tower, 6th	A0102	JEA Manageria	Community Se	107.5	2015	8	Community Service Leave
Fleming, Dawn	9399	JEA Tower, 6th	A0102	JEA Manageria	Community Se	123.9	2017	8	Community Service Leave
Fleming, Dawn	9399	JEA Tower, 6th	A0102	JEA Manageria	United Way	73.6	2016	0	United Way
Fleming, Denni	5397	JEA Tower, 12t	10001	Professional En	Community Se	187.8	2013	4	Community Service Leave
Fleming, Denni	5397	JEA Tower, 12t	10001	Professional En	Community Se	97.1	2015	2	Community Service Leave
Fleming, Denni	5397	JEA Tower, 12t	10001	Professional En	Community Se	388.5	2016	8	Community Service Leave
Fleming, Louis	8867	JEA Tower, 2nd	30904	Professional En	Community Se	364.4	2013	8	Community Service Leave
Fleming, Louis	8867	JEA Tower, 2nd	30904	Professional En	Community Se	192.0	2015	4	Community Service Leave
Fleming, Louis	8867	JEA Tower, 2nd	30904	Professional En	United Way	400.0	2015	0	United Way
Fleming, Louis	8867	JEA Tower, 2nd	30904	Professional En	United Way	520.0	2016	0	United Way
Fleming, Louis	8867	JEA Tower, 2nd	30904	Professional En	United Way	140.0	2017	0	United Way
Fleming, Steve	5876	SJRPP Plant	00442	SJRPP IBEW	United Way	38.0	2016	0	United Way
Fleming, Steve	5876	SJRPP Plant	00442	SJRPP IBEW	United Way	52.0	2017	0	United Way
Flennoy, Charn	711	Customer Cent	40820	JEA Manageria	United Way	28.0	2013	0	United Way
Flennoy, Charn	711	JEA Tower, 6th	A0202	JEA Appointed	Community He	125.2	2015	0	Community Health Charities
Flennoy, Charn	711	JEA Tower, 6th	A0202	JEA Appointed	Community He	8.0	2016	0	Community Health Charities
Flennoy, Charn	711	JEA Tower, 6th	A0202	JEA Appointed	Community He	52.0	2017	0	Community Health Charities
Flennoy, Charn	711	JEA Tower, 6th	A0202	JEA Appointed	Community Se	141.4	2016	4	Community Service Leave
Flennoy, Charn	711	JEA Tower, 6th	A0202	JEA Appointed	Community Se	208.1	2017	5.5	Community Service Leave
Flennoy, Charn	711	JEA Tower, 6th	A0202	JEA Appointed	United Way	344.2	2016	0	United Way
Flennoy, Charn	711	JEA Tower, 6th	ZE000	JEA Appointed	Community He	6.0	2014	0	Community Health Charities
Flennoy, Charn	711	JEA Tower, 6th	ZE000	JEA Appointed	United Way	14.0	2014	0	United Way
Flennoy, Charn	711	JEA Tower, 6th	ZE000	JEA Appointed	United Way	306.0	2015	0	United Way
Flennoy, Charn	711	JEA Tower, 6th	ZE000	JEA Appointed	United Way Special Inputs		2015	0	United Way
Flennoy, Charn	711	WSC Westside	A0420	AFSCME	Community He	8.0	2013	0	Community Health Charities
Flennoy, Charn	711	WSC Westside	A0420	AFSCME	Community He	38.0	2014	0	Community Health Charities
Flennoy, Charn	711	WSC Westside	A0420	AFSCME	Community Se	327.2	2013	16	Community Service Leave
Flennoy, Charn	711	WSC Westside	A0420	AFSCME	United Way	24.0	2013	0	United Way
Flennoy, Charn	711	WSC Westside	A0420	AFSCME	United Way	38.0	2014	0	United Way
Fletcher, Dona	1917	W&S Treatmer	30122	JEA Supervisor	Community Se	283.0	2015	8	Community Service Leave
Fletcher, Dona	1917	W&S Treatmer	30122	JEA Supervisor	Community Se	297.4	2016	8	Community Service Leave
Fletcher, Dona	1917	W&S Treatmer	30122	JEA Supervisor	Community Se	297.4	2017	8	Community Service Leave
Flores, Robin C	9374	SOCC	40307	Professional En	Community Se	220.1	2017	0	Community Service Leave
Floyd, Christop	5544	JEA Tower, 13t	B0400	Professional En	Community He	110.0	2013	0	Community Health Charities
Floyd, Christop	5544	JEA Tower, 13t	B0400	Professional En	Community He	40.0	2015	0	Community Health Charities
Floyd, Christop	5544	JEA Tower, 13t	B0400	Professional En	Community He	260.0	2016	0	Community Health Charities
Floyd, Christop	5544	JEA Tower, 13t	B0400	Professional En	Community He	260.0	2017	0	Community Health Charities
Floyd, Christop	5544	JEA Tower, 13t	B0400	Professional En	United Way	100.0	2013	0	United Way
Floyd, Christop	5544	JEA Tower, 13t	B0400	Professional En	United Way	130.0	2014	0	United Way
Floyd, Christop	5544	JEA Tower, 13t	B0400	Professional En	United Way	230.0	2015	0	United Way
Floyd, Christop	5544	JEA Tower, 13t	B0400	Professional En	United Way	260.0	2016	0	United Way
Floyd, Christop	5544	JEA Tower, 13t	B0400	Professional En	United Way	260.0	2017	0	United Way
Folsom, Tamm	9356	Customer Cent	40110	AFSCME	Community He	5.0	2016	0	Community Health Charities
Folsom, Tamm	9356	Customer Cent	40110	AFSCME	Community He	-5.0	2017	0	Community Health Charities
Folsom, Tamm	9356	Customer Cent	40110	AFSCME	Community Health Charities Sp		2017	0	Community Health Charities
Folsom, Tamm	9356	Customer Cent	40110	AFSCME	Community Se	123.8	2015	8	Community Service Leave
Folsom, Tamm	9356	Customer Cent	40110	AFSCME	United Way	75.0	2016	0	United Way
Folsom, Tamm	9356	Customer Cent	40110	AFSCME	United Way	35.0	2017	0	United Way
Fontaine, Heat	5295	JEA Tower, 3rd	A0300	JEA Appointed	Community He	20.0	2013	0	Community Health Charities
Fontaine, Heat	5295	JEA Tower, 3rd	A0300	JEA Appointed	Community He	5.0	2014	0	Community Health Charities
Fontaine, Heat	5295	JEA Tower, 3rd	A0300	JEA Appointed	United Way	50.0	2013	0	United Way
Fontaine, Heat	5295	JEA Tower, 3rd	A0300	JEA Appointed	United Way	10.0	2014	0	United Way
Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	Community He	125.0	2014	0	Community Health Charities
Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	Community He	150.0	2015	0	Community Health Charities
Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	Community He	320.0	2016	0	Community Health Charities
Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	Community He	575.0	2017	0	Community Health Charities
Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	229.3	2014	6	Community Service Leave
Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	400.3	2016	6	Community Service Leave
Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	327.5	2017	8	Community Service Leave
Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	United Way	250.0	2014	0	United Way
Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	United Way	260.0	2015	0	United Way
Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	United Way	260.0	2016	0	United Way
Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	United Way	260.0	2017	0	United Way
Fontaine, Heat	5295	JEA Tower, 7th	40303	JEA Appointed	United Way	210.0	2013	0	United Way
Forbes, Brenda	492	Customer Cent	20203	JEA Appointed	Community He	8.0	2015	0	Community Health Charities

Forbes, Brenda	492	Customer Cent	20203	JEA Appointed	Community He	64.0	2016	0	Community Health Charities
Forbes, Brenda	492	Customer Cent	20203	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Forbes, Brenda	492	Customer Cent	20203	JEA Appointed	Community He	192.2	2017	0	Community Health Charities
Forbes, Brenda	492	Customer Cent	20203	JEA Appointed	Community He	170.2	2017	0	Community Health Charities
Forbes, Brenda	492	Customer Cent	20203	JEA Appointed	Community Se	746.2	2016	16	Community Service Leave
Forbes, Brenda	492	Customer Cent	20203	JEA Appointed	United Way	190.0	2017	0	United Way
Forbes, Brenda	492	W&S Wastewa	30606	JEA Appointed	United Way	40.0	2013	0	United Way
Forbes, Brenda	492	W&S Wastewa	30606	JEA Appointed	United Way	120.0	2014	0	United Way
Forbes, Brenda	492	W&S Wastewa	30606	JEA Appointed	United Way	120.0	2015	0	United Way
Fore, Lavonia L	1733	JEA Tower, 13t	B0011	JEA Appointed	Community He	150.0	2013	0	Community Health Charities
Fore, Lavonia L	1733	JEA Tower, 13t	B0011	JEA Appointed	Community He	260.0	2014	0	Community Health Charities
Fore, Lavonia L	1733	JEA Tower, 13t	B0011	JEA Appointed	Community He	260.0	2015	0	Community Health Charities
Fore, Lavonia L	1733	JEA Tower, 13t	B0011	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Fore, Lavonia L	1733	JEA Tower, 13t	B0011	JEA Appointed	Community Se	461.6	2014	8	Community Service Leave
Fore, Lavonia L	1733	JEA Tower, 13t	B0011	JEA Appointed	Community Se	552.6	2015	8	Community Service Leave
Fore, Lavonia L	1733	JEA Tower, 13t	B0011	JEA Appointed	Community Se	397.1	2016	6	Community Service Leave
Fore, Lavonia L	1733	JEA Tower, 13t	B0011	JEA Appointed	United Way	2050.0	2013	0	United Way
Fore, Lavonia L	1733	JEA Tower, 13t	B0011	JEA Appointed	United Way	2120.0	2014	0	United Way
Fore, Lavonia L	1733	JEA Tower, 13t	B0011	JEA Appointed	United Way	2132.0	2015	0	United Way
Fore, Lavonia L	1733	JEA Tower, 13t	B0011	JEA Appointed	United Way	2132.0	2016	0	United Way
Foreman, Kare	2734	NGS Northside	D0201	Professional En	Community He	15.0	2016	0	Community Health Charities
Foreman, Kare	2734	NGS Northside	D0201	Professional En	Community He	115.0	2017	0	Community Health Charities
Foreman, Kare	2734	NGS Northside	D0201	Professional En	Community Se	191.4	2016	6	Community Service Leave
Foreman, Kare	2734	NGS Northside	D0201	Professional En	Community Se	255.2	2017	8	Community Service Leave
Foreman, Kare	2734	NGS Northside	D0201	Professional En	United Way	90.0	2016	0	United Way
Foreman, Kare	2734	NGS Northside	D0201	Professional En	United Way	130.0	2017	0	United Way
Foreman, Kare	2734	NGS Northside	D0202	Professional En	Community Se	240.2	2014	8	Community Service Leave
Foreman, Kare	2734	NGS Northside	D0202	Professional En	Community Se	121.8	2015	4	Community Service Leave
Foreman, Kare	2734	NGS Northside	D0202	Professional En	United Way	130.0	2013	0	United Way
Foreman, Kare	2734	NGS Northside	D0202	Professional En	United Way	130.0	2014	0	United Way
Foreman, Kare	2734	NGS Northside	D0202	Professional En	United Way	130.0	2015	0	United Way
Foreman, Kare	2734	NGS Northside	D0202	Professional En	United Way	40.0	2016	0	United Way
Foskey, Damor	1874	Customer Cent	A0500	LIUNA	United Way	4.0	2014	0	United Way
Foskey, Damor	1874	Customer Cent	A0800	LIUNA	United Way	34.0	2013	0	United Way
Foskey, Damor	1874	Customer Cent	A0800	LIUNA	United Way	48.0	2014	0	United Way
Foskey, Damor	1874	Customer Cent	A0800	LIUNA	United Way	52.0	2015	0	United Way
Foskey, Damor	1874	Customer Cent	A0800	LIUNA	United Way	52.0	2016	0	United Way
Foskey, Damor	1874	Customer Cent	A0800	LIUNA	United Way	14.0	2017	0	United Way
Foskey, Damor	1874	W&S Wastewa	A0800	LIUNA	United Way	6.0	2013	0	United Way
Foster, Camerc	8672	CSC Commonw	30703	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Foster, Camerc	8672	CSC Commonw	30703	JEA IBEW	Community He	110.0	2015	0	Community Health Charities
Foster, Camerc	8672	CSC Commonw	30703	JEA IBEW	United Way	40.0	2014	0	United Way
Foster, Camerc	8672	CSC Commonw	30703	JEA IBEW	United Way	130.0	2015	0	United Way
Foster, Camerc	8672	CSC Commonw	30703	JEA IBEW	United Way	35.0	2016	0	United Way
Foster, Camerc	8672	JEA Tower, 2nc	30902	Professional En	United Way	130.0	2013	0	United Way
Foster, Camerc	8672	JEA Tower, 2nc	30902	Professional En	United Way	90.0	2014	0	United Way
Foster, Gary M	6095	JEA Tower, 4th	20412	JEA IBEW	Community He	28.0	2015	0	Community Health Charities
Foster, Gary M	6095	JEA Tower, 4th	20412	JEA IBEW	Community He	44.0	2016	0	Community Health Charities
Foster, Gary M	6095	JEA Tower, 4th	20412	JEA IBEW	United Way	16.0	2015	0	United Way
Foster, Gary M	6095	JEA Tower, 4th	20412	JEA IBEW	United Way	52.0	2016	0	United Way
Foster, Gary M	6095	JEA Tower, 4th	20412	JEA IBEW	United Way	52.0	2017	0	United Way
Foster, Gary M	6095	JEA Tower, 4th	20600	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Foster, Gary M	6095	JEA Tower, 4th	20600	JEA IBEW	Community He	90.0	2015	0	Community Health Charities
Foster, Gary M	6095	JEA Tower, 4th	20600	JEA IBEW	United Way	24.0	2015	0	United Way
Foster, Gwend	2644	Customer Cent	40110	AFSCME Temp	Community Se	86.6	2013	5	Community Service Leave
Franco, Eliana	9617	JEA Tower, 12t	10700	Professional En	Community He	8.0	2015	0	Community Health Charities
Franco, Eliana	9617	JEA Tower, 12t	10700	Professional En	Community He	52.0	2016	0	Community Health Charities
Franco, Eliana	9617	JEA Tower, 12t	10700	Professional En	Community He	28.0	2017	0	Community Health Charities
Franco, Eliana	9617	JEA Tower, 12t	10700	Professional En	Community Se	80.5	2016	3	Community Service Leave
Franco, Eliana	9617	JEA Tower, 12t	10700	Professional En	United Way	38.0	2016	0	United Way
Franco, Eliana	9617	JEA Tower, 12t	10700	Professional En	United Way	28.0	2017	0	United Way
Franco, Eliana	9617	JEA Tower, 7th	40302	JEA Appointed	Community He	18.0	2017	0	Community Health Charities
Franco, Eliana	9617	JEA Tower, 7th	40302	JEA Appointed	United Way	24.0	2017	0	United Way
Frazee, Colton	9683	W&S Treatmer	ZW000	LIUNA	Community He	18.2	2017	0	Community Health Charities
Frazee, Colton	9683	W&S Treatmer	ZW000	LIUNA	Community He	15.0	2017	0	Community Health Charities
Frazee, Colton	9683	W&S Treatmer	ZW000	LIUNA	United Way	24.0	2016	0	United Way
Frazee, Colton	9683	W&S Treatmer	ZW000	LIUNA	United Way	52.0	2017	0	United Way
Frazee, Colton	9683	W&S Wastewa	ZW000	LIUNA	United Way	14.0	2016	0	United Way
Frazier, Jason M	2454	SSC Southside	30704	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Frazier, Jason M	2454	SSC Southside	30704	JEA IBEW	Community He	90.0	2014	0	Community Health Charities
Frazier-Outing,	6901	Customer Cent	40120	AFSCME	Community Se	172.7	2013	8	Community Service Leave

Frederick, Jimn	6333	WSC Westside	30704	JEA IBEW	Community He	50.0	2013	0	Community Health Charities
Freeman, Paul	9326	JEA Tower, 13t	20700	Professional En	Community He	40.0	2014	0	Community Health Charities
Freeman, Paul	9326	JEA Tower, 13t	20700	Professional En	Community He	220.0	2015	0	Community Health Charities
Freeman, Paul	9326	JEA Tower, 13t	20700	Professional En	United Way	100.0	2015	0	United Way
Freeman, Paul	9326	JEA Tower, 13t	20700	Professional En	United Way	15.0	2016	0	United Way
Freudenthal, C	608	Customer Cent	20100	JEA Appointed	Community He	7.5	2013	0	Community Health Charities
Freudenthal, C	608	Customer Cent	20100	JEA Appointed	United Way	1649.0	2013	0	United Way
Freudenthal, C	608	Customer Cent	30800	JEA Appointed	Community He	24.0	2014	0	Community Health Charities
Freudenthal, C	608	Customer Cent	30800	JEA Appointed	Community He	156.0	2015	0	Community Health Charities
Freudenthal, C	608	Customer Cent	30800	JEA Appointed	Community He	156.0	2016	0	Community Health Charities
Freudenthal, C	608	Customer Cent	30800	JEA Appointed	Community He	146.0	2017	0	Community Health Charities
Freudenthal, C	608	Customer Cent	30800	JEA Appointed	Community Se	426.4	2015	8	Community Service Leave
Freudenthal, C	608	Customer Cent	30800	JEA Appointed	Community Se	869.9	2016	16	Community Service Leave
Freudenthal, C	608	Customer Cent	30800	JEA Appointed	United Way	2522.0	2014	0	United Way
Freudenthal, C	608	Customer Cent	30800	JEA Appointed	United Way	2542.0	2015	0	United Way
Freudenthal, C	608	Customer Cent	30800	JEA Appointed	United Way	2548.0	2016	0	United Way
Freudenthal, C	608	Customer Cent	30800	JEA Appointed	United Way	2352.0	2017	0	United Way
Freudenthal, C	608	Customer Cent	31010	JEA Appointed	Community He	16.0	2017	0	Community Health Charities
Freudenthal, C	608	Customer Cent	31010	JEA Appointed	United Way	196.0	2017	0	United Way
Freudenthal, C	608	JEA Tower, 9th	20100	JEA Appointed	United Way	873.0	2013	0	United Way
Frint, Kenneth	4264	W&S Treatmer	30136	LIUNA	United Way	130.0	2013	0	United Way
Frint, Kenneth	4264	W&S Treatmer	30136	LIUNA	United Way	130.0	2014	0	United Way
Frint, Kenneth	4264	W&S Treatmer	30136	LIUNA	United Way	130.0	2015	0	United Way
Frint, Kenneth	4264	W&S Treatmer	30136	LIUNA	United Way	130.0	2016	0	United Way
Frint, Kenneth	4264	W&S Treatmer	30136	LIUNA	United Way	130.0	2017	0	United Way
Fuller, Voncea	3025	JEA Tower, 12t	10500	JEA Appointed	Community He	50.0	2014	0	Community Health Charities
Fuller, Voncea	3025	JEA Tower, 12t	10500	JEA Appointed	Community He	50.0	2015	0	Community Health Charities
Fuller, Voncea	3025	JEA Tower, 12t	10500	JEA Appointed	Community He	50.0	2016	0	Community Health Charities
Fuller, Voncea	3025	JEA Tower, 12t	10500	JEA Appointed	Community He	50.0	2017	0	Community Health Charities
Fuller, Voncea	3025	JEA Tower, 12t	10500	JEA Appointed	United Way	260.0	2013	0	United Way
Fuller, Voncea	3025	JEA Tower, 12t	10500	JEA Appointed	United Way	360.0	2014	0	United Way
Fuller, Voncea	3025	JEA Tower, 12t	10500	JEA Appointed	United Way	631.6	2015	0	United Way
Fuller, Voncea	3025	JEA Tower, 12t	10500	JEA Appointed	United Way	642.6	2016	0	United Way
Fuller, Voncea	3025	JEA Tower, 12t	10500	JEA Appointed	United Way	390.0	2017	0	United Way
Fuller, Voncea	3025	JEA Tower, 12t	10500	JEA Appointed	United Way Special Inputs		2015	0	United Way
Fulmore-Hardv	7206	JEA Tower, 12t	A0350	JEA Appointed	Community Se	397.1	2013	8	Community Service Leave
Fulmore-Hardv	7206	JEA Tower, 12t	A0350	JEA Appointed	Community Se	465.4	2015	8	Community Service Leave
Fulmore-Hardv	7206	JEA Tower, 12t	A0350	JEA Appointed	United Way	1077.2	2013	0	United Way
Fulmore-Hardv	7206	JEA Tower, 12t	A0350	JEA Appointed	United Way	1100.1	2014	0	United Way
Fulmore-Hardv	7206	JEA Tower, 12t	A0350	JEA Appointed	United Way	1100.1	2015	0	United Way
Fulmore-Hardv	7206	JEA Tower, 12t	A0350	JEA Appointed	United Way	2069.6	2016	0	United Way
Fulmore-Hardv	7206	JEA Tower, 12t	A0350	JEA Appointed	United Way	253.9	2017	0	United Way
Fulop, Jerry E	3684	JEA Tower, 3rd	A0203	Professional En	Community He	251.4	2015	0	Community Health Charities
Fulop, Jerry E	3684	JEA Tower, 3rd	A0203	Professional En	Community Se	106.5	2015	3	Community Service Leave
Fulop, Jerry E	3684	JEA Tower, 3rd	A0203	Professional En	Community Se	109.7	2016	3	Community Service Leave
Fulop, Jerry E	3684	JEA Tower, 3rd	A0203	Professional En	Community Se	152.9	2017	4	Community Service Leave
Fulop, Jerry E	3684	JEA Tower, 3rd	A0203	Professional En	United Way	30.0	2014	0	United Way
Fulop, Jerry E	3684	JEA Tower, 3rd	A0203	Professional En	United Way	112.0	2015	0	United Way
Fulop, Jerry E	3684	JEA Tower, 3rd	A0203	Professional En	United Way	130.0	2016	0	United Way
Fulop, Jerry E	3684	JEA Tower, 3rd	A0203	Professional En	United Way	130.0	2017	0	United Way
Fulop, Jerry E	3684	WW-RT, Core (	A0203	Professional En	Community Se	104.6	2014	3	Community Service Leave
Fulop, Jerry E	3684	WW-RT, Core (	A0203	Professional En	United Way	52.0	2013	0	United Way
Fulop, Jerry E	3684	WW-RT, Core (	A0203	Professional En	United Way	22.0	2014	0	United Way
Funches, John	6195	CSC Commonw	40402	JEA IBEW	Community He	18.0	2014	0	Community Health Charities
Funches, John	6195	CSC Commonw	40402	JEA IBEW	United Way	10.0	2014	0	United Way
Funches, John	6195	CSC Commonw	40405	JEA Appointed	Community He	6.0	2017	0	Community Health Charities
Funches, John	6195	CSC Commonw	40405	JEA Appointed	United Way	50.0	2017	0	United Way
Funches, John	6195	CSC Commonw	40405	JEA IBEW	Community He	21.0	2014	0	Community Health Charities
Funches, John	6195	CSC Commonw	40405	JEA IBEW	United Way	55.0	2014	0	United Way
Funches, John	6195	CSC Commonw	40405	JEA IBEW	United Way	130.0	2015	0	United Way
Funches, John	6195	CSC Commonw	40405	JEA IBEW	United Way	130.0	2016	0	United Way
Funches, John	6195	CSC Commonw	40405	JEA IBEW	United Way	80.0	2017	0	United Way
Funches, John	6195	CSC Meter Sho	40402	JEA IBEW	Community He	9.0	2013	0	Community Health Charities
Funches, John	6195	CSC Meter Sho	40402	JEA IBEW	Community He	3.0	2014	0	Community Health Charities
Funches, John	6195	CSC Meter Sho	40402	JEA IBEW	United Way	3.0	2013	0	United Way
Funches, John	6195	CSC Meter Sho	40402	JEA IBEW	United Way	1.0	2014	0	United Way
Funches, John	6195	CSC Meter Sho	ZE000	JEA IBEW	Community He	3.0	2013	0	Community Health Charities
Funches, John	6195	CSC Meter Sho	ZE000	JEA IBEW	United Way	23.0	2013	0	United Way
Funches, John	6195	Customer Cent	40405	JEA IBEW	Community He	24.0	2014	0	Community Health Charities
Funches, John	6195	Customer Cent	40405	JEA IBEW	United Way	40.0	2014	0	United Way
Gallup, Alton C	1752	SSC Southside	30705	JEA Supervisor	United Way	390.0	2013	0	United Way

Gallup, Alton C	1752	SSC Southside	30705	JEA Supervisor	United Way	390.0	2014	0	United Way
Gallup, Alton C	1752	SSC Southside	30705	JEA Supervisor	United Way	390.0	2015	0	United Way
Gallup, Alton C	1752	SSC Southside	30705	JEA Supervisor	United Way	390.0	2016	0	United Way
Gallup, Alton C	1752	SSC Southside	30705	JEA Supervisor	United Way	105.0	2017	0	United Way
Galvan, Robert	8271	JEA Tower, 13t	B0010	JEA Appointed	Community He	10.0	2016	0	Community Health Charities
Galvan, Robert	8271	JEA Tower, 13t	B0010	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Galvan, Robert	8271	JEA Tower, 13t	B0010	JEA Appointed	Community Se	322.7	2017	6	Community Service Leave
Galvan, Robert	8271	JEA Tower, 13t	ZE000	JEA Appointed	Community He	10.0	2016	0	Community Health Charities
Galvan, Robert	8271	JEA Tower, 13t	ZE000	JEA Appointed	Community Se	418.8	2015	8	Community Service Leave
Galvan, Robert	8271	JEA Tower, 13t	ZE000	JEA Appointed	Community Se	418.8	2016	8	Community Service Leave
Galvan, Robert	8271	JEA Tower, 2nd	30901	Professional En	Community Se	372.5	2013	8	Community Service Leave
Galvan, Robert	8271	JEA Tower, 2nd	30901	Professional En	Community Se	380.7	2014	8	Community Service Leave
Galvin, Valeria	868	Customer Cent	40110	AFSCME	United Way	52.0	2013	0	United Way
Galvin, Valeria	868	Customer Cent	40110	AFSCME	United Way	52.0	2014	0	United Way
Galvin, Valeria	868	Customer Cent	40110	AFSCME	United Way	42.0	2015	0	United Way
Galvin, Valeria	868	Customer Cent	40120	AFSCME	Community He	3.0	2017	0	Community Health Charities
Galvin, Valeria	868	Customer Cent	40120	AFSCME	United Way	10.0	2015	0	United Way
Galvin, Valeria	868	Customer Cent	40120	AFSCME	United Way	52.0	2016	0	United Way
Galvin, Valeria	868	Customer Cent	40120	AFSCME	United Way	87.2	2017	0	United Way
Gamal, Doaa H	9312	JEA Tower, 13t	B0700	Professional En	Community He	30.0	2014	0	Community Health Charities
Gamal, Doaa H	9312	JEA Tower, 13t	B0700	Professional En	Community He	10.0	2016	0	Community Health Charities
Gamal, Doaa H	9312	JEA Tower, 13t	B0700	Professional En	Community He	57.5	2017	0	Community Health Charities
Gamal, Doaa H	9312	JEA Tower, 13t	B0700	Professional En	Community Se	192.7	2015	8	Community Service Leave
Gamal, Doaa H	9312	JEA Tower, 13t	B0700	Professional En	Community Se	148.9	2016	6	Community Service Leave
Gamal, Doaa H	9312	JEA Tower, 13t	B0700	Professional En	United Way	25.0	2015	0	United Way
Gamal, Doaa H	9312	JEA Tower, 13t	B0700	Professional En	United Way	38.0	2016	0	United Way
Gamal, Doaa H	9312	JEA Tower, 13t	B0700	Professional En	United Way	52.0	2017	0	United Way
Garcia, Jose De	5645	JEA Tower, 7th	40000	JEA Appointed	United Way	104.0	2013	0	United Way
Garcia, Jose De	5645	JEA Tower, 7th	40000	JEA Appointed	United Way	104.0	2014	0	United Way
Garcia, Jose De	5645	JEA Tower, 7th	40000	JEA Appointed	United Way	60.0	2015	0	United Way
Garcia, Jose De	5645	JEA Tower, 7th	40050	JEA Appointed	United Way	44.0	2015	0	United Way
Garcia, Jose De	5645	JEA Tower, 7th	40050	JEA Appointed	United Way	123.0	2016	0	United Way
Garcia, Jose De	5645	JEA Tower, 7th	40050	JEA Appointed	United Way	130.0	2017	0	United Way
Garcia, Marco	8258	WW-RT, Core C	30134	LIUNA	Community He	8.0	2015	0	Community Health Charities
Garcia, Marco	8258	WW-RT, Core C	30134	LIUNA	Community He	52.0	2016	0	Community Health Charities
Garcia, Marco	8258	WW-RT, Core C	30134	LIUNA	Community He	46.0	2017	0	Community Health Charities
Garcia, Marco	8258	WW-RT, Core C	30134	LIUNA	Community Se	260.2	2016	8	Community Service Leave
Gardner, Charl	9837	Customer Cent	40100	JEA Appointed	Community He	6.0	2017	0	Community Health Charities
Gardner, Charl	9837	Customer Cent	40100	JEA Appointed	Community Se	67.3	2017	2	Community Service Leave
Gardner, David	6617	Customer Cent	40111	JEA Appointed	United Way	460.0	2013	0	United Way
Gardner, David	6617	Customer Cent	40111	JEA Appointed	United Way	620.0	2014	0	United Way
Gardner, David	6617	Customer Cent	40111	JEA Appointed	United Way	50.0	2015	0	United Way
Gardner, David	6617	Customer Cent	40100	JEA Appointed	United Way	325.0	2015	0	United Way
Gardner, David	6617	Customer Cent	40110	JEA Appointed	Community Se	104.9	2015	3	Community Service Leave
Gardner, David	6617	Customer Cent	40110	JEA Appointed	United Way	275.0	2015	0	United Way
Gardner, David	6617	Customer Cent	40110	JEA Appointed	United Way	300.0	2016	0	United Way
Gariepy, Wayn	8143	SJRPP Plant	00451	SJRPP NBU	Community He	20.0	2016	0	Community Health Charities
Gariepy, Wayn	8143	SJRPP Plant	00451	SJRPP NBU	Community Se	445.4	2015	8	Community Service Leave
Gariepy, Wayn	8143	SJRPP Plant	00451	SJRPP NBU	Community Se	459.9	2016	8	Community Service Leave
Gariepy, Wayn	8143	SJRPP Plant	00451	SJRPP NBU	United Way	40.0	2014	0	United Way
Gariepy, Wayn	8143	SJRPP Plant	00451	SJRPP NBU	United Way	52.0	2015	0	United Way
Gariepy, Wayn	8143	SJRPP Plant	00451	SJRPP NBU	United Way	52.0	2016	0	United Way
Gariepy, Wayn	8143	SJRPP Plant	00451	SJRPP NBU	United Way	52.0	2017	0	United Way
Garland, Joann	9801	CSC Storeroom	A0411	AFSCME	Community He	6.0	2017	0	Community Health Charities
Garland, Joann	9801	CSC Storeroom	A0411	AFSCME	Community Se	75.7	2016	3	Community Service Leave
Garland, Joann	9801	CSC Storeroom	A0411	AFSCME	Community Se	67.9	2017	2.5	Community Service Leave
Garland, Joann	9801	CSC Storeroom	A0411	AFSCME	United Way	38.0	2017	0	United Way
Garland, John I	5944	NGS Northside	30300	JEA IBEW	Community Se	132.3	2013	4	Community Service Leave
Garraway, Pren	4325	WW-RT, South	30131	JEA Supervisor	Community He	150.0	2013	0	Community Health Charities
Garraway, Pren	4325	WW-RT, South	30131	JEA Supervisor	Community He	260.0	2014	0	Community Health Charities
Garraway, Pren	4325	WW-RT, South	30131	JEA Supervisor	Community He	220.0	2015	0	Community Health Charities
Garraway, Pren	4325	WW-RT, South	30131	JEA Supervisor	Community He	40.0	2016	0	Community Health Charities
Garraway, Pren	4325	WW-RT, South	30131	JEA Supervisor	Community He	260.0	2017	0	Community Health Charities
Garraway, Pren	4325	WW-RT, South	30131	JEA Supervisor	United Way	130.0	2013	0	United Way
Garraway, Pren	4325	WW-RT, South	30131	JEA Supervisor	United Way	130.0	2014	0	United Way
Garraway, Pren	4325	WW-RT, South	30131	JEA Supervisor	United Way	130.0	2015	0	United Way
Garraway, Pren	4325	WW-RT, South	30131	JEA Supervisor	United Way	225.0	2016	0	United Way
Garraway, Pren	4325	WW-RT, South	30131	JEA Supervisor	United Way	260.0	2017	0	United Way
Garvey-Ewan,	9908	JEA Tower, 12t	10500	JEA Appointed	Community Se	187.3	2017	8	Community Service Leave
Garvin, Brenda	910	Customer Cent	40110	AFSCME	United Way	52.0	2013	0	United Way
Garvin, Brenda	910	Customer Cent	40110	AFSCME	United Way	52.0	2014	0	United Way

Garvin, Brenda	910	Customer Cent	40110	AFSCME	United Way	8.0	2015	0	United Way
Gaughan, Laur	9536	JEA Tower, 15t	C0500	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Gaughan, Laur	9536	JEA Tower, 15t	C0500	JEA Appointed	Community He	52.0	2016	0	Community Health Charities
Gaughan, Laur	9536	JEA Tower, 15t	C0500	JEA Appointed	Community He	52.0	2017	0	Community Health Charities
Gaughan, Laur	9536	JEA Tower, 15t	C0500	JEA Appointed	Community Se	112.5	2015	3	Community Service Leave
Gaughan, Laur	9536	JEA Tower, 15t	C0500	JEA Appointed	Community Se	114.5	2016	3	Community Service Leave
Gaughan, Laur	9536	JEA Tower, 15t	C0500	JEA Appointed	Community Se	305.3	2017	8	Community Service Leave
Gaughan, Laur	9536	JEA Tower, 15t	C0500	JEA Appointed	United Way	38.0	2016	0	United Way
Gaughan, Laur	9536	JEA Tower, 15t	C0500	JEA Appointed	United Way	52.0	2017	0	United Way
Geiger, Greg R	7656	W&S Treatmer	30136	LIUNA	Community He	115.2	2016	0	Community Health Charities
Geiger, Joseph	8762	SJRPP Plant	00433	SJRPP Manage	Community He	33.1	2016	0	Community Health Charities
Geiger, Joseph	8762	SJRPP Plant	00433	SJRPP Manage	United Way	33.5	2016	0	United Way
Genslinger, Do	1595	NGS Northside	30200	JEA Appointed	Community He	90.0	2015	0	Community Health Charities
Genslinger, Do	1595	NGS Northside	30200	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
Genslinger, Do	1595	NGS Northside	30200	JEA Appointed	Community He	140.0	2017	0	Community Health Charities
Genslinger, Do	1595	NGS Northside	30300	JEA Supervisors	Community He	40.0	2014	0	Community Health Charities
Genslinger, Do	1595	NGS Northside	30300	JEA Supervisors	Community He	130.0	2015	0	Community Health Charities
Gentry, Carltor	9750	NGS Northside	30205	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Gentry, Carltor	9750	NGS Northside	30205	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
Gentry, Carltor	9750	NGS Northside	30205	JEA IBEW	United Way	95.0	2017	0	United Way
George, Rashic	8711	Customer Cent	A0504	JEA Appointed	Community Se	312.8	2013	8	Community Service Leave
George, Rashic	8711	Customer Cent	A0504	JEA Appointed	Community Se	156.4	2014	4	Community Service Leave
George, Rashic	8711	Customer Cent	A0504	JEA Appointed	United Way	52.0	2013	0	United Way
George, Rashic	8711	Customer Cent	A0504	JEA Appointed	United Way	412.0	2014	0	United Way
George, Rashic	8711	Customer Cent	A0504	JEA Appointed	United Way	380.0	2015	0	United Way
Gibson, Cody R	9874	W&S Wastewa	ZW000	LIUNA	Community He	6.0	2017	0	Community Health Charities
Gibson, Cody R	9874	W&S Wastewa	ZW000	LIUNA	Community He	49.5	2017	0	Community Health Charities
Gibson, Cody R	9874	W&S Wastewa	ZW000	LIUNA	Community He	41.9	2017	0	Community Health Charities
Gibson, Kelvin	4035	W&S Wastewa	30606	LIUNA	United Way	16.0	2014	0	United Way
Gibson, Kelvin	4035	W&S Wastewa	30607	LIUNA	United Way	40.0	2013	0	United Way
Gibson, Kelvin	4035	W&S Wastewa	30607	LIUNA	United Way	36.0	2014	0	United Way
Gibson, Kelvin	4035	W&S Wastewa	30607	LIUNA	United Way	12.0	2015	0	United Way
Giddens, Georg	247	SJRPP Plant	00452	SJRPP IBEW	Community He	130.0	2013	0	Community Health Charities
Giddens, Georg	247	SJRPP Plant	00452	SJRPP IBEW	Community He	110.0	2014	0	Community Health Charities
Giddens, Georg	247	SJRPP Plant	00452	SJRPP IBEW	United Way	130.0	2013	0	United Way
Giddens, Georg	247	SJRPP Plant	00452	SJRPP IBEW	United Way	130.0	2014	0	United Way
Giddens, Georg	247	SJRPP Plant	00452	SJRPP IBEW	United Way	25.0	2015	0	United Way
Gilbert, Todd A	9923	WW-RT, Core (	30134	LIUNA	Community He	30.0	2017	0	Community Health Charities
Gilchrist, Grant	8690	NGS Northside	30200	JEA Appointed	Community He	5.0	2017	0	Community Health Charities
Gilchrist, Grant	8690	NGS Northside	30200	JEA Appointed	United Way	40.0	2017	0	United Way
Gilchrist, Grant	8690	SJRPP Plant	00410	SJRPP NBU	Community He	20.0	2015	0	Community Health Charities
Gilchrist, Grant	8690	SJRPP Plant	00410	SJRPP NBU	Community He	130.0	2016	0	Community Health Charities
Gilchrist, Grant	8690	SJRPP Plant	00410	SJRPP NBU	Community He	110.0	2017	0	Community Health Charities
Gilchrist, Grant	8690	SJRPP Plant	00410	SJRPP NBU	Community Se	202.1	2015	3	Community Service Leave
Gilchrist, Grant	8690	SJRPP Plant	00410	SJRPP NBU	Community Se	277.5	2016	4	Community Service Leave
Gilchrist, Grant	8690	SJRPP Plant	00410	SJRPP NBU	United Way	220.0	2015	0	United Way
Gilchrist, Grant	8690	SJRPP Plant	00410	SJRPP NBU	United Way	260.0	2016	0	United Way
Gilchrist, Grant	8690	SJRPP Plant	00410	SJRPP NBU	United Way	220.0	2017	0	United Way
Gilchrist, Grant	8690	SJRPP Plant	00433	SJRPP NBU	Community He	110.0	2013	0	Community Health Charities
Gilchrist, Grant	8690	SJRPP Plant	00433	SJRPP NBU	United Way	100.0	2013	0	United Way
Gilchrist, Grant	8690	SJRPP Plant	00433	SJRPP NBU	United Way	130.0	2014	0	United Way
Gilchrist, Grant	8690	SJRPP Plant	00433	SJRPP NBU	United Way	10.0	2015	0	United Way
Gill, Christophe	3690	CSC Commonw	40402	JEA IBEW	Community He	24.0	2014	0	Community Health Charities
Gill, Christophe	3690	CSC Commonw	40402	JEA IBEW	United Way	12.0	2014	0	United Way
Gill, Christophe	3690	CSC Commonw	40405	JEA IBEW	Community He	28.0	2014	0	Community Health Charities
Gill, Christophe	3690	CSC Commonw	40405	JEA IBEW	United Way	22.0	2014	0	United Way
Gill, Christophe	3690	CSC Commonw	40405	JEA IBEW	United Way	52.0	2015	0	United Way
Gill, Christophe	3690	CSC Commonw	40405	JEA IBEW	United Way	52.0	2016	0	United Way
Gill, Christophe	3690	CSC Commonw	40405	JEA IBEW	United Way	52.0	2017	0	United Way
Gill, Christophe	3690	CSC Meter Sho	40402	JEA IBEW	Community He	16.0	2013	0	Community Health Charities
Gill, Christophe	3690	CSC Meter Sho	40402	JEA IBEW	Community He	4.0	2014	0	Community Health Charities
Gill, Christophe	3690	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Gill, Christophe	3690	CSC Meter Sho	40402	JEA IBEW	United Way	2.0	2014	0	United Way
Gill, Christophe	3690	Customer Cent	40405	JEA IBEW	Community He	32.0	2014	0	Community Health Charities
Gill, Christophe	3690	Customer Cent	40405	JEA IBEW	United Way	16.0	2014	0	United Way
Gill, Emily Rebe	9621	JEA Tower, 10t	A0600	Professional En	Community Se	108.4	2016	4	Community Service Leave
Gill, Emily Rebe	9621	JEA Tower, 10t	A0600	Professional En	Community Se	226.0	2017	8	Community Service Leave
Gillard, David A	487	Customer Cent	30801	JEA Supervisors	Community He	80.0	2014	0	Community Health Charities
Gillard, David A	487	Customer Cent	30801	JEA Supervisors	Community He	8.0	2016	0	Community Health Charities
Gillard, David A	487	Customer Cent	30801	JEA Supervisors	Community He	52.0	2017	0	Community Health Charities
Gillard, David A	487	Customer Cent	30801	JEA Supervisors	United Way	52.0	2013	0	United Way

Gillard, David A	487	Customer Cent	30801	JEA Supervisor	United Way	52.0	2014	0	United Way
Gillard, David A	487	Customer Cent	30801	JEA Supervisor	United Way	52.0	2015	0	United Way
Gillard, David A	487	Customer Cent	30801	JEA Supervisor	United Way	52.0	2016	0	United Way
Gillard, David A	487	Customer Cent	30801	JEA Supervisor	United Way	52.0	2017	0	United Way
Gillard, Larry E	2116	WW-RT, South	30131	LIUNA	Community He	20.0	2013	0	Community Health Charities
Gillard, Larry E	2116	WW-RT, South	30131	LIUNA	Community He	20.0	2016	0	Community Health Charities
Gillard, Larry E	2116	WW-RT, South	30131	LIUNA	Community He	121.0	2017	0	Community Health Charities
Gillard, Larry E	2116	WW-RT, South	30131	LIUNA	United Way	130.0	2013	0	United Way
Gillard, Larry E	2116	WW-RT, South	30131	LIUNA	United Way	130.0	2014	0	United Way
Gillard, Larry E	2116	WW-RT, South	30131	LIUNA	United Way	130.0	2015	0	United Way
Gillard, Larry E	2116	WW-RT, South	30131	LIUNA	United Way	130.0	2016	0	United Way
Gillard, Larry E	2116	WW-RT, South	30131	LIUNA	United Way	130.0	2017	0	United Way
Gillean, Keith L	7517	NGS Northside	20300	Professional En	United Way	130.0	2013	0	United Way
Gillean, Keith L	7517	NGS Northside	20300	Professional En	United Way	130.0	2014	0	United Way
Gillean, Keith L	7517	NGS Northside	20300	Professional En	United Way	130.0	2015	0	United Way
Gillean, Keith L	7517	NGS Northside	20300	Professional En	United Way	35.0	2016	0	United Way
Gillespie, Travi	9147	SJRPP Plant	00451	SJRPP Manage	Community Se	178.9	2014	8	Community Service Leave
Gillespie, Travi	9147	SJRPP Plant	00451	SJRPP Manage	Community Se	192.7	2015	8	Community Service Leave
Gillespie, Travi	9147	SJRPP Plant	00451	SJRPP Manage	Community Se	230.8	2016	8	Community Service Leave
Gillette, Martin	8693	NGS Northside	30202	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Gillette, Martin	8693	NGS Northside	30202	JEA IBEW	Community He	76.0	2017	0	Community Health Charities
Gilner, James R	7265	NGS Northside	30202	JEA IBEW	Community He	246.2	2016	0	Community Health Charities
Gilner, James R	7265	NGS Northside	30202	JEA IBEW	Community He	160.8	2017	0	Community Health Charities
Gilner, James R	7265	NGS Northside	30202	JEA IBEW	Community He	181.6	2017	0	Community Health Charities
Glennon, Thon	5262	SJRPP Plant	00461	SJRPP Manage	Community He	20.0	2013	0	Community Health Charities
Glennon, Thon	5262	SJRPP Plant	00461	SJRPP Manage	Community He	110.0	2014	0	Community Health Charities
Glomsten, Mad	9386	JEA Tower, 12t	10500	JEA Appointed	Community Se	182.7	2014	4	Community Service Leave
Glomsten, Mad	9386	JEA Tower, 12t	10500	JEA Appointed	Community Se	190.0	2016	4	Community Service Leave
Glover, Margar	5899	Customer Cent	40304	AFSCME	Community Se	256.0	2013	12.3	Community Service Leave
Glover, Margar	5899	Customer Cent	40304	AFSCME	Community Se	127.0	2016	5	Community Service Leave
Glover, Margar	5899	Customer Cent	40304	AFSCME	Community Se	203.1	2017	8	Community Service Leave
Glover, Sherry	4257	JEA Tower, 7th	40303	AFSCME	Community He	5.0	2013	0	Community Health Charities
Glover, Sherry	4257	JEA Tower, 7th	40303	AFSCME	Community Se	76.2	2016	3	Community Service Leave
Gochnour, Larr	70	SJRPP Plant	00443	SJRPP Manage	Community He	110.0	2013	0	Community Health Charities
Gochnour, Larr	70	SJRPP Plant	00443	SJRPP Manage	United Way	200.0	2014	0	United Way
Gochnour, Larr	70	SJRPP Plant	00443	SJRPP Manage	United Way	60.0	2015	0	United Way
Godwin, Lyndo	2262	WW-RT, West	30135	LIUNA	United Way	130.0	2013	0	United Way
Godwin, Lyndo	2262	WW-RT, West	30135	LIUNA	United Way	130.0	2014	0	United Way
Godwin, Lyndo	2262	WW-RT, West	30135	LIUNA	United Way	130.0	2015	0	United Way
Godwin, Lyndo	2262	WW-RT, West	30135	LIUNA	United Way	130.0	2016	0	United Way
Godwin, Lyndo	2262	WW-RT, West	30135	LIUNA	United Way	130.0	2017	0	United Way
Golden, Paige	5221	Customer Cent	40110	JEA Supervisor	United Way	4.0	2013	0	United Way
Goldman, Alan	2371	JEA Tower, 14t	C0200	JEA Appointed	Community Se	392.2	2016	8	Community Service Leave
Goldman, Alan	2371	JEA Tower, 14t	C0200	JEA Appointed	Community Se	392.2	2017	8	Community Service Leave
Goldman, Alan	2371	JEA Tower, 15t	C0200	JEA Appointed	Community Se	172.8	2013	4	Community Service Leave
Goldman, Alan	2371	JEA Tower, 15t	C0200	JEA Appointed	Community Se	184.8	2014	4	Community Service Leave
Goldman, Alan	2371	JEA Tower, 15t	C0200	JEA Appointed	Community Se	192.2	2015	4	Community Service Leave
Gomez, Sixto J	1657	SSC Southside	30704	JEA IBEW	Community Se	563.4	2015	16	Community Service Leave
Gonzales, Man	9141	WW-RT, Core C	30140	LIUNA	Community He	20.0	2014	0	Community Health Charities
Gonzalez, Cata	9511	JEA Tower, 4th	20500	AFSCME	Community He	20.0	2015	0	Community Health Charities
Gonzalez, Cata	9511	JEA Tower, 4th	20500	AFSCME	Community He	110.0	2016	0	Community Health Charities
Gonzalez, Cata	9511	JEA Tower, 4th	20500	AFSCME	Community He	6.0	2017	0	Community Health Charities
Gonzalez, Cata	9511	JEA Tower, 4th	20500	AFSCME	Community Se	170.2	2017	8	Community Service Leave
Gonzalez, Fred	9779	KENNEDY PUM	30111	Professional En	Community He	85.7	2017	0	Community Health Charities
Gonzalez, Fred	9779	KENNEDY PUM	30111	Professional En	Community He	75.9	2017	0	Community Health Charities
Goode, Rhonda	3542	JEA Tower, 11t	E0000	JEA Appointed	Community He	20.0	2014	0	Community Health Charities
Goode, Rhonda	3542	JEA Tower, 11t	E0000	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Goode, Rhonda	3542	JEA Tower, 11t	E0000	JEA Appointed	Community He	60.0	2016	0	Community Health Charities
Goode, Rhonda	3542	JEA Tower, 11t	E0000	JEA Appointed	Community Se	125.2	2015	4	Community Service Leave
Goode, Rhonda	3542	JEA Tower, 11t	E0000	JEA Appointed	United Way	55.0	2014	0	United Way
Goode, Rhonda	3542	JEA Tower, 11t	E0000	JEA Appointed	United Way	130.0	2015	0	United Way
Goode, Rhonda	3542	JEA Tower, 11t	E0000	JEA Appointed	United Way	115.4	2016	0	United Way
Goode, Rhonda	3542	JEA Tower, 15t	E0000	JEA Appointed	Community He	70.0	2016	0	Community Health Charities
Goode, Rhonda	3542	JEA Tower, 15t	E0000	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Goode, Rhonda	3542	JEA Tower, 15t	E0000	JEA Appointed	United Way	70.0	2016	0	United Way
Goode, Rhonda	3542	JEA Tower, 15t	E0000	JEA Appointed	United Way	130.0	2017	0	United Way
Goode, Rhonda	3542	JEA Tower, 9th	E0000	JEA Appointed	Community He	25.0	2013	0	Community Health Charities
Goode, Rhonda	3542	JEA Tower, 9th	E0000	JEA Appointed	United Way	130.0	2013	0	United Way
Goode, Rhonda	3542	JEA Tower, 9th	E0000	JEA Appointed	United Way	75.0	2014	0	United Way
Goodin, Richar	2852	CSC Commonw	30702	JEA IBEW	Community He	15.0	2017	0	Community Health Charities
Goodin, Richar	2852	CSC Commonw	30702	JEA IBEW	Community Se	140.8	2015	4	Community Service Leave

Goodin, Richar	2852	CSC Commonw	30702	JEA IBEW	United Way	130.0	2013	0	United Way
Goodin, Richar	2852	CSC Commonw	30702	JEA IBEW	United Way	30.0	2014	0	United Way
Goodrich, Willi	3038	JEA Tower, 10t	10220	Professional En	Community Se	807.7	2015	16	Community Service Leave
Goodrich, Willi	3038	JEA Tower, 10t	10220	Professional En	Community Se	423.3	2016	8	Community Service Leave
Goodrich, Willi	3038	JEA Tower, 10t	10220	Professional En	Community Se	423.3	2017	8	Community Service Leave
Goodwin, Bruc	1717	JEA Brandy Bra	30402	JEA IBEW	Community He	260.0	2013	0	Community Health Charities
Goodwin, Bruc	1717	JEA Brandy Bra	30402	JEA IBEW	Community He	90.0	2014	0	Community Health Charities
Goodwin, Bruc	1717	JEA Brandy Bra	30402	JEA IBEW	United Way	70.0	2013	0	United Way
Goodwin, Sara	9152	SJRPP Plant	00451	SJRPP Manage	Community Se	230.8	2016	8	Community Service Leave
Goodwin, Sara	9152	SJRPP Plant	00451	SJRPP NBU	Community Se	238.5	2017	8	Community Service Leave
Gosendi, Victo	724	JEA Tower, 15t	C0500	JEA Appointed	Community Se	563.5	2013	16	Community Service Leave
Gosendi, Victo	724	JEA Tower, 15t	C0500	JEA Appointed	Community Se	313.4	2016	8	Community Service Leave
Goss, Suzanne	1952	JEA Tower, 11t	E0000	JEA Appointed	Community He	170.0	2014	0	Community Health Charities
Goss, Suzanne	1952	JEA Tower, 11t	E0000	JEA Appointed	Community He	260.0	2015	0	Community Health Charities
Goss, Suzanne	1952	JEA Tower, 11t	E0000	JEA Appointed	Community He	120.0	2016	0	Community Health Charities
Goss, Suzanne	1952	JEA Tower, 11t	E0000	JEA Appointed	Community Se	133.0	2014	3.5	Community Service Leave
Goss, Suzanne	1952	JEA Tower, 11t	E0000	JEA Appointed	Community Se	182.6	2015	8	Community Service Leave
Goss, Suzanne	1952	JEA Tower, 11t	E0000	JEA Appointed	Community Se	365.3	2016	8	Community Service Leave
Goss, Suzanne	1952	JEA Tower, 11t	E0000	JEA Appointed	United Way	170.0	2014	0	United Way
Goss, Suzanne	1952	JEA Tower, 11t	E0000	JEA Appointed	United Way	260.0	2015	0	United Way
Goss, Suzanne	1952	JEA Tower, 11t	E0000	JEA Appointed	United Way	160.4	2016	0	United Way
Goss, Suzanne	1952	JEA Tower, 15t	E0000	JEA Appointed	Community He	140.0	2016	0	Community Health Charities
Goss, Suzanne	1952	JEA Tower, 15t	E0000	JEA Appointed	Community He	260.0	2017	0	Community Health Charities
Goss, Suzanne	1952	JEA Tower, 15t	E0000	JEA Appointed	United Way	140.0	2016	0	United Way
Goss, Suzanne	1952	JEA Tower, 15t	E0000	JEA Appointed	United Way	260.0	2017	0	United Way
Goss, Suzanne	1952	JEA Tower, 9th	E0000	JEA Appointed	Community He	40.0	2013	0	Community Health Charities
Goss, Suzanne	1952	JEA Tower, 9th	E0000	JEA Appointed	Community He	90.0	2014	0	Community Health Charities
Goss, Suzanne	1952	JEA Tower, 9th	E0000	JEA Appointed	Community Se	177.3	2014	3.5	Community Service Leave
Goss, Suzanne	1952	JEA Tower, 9th	E0000	JEA Appointed	United Way	260.0	2013	0	United Way
Goss, Suzanne	1952	JEA Tower, 9th	E0000	JEA Appointed	United Way	90.0	2014	0	United Way
Gossett, Georg	4813	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Gossett, Georg	4813	CSC Meter Sho	40402	JEA IBEW	United Way	26.0	2014	0	United Way
Graham, Phillip	9526	CSC Commonw	40403	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Graham, Phillip	9526	CSC Commonw	40403	JEA IBEW	Community He	65.0	2016	0	Community Health Charities
Graham, Phillip	9526	CSC Meter Sho	40402	JEA IBEW	Community He	45.0	2016	0	Community Health Charities
Graham, Phillip	9526	CSC Meter Sho	40402	JEA IBEW	Community Se	157.7	2017	8	Community Service Leave
Granacher, Sco	1846	Customer Cent	40304	JEA Appointed	Community He	260.0	2013	0	Community Health Charities
Granacher, Sco	1846	Customer Cent	40304	JEA Appointed	Community He	190.0	2014	0	Community Health Charities
Granacher, Sco	1846	Customer Cent	40304	JEA Appointed	United Way	1001.0	2013	0	United Way
Granacher, Sco	1846	Customer Cent	40304	JEA Appointed	United Way	731.5	2014	0	United Way
Granacher, Sco	1846	JEA Tower, 15t	40400	JEA Appointed	Community He	30.0	2014	0	Community Health Charities
Granacher, Sco	1846	JEA Tower, 15t	40400	JEA Appointed	United Way	231.0	2014	0	United Way
Granger, Jocely	7999	JEA Tower, 13t	B0500	JEA Appointed	Community He	20.0	2013	0	Community Health Charities
Granger, Jocely	7999	JEA Tower, 13t	B0500	JEA Appointed	Community Se	420.6	2013	8	Community Service Leave
Granger, Jocely	7999	JEA Tower, 13t	B0500	JEA Appointed	Community Se	420.6	2014	8	Community Service Leave
Granger, Jocely	7999	JEA Tower, 13t	B0500	JEA Appointed	Community Se	433.3	2015	8	Community Service Leave
Granger, Jocely	7999	JEA Tower, 13t	B0500	JEA Appointed	Community Se	445.2	2016	8	Community Service Leave
Granger, Jocely	7999	JEA Tower, 13t	B0500	JEA Appointed	Community Se	458.6	2017	8	Community Service Leave
Granger, Jocely	7999	JEA Tower, 13t	B0500	JEA Appointed	United Way	52.0	2013	0	United Way
Granger, Jocely	7999	JEA Tower, 13t	B0500	JEA Appointed	United Way	52.0	2014	0	United Way
Granger, Jocely	7999	JEA Tower, 13t	B0500	JEA Appointed	United Way	32.0	2015	0	United Way
Grant, Michael	8109	CSC Meter Sho	40403	JEA IBEW	Community He	30.0	2017	0	Community Health Charities
Grant, Michael	8109	CSC Meter Sho	40403	JEA IBEW	Community He	78.7	2017	0	Community Health Charities
Grant, Michael	8109	CSC Meter Sho	40403	JEA IBEW	Community He	66.7	2017	0	Community Health Charities
Grant, Michael	8109	CSC Meter Sho	40403	JEA IBEW	United Way	200.0	2015	0	United Way
Grant, Michael	8109	CSC Meter Sho	40403	JEA IBEW	United Way	260.0	2016	0	United Way
Grant, Michael	8109	CSC Meter Sho	40403	JEA IBEW	United Way	260.0	2017	0	United Way
Grant, Wesley	2173	SJRPP Training	A0104	JEA Appointed	Community Se	382.8	2015	4	Community Service Leave
Grant, Wesley	2173	SJRPP Training	A0104	JEA Appointed	United Way	52.0	2013	0	United Way
Grant, Wesley	2173	SJRPP Training	A0104	JEA Appointed	United Way	52.0	2014	0	United Way
Grant, Wesley	2173	SJRPP Training	A0104	JEA Appointed	United Way	34.0	2015	0	United Way
Grant, Wesley	2173	WSC Westside	A0104	JEA Appointed	Community Se	0.0	2015	4	Community Service Leave
Grant, Wesley	2173	WSC Westside	A0104	JEA Appointed	Community Se	191.4	2016	4	Community Service Leave
Grant, Wesley	2173	WSC Westside	A0104	JEA Appointed	United Way	18.0	2015	0	United Way
Grant, Wesley	2173	WSC Westside	A0104	JEA Appointed	United Way	52.0	2016	0	United Way
Grant, Wesley	2173	WSC Westside	A0104	JEA Appointed	United Way	52.0	2017	0	United Way
Graves, Robert	8794	WW-RT, Core C	30140	LIUNA	Community He	95.0	2015	0	Community Health Charities
Graves, Robert	8794	WW-RT, Core C	30140	LIUNA	Community He	130.0	2016	0	Community Health Charities
Graves, Robert	8794	WW-RT, Core C	30140	LIUNA	Community He	115.0	2017	0	Community Health Charities
Graves, Robert	8794	WW/RT, North	30132	LIUNA	Community He	20.0	2014	0	Community Health Charities
Graves, Robert	8794	WW/RT, North	30132	LIUNA	Community He	35.0	2015	0	Community Health Charities

Graves, Robert	8794	WW/RT, North	30132	LIUNA	Community Se	237.3	2015	8	Community Service Leave
Gray, Jessica M	8999	JEA Tower, 5th	20201	JEA IBEW	Community He	4.0	2014	0	Community Health Charities
Gray, Jessica M	8999	JEA Tower, 5th	20201	JEA IBEW	Community He	30.0	2015	0	Community Health Charities
Gray, Jessica M	8999	JEA Tower, 5th	20201	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Gray, Jessica M	8999	JEA Tower, 5th	20201	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Gray, Mark S	284	SJRPP Plant	00461	SJRPP NBU	Community He	21.0	2013	0	Community Health Charities
Gray, Mark S	284	SJRPP Plant	00461	SJRPP NBU	Community Se	480.9	2013	8	Community Service Leave
Gray, Mark S	284	SJRPP Plant	00461	SJRPP NBU	United Way	21.0	2013	0	United Way
Grayson, Clare	3097	Customer Cent	A0103	JEA Appointed	Community He	10.0	2016	0	Community Health Charities
Grayson, Clare	3097	Customer Cent	A0103	JEA Appointed	Community He	10.0	2017	0	Community Health Charities
Grayson, Clare	3097	Customer Cent	A0103	JEA Appointed	Community Se	252.5	2016	7.5	Community Service Leave
Grayson, Clare	3097	Customer Cent	A0103	JEA Appointed	Community Se	190.7	2017	7	Community Service Leave
Grayson, Clare	3097	Customer Cent	A0103	JEA Appointed	United Way	115.0	2016	0	United Way
Grayson, Clare	3097	Customer Cent	A0103	JEA Appointed	United Way	130.0	2017	0	United Way
Grayson, Clare	3097	Customer Cent	A0103	JEA Manageria	Community Se	123.3	2013	4	Community Service Leave
Grayson, Clare	3097	Customer Cent	A0103	JEA Manageria	Community Se	246.6	2014	8	Community Service Leave
Grayson, Clare	3097	Customer Cent	A0103	JEA Manageria	Community Se	252.2	2015	8	Community Service Leave
Grayson, Clare	3097	Customer Cent	A0103	JEA Manageria	United Way	130.0	2013	0	United Way
Grayson, Clare	3097	Customer Cent	A0103	JEA Manageria	United Way	130.0	2014	0	United Way
Grayson, Clare	3097	Customer Cent	A0103	JEA Manageria	United Way	130.0	2015	0	United Way
Grayson, Clare	3097	Customer Cent	A0103	JEA Manageria	United Way	15.0	2016	0	United Way
Green, Melissa	9115	Customer Cent	40800	JEA Appointed	Community He	16.0	2013	0	Community Health Charities
Green, Melissa	9115	Customer Cent	40800	JEA Appointed	Community He	28.0	2014	0	Community Health Charities
Green, Melissa	9115	Customer Cent	40800	JEA Appointed	Community Se	176.7	2014	5	Community Service Leave
Green, Melissa	9115	Customer Cent	40800	JEA Appointed	United Way	300.0	2013	0	United Way
Green, Melissa	9115	Customer Cent	40800	JEA Appointed	United Way	100.0	2014	0	United Way
Green, Melissa	9115	Customer Cent	40820	JEA Appointed	Community He	60.0	2014	0	Community Health Charities
Green, Melissa	9115	Customer Cent	40820	JEA Appointed	United Way	170.0	2014	0	United Way
Greene, Leah C	9291	JEA Tower, 3rd	A0203	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Greene, Leah C	9291	JEA Tower, 3rd	A0203	JEA Appointed	Community He	44.0	2016	0	Community Health Charities
Greene, Leah C	9291	JEA Tower, 3rd	A0203	JEA Appointed	Community He	15.0	2017	0	Community Health Charities
Greene, Leah C	9291	JEA Tower, 3rd	A0203	JEA Appointed	Community Se	132.7	2014	3	Community Service Leave
Greene, Leah C	9291	JEA Tower, 3rd	A0203	JEA Appointed	Community Se	364.6	2015	8	Community Service Leave
Greene, Leah C	9291	JEA Tower, 3rd	A0203	JEA Appointed	Community Se	231.6	2016	5	Community Service Leave
Greene, Leah C	9291	JEA Tower, 3rd	A0203	JEA Appointed	Community Se	166.0	2017	3.5	Community Service Leave
Greene, Leah C	9291	JEA Tower, 3rd	A0203	JEA Appointed	United Way	100.0	2014	0	United Way
Greene, Leah C	9291	JEA Tower, 3rd	A0203	JEA Appointed	United Way	130.0	2015	0	United Way
Greene, Leah C	9291	JEA Tower, 3rd	A0203	JEA Appointed	United Way	130.0	2016	0	United Way
Greene, Leah C	9291	JEA Tower, 3rd	A0203	JEA Appointed	United Way	130.0	2017	0	United Way
Greenleaf, Bar	439	JEA Tower, 14t	C0100	JEA Appointed	Community Se	224.0	2016	4	Community Service Leave
Greenleaf, Bar	439	JEA Tower, 14t	C0100	JEA Appointed	Community Se	448.0	2017	8	Community Service Leave
Greenleaf, Bar	439	JEA Tower, 14t	C0100	JEA Appointed	United Way	312.0	2013	0	United Way
Greenleaf, Bar	439	JEA Tower, 14t	C0100	JEA Appointed	United Way	312.0	2014	0	United Way
Greenleaf, Bar	439	JEA Tower, 14t	C0100	JEA Appointed	United Way	312.0	2015	0	United Way
Greenleaf, Bar	439	JEA Tower, 14t	C0100	JEA Appointed	United Way	312.0	2016	0	United Way
Greenleaf, Bar	439	JEA Tower, 14t	C0100	JEA Appointed	United Way	369.0	2017	0	United Way
Greenwood, Cl	478	Customer Cent	40120	AFSCME	Community Se	997.9	2013	38	Community Service Leave
Greenwood, Cl	478	JEA Tower, 7th	40000	Professional En	Community Se	167.3	2015	6	Community Service Leave
Greenwood, Cl	478	JEA Tower, 7th	40050	Professional En	Community Se	174.5	2016	6	Community Service Leave
Greenwood, Cl	478	JEA Tower, 7th	40050	Professional En	Community Se	197.7	2017	6.5	Community Service Leave
Gregg, Brian K	7549	WSC Westside	30704	JEA IBEW	Community He	66.0	2013	0	Community Health Charities
Gregg, Brian K	7549	WSC Westside	30704	JEA IBEW	United Way	26.0	2013	0	United Way
Gregg, Brian K	7549	WSC Westside	30704	JEA IBEW	United Way	26.0	2014	0	United Way
Gregg, Brian K	7549	WSC Westside	30704	JEA IBEW	United Way	7.0	2015	0	United Way
Gregorio, Benh	8703	NGS Northside	30202	JEA Supervisor	Community He	35.8	2017	0	Community Health Charities
Gregorio, Benh	8703	NGS Northside	30202	JEA Supervisor	Community He	40.4	2017	0	Community Health Charities
Gregus, Mary M	4301	W&S Treatmer	30136	LIUNA	Community He	10.0	2017	0	Community Health Charities
Gregus, Mary M	4301	W&S Treatmer	30136	LIUNA	United Way	130.0	2013	0	United Way
Gregus, Mary M	4301	W&S Treatmer	30136	LIUNA	United Way	130.0	2014	0	United Way
Gregus, Mary M	4301	W&S Treatmer	30136	LIUNA	United Way	130.0	2015	0	United Way
Gregus, Mary M	4301	W&S Treatmer	30136	LIUNA	United Way	130.0	2016	0	United Way
Gregus, Mary M	4301	W&S Treatmer	30136	LIUNA	United Way	130.0	2017	0	United Way
Gresham, Ama	8931	NGS Northside	30205	JEA Appointed	Community Se	341.9	2017	8	Community Service Leave
Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	Community He	40.0	2014	0	Community Health Charities
Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	Community He	220.0	2015	0	Community Health Charities
Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	Community He	20.0	2016	0	Community Health Charities
Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	Community He	115.0	2017	0	Community Health Charities
Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	Community Se	178.3	2015	4	Community Service Leave
Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	Community Se	356.6	2016	8	Community Service Leave
Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	Community Se	181.8	2017	4	Community Service Leave
Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	United Way	260.0	2013	0	United Way

Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	United Way	260.0	2014	0	United Way
Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	United Way	260.0	2015	0	United Way
Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	United Way	260.0	2016	0	United Way
Grey, Teri L (Le	1563	JEA Tower, 13t	B0700	Professional En	United Way	108.0	2017	0	United Way
Griffin, Aaron T	9298	SJRPP Plant	00437	SJRPP IBEW	Community He	8.0	2016	0	Community Health Charities
Griffin, Aaron T	9298	SJRPP Plant	00437	SJRPP IBEW	Community He	46.0	2017	0	Community Health Charities
Griffin, Gary E	8776	SSC Southside	30704	JEA IBEW	United Way Or	63.6	2017	0	United Way
Griffin, Shaun E	9762	W&S Wastewa	30604	LIUNA	Community He	34.6	2017	0	Community Health Charities
Griffin, Shaun E	9762	W&S Wastewa	30604	LIUNA	Community He	29.3	2017	0	Community Health Charities
Griffis, Daniel C	5888	JEA Tower, 11t	40230	JEA IBEW	Community He	15.0	2017	0	Community Health Charities
Griffis, Daniel C	5888	JEA Tower, 11t	40230	JEA IBEW	United Way	55.0	2017	0	United Way
Griffis, Daniel C	5888	JEA Tower, 11t	40230	JEA Manageria	United Way	75.0	2017	0	United Way
Griffis, Daniel C	5888	JEA Tower, 11t	40230	JEA Supervisor	United Way	15.0	2016	0	United Way
Griffis, Daniel C	5888	JEA Tower, 4th	40230	JEA Supervisor	United Way	130.0	2013	0	United Way
Griffis, Daniel C	5888	JEA Tower, 4th	40230	JEA Supervisor	United Way	40.0	2014	0	United Way
Griffis, Daniel C	5888	JEA Tower, 9th	40230	JEA Supervisor	United Way	90.0	2014	0	United Way
Griffis, Daniel C	5888	JEA Tower, 9th	40230	JEA Supervisor	United Way	130.0	2015	0	United Way
Griffis, Daniel C	5888	JEA Tower, 9th	40230	JEA Supervisor	United Way	115.0	2016	0	United Way
Grinde, Steven	9212	NGS Northside	30300	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Grinde, Steven	9212	NGS Northside	30300	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Grinde, Steven	9212	NGS Northside	30300	JEA IBEW	Community He	130.0	2017	0	Community Health Charities
Gripon, Reynal	6470	JEA Tower, 15t	40400	JEA Appointed	United Way	200.0	2013	0	United Way
Gripon, Reynal	6470	JEA Tower, 15t	40400	JEA Appointed	United Way	40.0	2014	0	United Way
Groff, Colin D	3051	JEA Tower, 14t	30608	JEA Appointed	United Way	10.0	2013	0	United Way
Groff, Colin D	3051	JEA Tower, 14t	30608	JEA Appointed	United Way	90.0	2014	0	United Way
Groff, Colin D	3051	JEA Tower, 5th	30608	JEA Appointed	United Way	70.0	2014	0	United Way
Groff, Colin D	3051	W&S Treatmer	30110	JEA Appointed	United Way	25.0	2013	0	United Way
Groff, Colin D	3051	W&S Treatmer	30608	JEA Appointed	United Way	80.0	2013	0	United Way
Groff, Colin D	3051	W&S Treatmer	40308	JEA Appointed	United Way	115.0	2013	0	United Way
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	Community Se	477.2	2013	8	Community Service Leave
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	Community Se	501.1	2014	8	Community Service Leave
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	United Way	130.0	2013	0	United Way
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	United Way	830.0	2014	0	United Way
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	United Way	120.0	2015	0	United Way
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	Community He	260.0	2017	0	Community Health Charities
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	Community Se	501.1	2016	8	Community Service Leave
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	Community Se	196.5	2017	9	Community Service Leave
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	United Way	1120.0	2015	0	United Way
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	United Way	1680.0	2016	0	United Way
Growcock, Rob	2584	Customer Cent	40800	JEA Appointed	United Way	2010.0	2017	0	United Way
Guevarra, Larn	449	JEA Tower, 10t	20300	Professional En	Community He	220.0	2013	0	Community Health Charities
Guevarra, Larn	449	JEA Tower, 10t	20300	Professional En	United Way	511.8	2013	0	United Way
Guevarra, Larn	449	JEA Tower, 10t	20300	Professional En	United Way	220.0	2014	0	United Way
Guevarra, Larn	449	NGS Northside	20300	Professional En	Community Se	368.9	2014	8	Community Service Leave
Guevarra, Larn	449	NGS Northside	20300	Professional En	Community Se	376.0	2015	8	Community Service Leave
Guevarra, Larn	449	NGS Northside	20300	Professional En	Community Se	388.5	2016	8	Community Service Leave
Guevarra, Larn	449	NGS Northside	20300	Professional En	Community Se	396.2	2017	8	Community Service Leave
Guevarra, Larn	449	NGS Northside	20300	Professional En	United Way	300.0	2014	0	United Way
Guevarra, Larn	449	NGS Northside	20300	Professional En	United Way	520.0	2015	0	United Way
Guevarra, Larn	449	NGS Northside	20300	Professional En	United Way	520.0	2016	0	United Way
Guevarra, Larn	449	NGS Northside	20300	Professional En	United Way	520.0	2017	0	United Way
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	Community He	163.2	2015	0	Community Health Charities
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	Community He	100.0	2017	0	Community Health Charities
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	Community He	84.1	2016	0	Community Health Charities
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	Community He	88.5	2017	0	Community Health Charities
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	Community Se	407.5	2015	9	Community Service Leave
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	Community Se	379.7	2016	8	Community Service Leave
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	Community Se	100.0	2017	8	Community Service Leave
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	United Way	46.0	2013	0	United Way
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	United Way	52.0	2014	0	United Way
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	United Way	52.0	2015	0	United Way
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	United Way	52.0	2016	0	United Way
Guiler, Donna I	5165	JEA Tower, 13t	B0010	Professional En	United Way	52.0	2017	0	United Way
Gumera, Epifar	9745	JEA Tower, 6th	A0201	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
Gumera, Epifar	9745	JEA Tower, 6th	A0201	JEA Appointed	Community He	140.0	2017	0	Community Health Charities
Gumera, Epifar	9745	JEA Tower, 6th	A0201	JEA Appointed	Community Se	115.4	2017	0	Community Service Leave
Gumera, Epifar	9745	JEA Tower, 6th	A0201	JEA Appointed	United Way	150.0	2016	0	United Way
Gumera, Epifar	9745	JEA Tower, 6th	A0201	JEA Appointed	United Way	140.0	2017	0	United Way
Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	Community He	30.0	2014	0	Community Health Charities
Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	Community He	280.0	2015	0	Community Health Charities

Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	Community He	390.0	2016	0	Community Health Charities
Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	Community He	375.0	2017	0	Community Health Charities
Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	Community He	128.7	2016	0	Community Health Charities
Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	Community Se	285.5	2015	8	Community Service Leave
Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	Community Se	581.1	2016	16	Community Service Leave
Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	Community Se	153.9	2017	8	Community Service Leave
Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	United Way	30.0	2014	0	United Way
Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	United Way	260.0	2015	0	United Way
Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	United Way	291.6	2016	0	United Way
Gutierrez, Edga	8834	JEA Tower, 12t	10001	JEA Appointed	United Way	260.0	2017	0	United Way
Gutierrez, Edga	8834	JEA Tower, 3rd	A0300	JEA Manageria	Community He	260.0	2013	0	Community Health Charities
Gutierrez, Edga	8834	JEA Tower, 3rd	A0300	JEA Manageria	Community He	230.0	2014	0	Community Health Charities
Gutierrez, Edga	8834	JEA Tower, 3rd	A0300	JEA Manageria	Community Se	521.1	2013	16	Community Service Leave
Gutierrez, Edga	8834	JEA Tower, 3rd	A0300	JEA Manageria	Community Se	521.1	2014	16	Community Service Leave
Gutierrez, Edga	8834	JEA Tower, 3rd	A0300	JEA Manageria	United Way	130.0	2013	0	United Way
Gutierrez, Edga	8834	JEA Tower, 3rd	A0300	JEA Manageria	United Way	200.0	2014	0	United Way
Gutierrez, Vale	557	CSC Commonw	30703	JEA IBEW	Community He	8.0	2014	0	Community Health Charities
Gutierrez, Vale	557	CSC Commonw	30703	JEA IBEW	Community He	36.0	2015	0	Community Health Charities
Gutierrez, Vale	557	CSC Commonw	30703	JEA IBEW	United Way	52.0	2013	0	United Way
Gutierrez, Vale	557	CSC Commonw	30703	JEA IBEW	United Way	52.0	2014	0	United Way
Gutierrez, Vale	557	CSC Commonw	30703	JEA IBEW	United Way	36.0	2015	0	United Way
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	Community He	20.0	2013	0	Community Health Charities
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	Community He	130.0	2014	0	Community Health Charities
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	Community Se	142.6	2015	4	Community Service Leave
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	Community Se	142.6	2016	4	Community Service Leave
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	United Way	952.0	2013	0	United Way
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	United Way	988.0	2014	0	United Way
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	United Way	1223.4	2015	0	United Way
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	United Way	1019.6	2016	0	United Way
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	United Way	988.0	2017	0	United Way
Gutos, Joy W	855	JEA Tower, 12t	10500	JEA Appointed	United Way Special Inputs		2015	0	United Way
Gutteridge And	9702	JEA Tower, 14t	C0200	JEA Appointed	Community Se	373.1	2016	8	Community Service Leave
Gutteridge And	9702	JEA Tower, 14t	C0200	JEA Appointed	Community Se	373.1	2017	8	Community Service Leave
Guy, Thomas D	3623	NGS Northside	30200	JEA Appointed	United Way	57.6	2013	0	United Way
Guy, Thomas D	3623	NGS Northside	30205	JEA Appointed	United Way	441.6	2013	0	United Way
Guy, Thomas D	3623	NGS Northside	30205	JEA Appointed	United Way	364.8	2014	0	United Way
Haas, Tracy N	2664	WSC Westside	30704	JEA Supervisor	Community He	88.0	2013	0	Community Health Charities
Haas, Tracy N	2664	WSC Westside	30704	JEA Supervisor	United Way	52.0	2013	0	United Way
Haas, Tracy N	2664	WSC Westside	30704	JEA Supervisor	United Way	52.0	2014	0	United Way
Haas, Tracy N	2664	WSC Westside	30704	JEA Supervisor	United Way	52.0	2015	0	United Way
Haas, Tracy N	2664	WSC Westside	30704	JEA Supervisor	United Way	52.0	2016	0	United Way
Haas, Tracy N	2664	WSC Westside	30704	JEA Supervisor	United Way	52.0	2017	0	United Way
Hagins, Randy	3618	NGS Northside	30205	JEA IBEW	United Way	12.0	2013	0	United Way
Hahn, Jennifer	9046	JEA Tower, 12t	10500	JEA Appointed	United Way	36.0	2013	0	United Way
Hahn, Robert L	7835	JEA Tower, 14t	C0100	JEA Appointed	Community Se	171.0	2016	4	Community Service Leave
Hahn, Robert L	7835	JEA Tower, 14t	C0100	JEA Appointed	Community Se	352.2	2017	8	Community Service Leave
Hailey, Thomas	2041	CSC Commonw	40403	JEA IBEW	United Way	38.0	2017	0	United Way
Hailey, Thomas	2041	CSC Meter Sho	40402	JEA IBEW	United Way	130.0	2013	0	United Way
Hailey, Thomas	2041	CSC Meter Sho	40402	JEA IBEW	United Way	30.0	2014	0	United Way
Hale, John Mic	9150	JEA Tower, 12t	A0350	Professional En	Community Se	294.2	2015	8	Community Service Leave
Hale, John Mic	9150	JEA Tower, 12t	A0350	Professional En	Community Se	303.1	2016	8	Community Service Leave
Hale, John Mic	9150	JEA Tower, 7th	30014	JEA Appointed	Community He	50.0	2013	0	Community Health Charities
Hale, John Mic	9150	JEA Tower, 7th	30014	JEA Appointed	Community Se	290.4	2013	8	Community Service Leave
Hall, Richard W	953	CSC Storeroom	A0411	Professional En	Community Se	109.7	2016	3	Community Service Leave
Ham, Melissa L	9450	JEA Tower, 12t	10500	JEA Appointed	Community He	8.0	2014	0	Community Health Charities
Ham, Melissa L	9450	JEA Tower, 12t	10500	JEA Appointed	Community He	68.0	2015	0	Community Health Charities
Ham, Melissa L	9450	JEA Tower, 12t	10500	JEA Appointed	Community He	132.0	2016	0	Community Health Charities
Ham, Melissa L	9450	JEA Tower, 12t	10500	JEA Appointed	Community Se	167.6	2015	4	Community Service Leave
Ham, Melissa L	9450	JEA Tower, 12t	10500	JEA Appointed	Community Se	344.5	2016	8	Community Service Leave
Ham, Melissa L	9450	JEA Tower, 12t	10500	JEA Appointed	Community Se	172.2	2017	4	Community Service Leave
Hamilton, Darr	2919	JEA Tower, 10t	20400	JEA Appointed	United Way	14.0	2013	0	United Way
Hamilton, Darr	2919	JEA Tower, 10t	20413	JEA Appointed	United Way	38.0	2013	0	United Way
Hamilton, Darr	2919	JEA Tower, 10t	20413	JEA Appointed	United Way	52.0	2014	0	United Way
Hamilton, Darr	2919	JEA Tower, 10t	20413	JEA Appointed	United Way	52.0	2015	0	United Way
Hamilton, Darr	2919	JEA Tower, 10t	20413	JEA Appointed	United Way	52.0	2016	0	United Way
Hamilton, Darr	2919	JEA Tower, 10t	20413	JEA Appointed	United Way	34.0	2017	0	United Way
Hamilton, Darr	2919	JEA Tower, 9th	20413	JEA Appointed	United Way	18.0	2017	0	United Way
Hamilton, Thor	3682	JEA Tower, 3rd	20421	Professional En	United Way	130.0	2013	0	United Way

Hamilton, Thor	3682	JEA Tower, 3rd	20425	Professional En	United Way	85.0	2014	0	United Way
Hamilton, Thor	3682	JEA Tower, 4th	20425	Professional En	Community He	20.0	2014	0	Community Health Charities
Hamilton, Thor	3682	JEA Tower, 4th	20425	Professional En	Community He	130.0	2015	0	Community Health Charities
Hamilton, Thor	3682	JEA Tower, 4th	20425	Professional En	Community He	110.0	2016	0	Community Health Charities
Hamilton, Thor	3682	JEA Tower, 4th	20425	Professional En	Community He	15.0	2017	0	Community Health Charities
Hamilton, Thor	3682	JEA Tower, 4th	20425	Professional En	United Way	45.0	2014	0	United Way
Hamilton, Thor	3682	JEA Tower, 4th	20425	Professional En	United Way	130.0	2015	0	United Way
Hamilton, Thor	3682	JEA Tower, 4th	20425	Professional En	United Way	130.0	2016	0	United Way
Hamilton, Thor	3682	JEA Tower, 4th	20425	Professional En	United Way	130.0	2017	0	United Way
Hancher, Brian	6064	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	183.4	2014	4	Community Service Leave
Hancher, Brian	6064	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	386.5	2016	8	Community Service Leave
Hancher, Brian	6064	JEA Tower, 3rd	A0302	JEA Appointed	United Way	1040.0	2013	0	United Way
Hancher, Brian	6064	JEA Tower, 3rd	A0302	JEA Appointed	United Way	1440.0	2014	0	United Way
Hancher, Brian	6064	JEA Tower, 3rd	A0302	JEA Appointed	United Way	1560.0	2015	0	United Way
Hancher, Brian	6064	JEA Tower, 3rd	A0302	JEA Appointed	United Way	1560.0	2016	0	United Way
Hancher, Brian	6064	JEA Tower, 3rd	A0302	JEA Appointed	United Way	1888.5	2017	0	United Way
Hand, Donald E	792	SSC Southside	30705	JEA IBEW	United Way	52.0	2013	0	United Way
Hand, Donald E	792	SSC Southside	30705	JEA IBEW	United Way	52.0	2014	0	United Way
Hand, Donald E	792	SSC Southside	30705	JEA IBEW	United Way	52.0	2015	0	United Way
Hand, Donald E	792	SSC Southside	30705	JEA IBEW	United Way	52.0	2016	0	United Way
Hand, Donald E	792	SSC Southside	30705	JEA IBEW	United Way	52.0	2017	0	United Way
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP Manage	Community He	20.0	2013	0	Community Health Charities
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP Manage	Community He	110.0	2014	0	Community Health Charities
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP Manage	Community He	20.0	2015	0	Community Health Charities
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP Manage	Community He	130.0	2016	0	Community Health Charities
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP Manage	Community He	35.0	2017	0	Community Health Charities
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP Manage	United Way	160.0	2013	0	United Way
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP Manage	United Way	130.0	2014	0	United Way
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP Manage	United Way	130.0	2015	0	United Way
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP Manage	United Way	130.0	2016	0	United Way
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP Manage	United Way	35.0	2017	0	United Way
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP NBU	Community He	70.0	2017	0	Community Health Charities
Hand, Robert C	7666	SJRPP Plant	00433	SJRPP NBU	United Way	80.0	2017	0	United Way
Hand, Robert C	7666	SJRPP Plant	00438	SJRPP Manage	Community He	10.0	2017	0	Community Health Charities
Hand, Robert C	7666	SJRPP Plant	00438	SJRPP Manage	United Way	10.0	2017	0	United Way
Hand, Robert C	7666	WW/RT, North	30132	LIUNA	United Way	5.0	2017	0	United Way
Haney, Dylan J	8944	JEA Tower, 13t	B0400	Professional En	Community Se	328.1	2015	8	Community Service Leave
Haney, Dylan J	8944	JEA Tower, 13t	B0400	Professional En	United Way	769.4	2013	0	United Way
Haney, Dylan J	8944	JEA Tower, 13t	B0400	Professional En	United Way	730.8	2014	0	United Way
Haney, Dylan J	8944	JEA Tower, 13t	B0400	Professional En	United Way	940.6	2015	0	United Way
Haney, Dylan J	8944	JEA Tower, 13t	B0400	Professional En	United Way	978.4	2016	0	United Way
Haney, Dylan J	8944	JEA Tower, 13t	B0400	Professional En	United Way	182.0	2017	0	United Way
Haney, Dylan J	8944	JEA Tower, 13t	B0400	Professional En	United Way Special Inputs		2015	0	United Way
Hankerson, De	263	SJRPP Plant	00451	SJRPP Manage	Community He	10.0	2013	0	Community Health Charities
Hankerson, Fre	224	SJRPP Plant	00442	SJRPP IBEW	United Way	130.0	2013	0	United Way
Hankerson, Fre	224	SJRPP Plant	00442	SJRPP IBEW	United Way	130.0	2014	0	United Way
Hankerson, Fre	224	SJRPP Plant	00442	SJRPP IBEW	United Way	130.0	2015	0	United Way
Hankerson, Fre	224	SJRPP Plant	00442	SJRPP IBEW	United Way	130.0	2016	0	United Way
Hankerson, Fre	224	SJRPP Plant	00442	SJRPP IBEW	United Way	45.0	2017	0	United Way
Hankin, Karl E	1404	JEA Tower, 11t	20427	JEA Appointed	United Way	920.9	2014	0	United Way
Hankin, Karl E	1404	JEA Tower, 11t	20427	JEA Appointed	United Way	824.0	2015	0	United Way
Hankin, Karl E	1404	JEA Tower, 4th	20427	JEA Appointed	United Way	48.5	2015	0	United Way
Hannah, Frede	5964	JEA Tower, 2nd	30901	Professional En	Community Se	427.9	2013	10	Community Service Leave
Hannah, Frede	5964	JEA Tower, 2nd	30901	Professional En	Community Se	172.4	2014	4	Community Service Leave
Hannah, Frede	5964	JEA Tower, 2nd	30901	Professional En	Community Se	87.1	2015	2	Community Service Leave
Hannah, Frede	5964	JEA Tower, 2nd	30901	Professional En	Community Se	368.0	2016	8	Community Service Leave
Hardison, Mary	3065	Customer Cent	40304	AFSCME	Community Se	200.1	2015	8	Community Service Leave
Hardison, Mary	3065	Customer Cent	40304	AFSCME	Community Se	76.2	2016	3	Community Service Leave
Hardison, Mary	3065	Customer Cent	40304	AFSCME	Community Se	203.1	2017	8	Community Service Leave
Hardison, Mary	3065	Customer Cent	40830	AFSCME	Community Se	200.1	2013	8	Community Service Leave
Hardmon, Ang	694	Customer Cent	40111	AFSCME	Community He	10.0	2013	0	Community Health Charities
Hardmon, Ang	694	Customer Cent	40111	AFSCME	Community He	5.0	2014	0	Community Health Charities
Hardmon, Ang	694	Customer Cent	40111	AFSCME	Community He	5.0	2017	0	Community Health Charities
Hardmon, Ang	694	Customer Cent	40111	AFSCME	Community Se	200.1	2015	8	Community Service Leave
Hardmon, Ang	694	Customer Cent	40111	AFSCME	Community Se	104.1	2017	4	Community Service Leave
Hardmon, Ang	694	Customer Cent	40111	AFSCME	United Way	130.0	2013	0	United Way
Hardmon, Ang	694	Customer Cent	40111	AFSCME	United Way	130.0	2014	0	United Way
Hardmon, Ang	694	Customer Cent	40111	AFSCME	United Way	70.0	2015	0	United Way
Hardmon, Ang	694	Customer Cent	40111	AFSCME	United Way	46.0	2016	0	United Way
Hardmon, Ang	694	Customer Cent	40111	AFSCME	United Way	52.0	2017	0	United Way
Hardmon, Ang	694	Customer Cent	40400	AFSCME	United Way	6.0	2016	0	United Way

Hardwick, Brid	5754	JEA Tower, 15t	40406	AFSCME	Community He	1.0	2013	0	Community Health Charities
Hardwick, Brid	5754	JEA Tower, 15t	40406	AFSCME	Community He	8.0	2015	0	Community Health Charities
Hardwick, Brid	5754	JEA Tower, 15t	40406	AFSCME	Community He	44.0	2016	0	Community Health Charities
Hardwick, Brid	5754	JEA Tower, 15t	40406	AFSCME	Community Se	78.8	2015	3	Community Service Leave
Hardwick, Brid	5754	JEA Tower, 15t	40406	AFSCME	Community Se	106.6	2017	8	Community Service Leave
Hargis, Stephe	685	Customer Cent	30801	JEA Supervisor	Community He	8.0	2015	0	Community Health Charities
Hargis, Stephe	685	Customer Cent	30801	JEA Supervisor	Community He	44.0	2016	0	Community Health Charities
Hargis, Stephe	685	Customer Cent	30801	JEA Supervisor	Community He	69.5	2016	0	Community Health Charities
Hargrove, Rich	2092	CSC Meter Sho	40402	JEA IBEW	Community He	2.0	2013	0	Community Health Charities
Harley, Anai Da	9443	WSC Westside	A0210	CO-OP	Community Se	100.0	2014	8	Community Service Leave
Harley, Tamika	8871	Customer Cent	40304	AFSCME	Community He	10.0	2013	0	Community Health Charities
Harley, Tamika	8871	Customer Cent	40304	AFSCME	Community Se	129.9	2013	8	Community Service Leave
Harley, Tamika	8871	Customer Cent	40304	AFSCME	Community Se	106.2	2014	5.7	Community Service Leave
Harmon, Steph	8272	SSC Southside	30705	JEA IBEW	United Way Or	159.0	2017	0	United Way
Harper, Micha	8709	SSC Southside	30705	JEA IBEW	Community He	8.0	2014	0	Community Health Charities
Harper, Micha	8709	SSC Southside	30705	JEA IBEW	Community He	44.0	2015	0	Community Health Charities
Harper, Micha	8709	SSC Southside	30705	JEA IBEW	Community Se	56.3	2017	1.5	Community Service Leave
Harper, Roderi	2095	WW/RT, North	30132	LIUNA	Community He	105.1	2015	0	Community Health Charities
Harper, Roderi	2095	WW/RT, North	30132	LIUNA	Community He	26.8	2016	0	Community Health Charities
Harper, Roderi	2095	WW/RT, North	30132	LIUNA	United Way	53.6	2016	0	United Way
Harper, Sherea	1041	CSC Storeroom	A0411	AFSCME	Community He	8.0	2014	0	Community Health Charities
Harper, Sherea	1041	CSC Storeroom	A0411	AFSCME	Community He	52.0	2015	0	Community Health Charities
Harper, Sherea	1041	CSC Storeroom	A0411	AFSCME	Community He	52.0	2016	0	Community Health Charities
Harper, Sherea	1041	CSC Storeroom	A0411	AFSCME	Community He	52.0	2017	0	Community Health Charities
Harper, Sherea	1041	CSC Storeroom	A0411	AFSCME	Community Se	67.6	2015	2	Community Service Leave
Harper, Sherea	1041	CSC Storeroom	A0411	AFSCME	Community Se	101.4	2016	3	Community Service Leave
Harper, Sherea	1041	CSC Storeroom	A0411	AFSCME	Community Se	69.3	2017	2	Community Service Leave
Harper, Sherea	1041	CSC Storeroom	A0411	AFSCME	United Way	25.0	2014	0	United Way
Harper, Sherea	1041	CSC Storeroom	A0411	AFSCME	United Way	130.0	2015	0	United Way
Harper, Sherea	1041	CSC Storeroom	A0411	AFSCME	United Way	130.0	2016	0	United Way
Harper, Sherea	1041	CSC Storeroom	A0411	AFSCME	United Way	130.0	2017	0	United Way
Harper, Sherea	1041	Customer Cent	A0501	AFSCME	Community He	30.0	2013	0	Community Health Charities
Harper, Sherea	1041	Customer Cent	A0501	AFSCME	United Way	130.0	2013	0	United Way
Harper, Sherea	1041	Customer Cent	A0501	AFSCME	United Way	20.0	2014	0	United Way
Harper, Sherea	1041	Customer Cent	A0506	AFSCME	United Way	85.0	2014	0	United Way
Harrell, Erica S	2586	Customer Cent	40111	AFSCME	Community Se	200.1	2015	8	Community Service Leave
Harrell, Erica S	2586	JEA Tower, 7th	40304	AFSCME	Community Se	203.1	2017	8	Community Service Leave
Harrelson, Jera	311	JEA Tower, 15t	C0200	Professional En	Community He	4.0	2014	0	Community Health Charities
Harrelson, Jera	311	JEA Tower, 15t	C0200	Professional En	Community He	42.0	2015	0	Community Health Charities
Harrelson, Jera	311	JEA Tower, 15t	C0200	Professional En	Community He	90.0	2016	0	Community Health Charities
Harrelson, Jera	311	JEA Tower, 15t	C0200	Professional En	Community Se	106.9	2013	4	Community Service Leave
Harrelson, Jera	311	JEA Tower, 15t	C0200	Professional En	Community Se	106.9	2014	4	Community Service Leave
Harrelson, Jera	311	JEA Tower, 15t	C0200	Professional En	Community Se	213.8	2015	8	Community Service Leave
Harrelson, Jera	311	JEA Tower, 15t	C0200	Professional En	Community Se	106.9	2016	4	Community Service Leave
Harris, Hugh L	363	SJRPP Plant	00439	SJRPP NBU	Community He	330.0	2013	0	Community Health Charities
Harris, Hugh L	363	SJRPP Plant	00439	SJRPP NBU	United Way	520.0	2013	0	United Way
Harris, Hugh L	363	SJRPP Plant	00439	SJRPP NBU	United Way	420.0	2014	0	United Way
Harris, Jerome	1359	WSC Westside	30704	JEA IBEW	United Way	130.0	2013	0	United Way
Harris, Jerome	1359	WSC Westside	30704	JEA IBEW	United Way	130.0	2014	0	United Way
Harris, Jerome	1359	WSC Westside	30704	JEA IBEW	United Way	130.0	2015	0	United Way
Harris, Jerome	1359	WSC Westside	30704	JEA IBEW	United Way	130.0	2016	0	United Way
Harris, Jerome	1359	WSC Westside	30704	JEA IBEW	United Way	130.0	2017	0	United Way
Harris, Margar	2631	Customer Cent	A0504	AFSCME	Community Se	129.7	2014	7	Community Service Leave
Harris, Margar	2631	Customer Cent	A0504	AFSCME	Community Se	148.2	2013	8	Community Service Leave
Harris, Terranc	2098	WW-RT, South	30131	LIUNA	Community Se	220.1	2015	7	Community Service Leave
Harris, Terranc	2098	WW-RT, South	30131	LIUNA	Community Se	162.6	2016	5	Community Service Leave
Harris, Terranc	2098	WW-RT, South	30131	LIUNA	Community Se	101.9	2017	3	Community Service Leave
Harris, Virgil	6069	WSC Westside	30704	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Harris, Virgil	6069	WSC Westside	30704	JEA IBEW	Community He	110.0	2014	0	Community Health Charities
Harrison, Gary	1540	CSC Meter Sho	40402	JEA Supervisor	United Way	130.0	2013	0	United Way
Harrison, Gary	1540	CSC Meter Sho	40402	JEA Supervisor	United Way	35.0	2014	0	United Way
Harrison, Gary	1540	Customer Cent	40405	JEA Supervisor	United Way	25.0	2014	0	United Way
Harrity, Stanfo	6194	CSC Commonw	40402	JEA IBEW	Community He	60.0	2014	0	Community Health Charities
Harrity, Stanfo	6194	CSC Commonw	40402	JEA IBEW	United Way	60.0	2014	0	United Way
Harrity, Stanfo	6194	CSC Commonw	40405	JEA IBEW	Community He	70.0	2014	0	Community Health Charities
Harrity, Stanfo	6194	CSC Commonw	40405	JEA IBEW	United Way	110.0	2014	0	United Way
Harrity, Stanfo	6194	CSC Commonw	40405	JEA IBEW	United Way	260.0	2015	0	United Way
Harrity, Stanfo	6194	CSC Commonw	40405	JEA IBEW	United Way	355.0	2016	0	United Way
Harrity, Stanfo	6194	CSC Commonw	40405	JEA IBEW	United Way	390.0	2017	0	United Way
Harrity, Stanfo	6194	CSC Meter Sho	40402	JEA IBEW	Community He	40.0	2013	0	Community Health Charities
Harrity, Stanfo	6194	CSC Meter Sho	40402	JEA IBEW	Community He	10.0	2014	0	Community Health Charities

Harrity, Stanfo	6194	CSC Meter Sho	40402	JEA IBEW	United Way	260.0	2013	0	United Way
Harrity, Stanfo	6194	CSC Meter Sho	40402	JEA IBEW	United Way	10.0	2014	0	United Way
Harrity, Stanfo	6194	Customer Cent	40405	JEA IBEW	Community He	80.0	2014	0	Community Health Charities
Harrity, Stanfo	6194	Customer Cent	40405	JEA IBEW	United Way	80.0	2014	0	United Way
Hart, Walter W	5736	Customer Cent	20203	LIUNA	Community He	44.0	2017	0	Community Health Charities
Hart, Walter W	5736	Customer Cent	20203	LIUNA	Community Se	65.5	2017	3	Community Service Leave
Hart, Walter W	5736	WSC Westside	20203	LIUNA	Community He	8.0	2016	0	Community Health Charities
Hart, Walter W	5736	WSC Westside	20203	LIUNA	Community He	2.0	2017	0	Community Health Charities
Hartenstine, Sh	9571	JEA Tower, 6th	A0101	JEA Manageria	Community He	10.0	2015	0	Community Health Charities
Hartenstine, Sh	9571	JEA Tower, 6th	A0101	JEA Manageria	Community He	43.1	2017	0	Community Health Charities
Hartenstine, Sh	9571	JEA Tower, 6th	A0101	JEA Manageria	Community He	38.2	2017	0	Community Health Charities
Hartenstine, Sh	9571	JEA Tower, 6th	A0101	JEA Manageria	Community Se	94.8	2017	2	Community Service Leave
Hartley, Charle	5192	WW-RT, East G	30133	JEA Supervisor	United Way	130.0	2013	0	United Way
Hartley, Charle	5192	WW-RT, East G	30133	JEA Supervisor	United Way	30.0	2014	0	United Way
Hartman, Geor	7915	WSC Westside	30704	JEA IBEW	United Way	25.0	2013	0	United Way
Hartman, Geor	7915	WSC Westside	30704	JEA IBEW	United Way	26.0	2014	0	United Way
Hartman, Geor	7915	WSC Westside	30704	JEA IBEW	United Way	26.0	2015	0	United Way
Hartman, Geor	7915	WSC Westside	30704	JEA IBEW	United Way	26.0	2016	0	United Way
Hartman, Geor	7915	WSC Westside	30704	JEA IBEW	United Way	26.0	2017	0	United Way
Hartson, Timot	8913	Customer Cent	30801	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Hartson, Timot	8913	Customer Cent	30801	JEA IBEW	Community He	10.0	2016	0	Community Health Charities
Hartson, Timot	8913	Customer Cent	30801	JEA IBEW	Community He	7.5	2017	0	Community Health Charities
Harvey, James	4302	WW-RT, South	30131	LIUNA	Community He	150.0	2013	0	Community Health Charities
Harvey, James	4302	WW-RT, South	30131	LIUNA	Community He	220.0	2014	0	Community Health Charities
Harvey, James	4302	WW-RT, South	30131	LIUNA	United Way	260.0	2013	0	United Way
Harvey, James	4302	WW-RT, South	30131	LIUNA	United Way	60.0	2014	0	United Way
Harwood, Patri	7522	KENNEDY PUM	30111	Professional En	Community Se	250.6	2014	6	Community Service Leave
Harwood, Patri	7522	KENNEDY PUM	30111	Professional En	Community Se	339.8	2015	8	Community Service Leave
Harwood, Patri	7522	KENNEDY PUM	30111	Professional En	Community Se	311.6	2016	7	Community Service Leave
Harwood, Patri	7522	KENNEDY PUM	30111	Professional En	Community Se	267.1	2017	6	Community Service Leave
Haskins, Abigai	8998	JEA Tower, 10t	10200	AFSCME	Community He	72.4	2015	0	Community Health Charities
Haskins, Abigai	8998	JEA Tower, 10t	10200	AFSCME	Community Se	58.4	2014	3	Community Service Leave
Haskins, Abigai	8998	JEA Tower, 10t	10200	AFSCME	Community Se	81.8	2015	4	Community Service Leave
Haskins, Abigai	8998	JEA Tower, 10t	10200	AFSCME	Community Se	174.2	2016	8	Community Service Leave
Haskins, Abigai	8998	JEA Tower, 10t	10200	AFSCME	United Way	100.3	2015	0	United Way
Haskins, Abigai	8998	JEA Tower, 10t	10200	AFSCME	United Way Special Inputs		2015	0	United Way
Haskins, Abigai	8998	JEA Tower, 11t	10200	AFSCME	Community Se	58.4	2014	3	Community Service Leave
Haspel, James	8114	W&S Treatmer	30607	JEA Supervisor	Community He	77.1	2017	0	Community Health Charities
Haspel, James	8114	W&S Treatmer	30607	JEA Supervisor	Community He	94.1	2017	0	Community Health Charities
Hassan, Badie	2598	Laboratory Ser	D0300	AFSCME	Community Se	198.8	2014	8	Community Service Leave
Hassan, Badie	2598	Laboratory Ser	D0300	AFSCME	United Way	40.0	2014	0	United Way
Hassan, Badie	2598	Laboratory Ser	D0300	AFSCME	United Way	52.0	2015	0	United Way
Hassan, Badie	2598	Laboratory Ser	D0300	AFSCME	United Way	42.0	2016	0	United Way
Hassan, Badie	2598	Laboratory Ser	D0300	AFSCME	United Way	52.0	2017	0	United Way
Hatch, Jacob G	6517	JEA Brandy Bra	30401	JEA IBEW	Community Se	264.6	2014	8	Community Service Leave
Hatch, Jacob G	6517	JEA Brandy Bra	30401	JEA IBEW	Community Se	272.6	2015	8	Community Service Leave
Hatch, Jacob G	6517	JEA Brandy Bra	30401	JEA Supervisor	Community He	8.0	2016	0	Community Health Charities
Hatch, Jacob G	6517	JEA Brandy Bra	30401	JEA Supervisor	Community He	46.0	2017	0	Community Health Charities
Hatch, Jacob G	6517	JEA Brandy Bra	30401	JEA Supervisor	United Way	38.0	2017	0	United Way
Hatch, Janelle	8716	JEA Brandy Bra	30401	JEA IBEW	United Way	25.0	2013	0	United Way
Hatch, Janelle	8716	JEA Brandy Bra	30401	JEA IBEW	United Way	130.0	2014	0	United Way
Hatch, Janelle	8716	JEA Brandy Bra	30401	JEA IBEW	United Way	130.0	2015	0	United Way
Hatch, Janelle	8716	JEA Brandy Bra	30401	JEA IBEW	United Way	130.0	2016	0	United Way
Hatch, Janelle	8716	JEA Brandy Bra	30401	JEA IBEW	United Way	130.0	2017	0	United Way
Hatch, Janelle	8716	JEA Brandy Bra	30402	JEA IBEW	Community Se	124.1	2013	4	Community Service Leave
Hatch, Janelle	8716	JEA Brandy Bra	30402	JEA IBEW	United Way	105.0	2013	0	United Way
Hatcher, Fredd	2012	W&S Wastewa	30604	LIUNA	United Way	26.0	2014	0	United Way
Hatcher, Fredd	2012	W&S Wastewa	30604	LIUNA	United Way	6.0	2015	0	United Way
Hatcher, Fredd	2012	W&S Wastewa	30606	LIUNA	Community He	23.5	2017	0	Community Health Charities
Hatcher, Fredd	2012	W&S Wastewa	30606	LIUNA	Community He	27.7	2017	0	Community Health Charities
Hatcher, Fredd	2012	W&S Wastewa	30607	LIUNA	United Way	26.0	2013	0	United Way
Hatfield, Tamn	5076	SJRPP Plant	00410	SJRPP Manage	Community He	16.0	2014	0	Community Health Charities
Hatfield, Tamn	5076	SJRPP Plant	00410	SJRPP Manage	United Way	24.0	2015	0	United Way
Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP Manage	Community He	48.0	2014	0	Community Health Charities
Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP Manage	Community He	8.0	2015	0	Community Health Charities
Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP Manage	Community He	52.0	2016	0	Community Health Charities
Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP Manage	Community He	18.0	2017	0	Community Health Charities
Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP Manage	Community Se	180.1	2016	6	Community Service Leave
Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP Manage	United Way	12.0	2013	0	United Way
Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP Manage	United Way	16.0	2015	0	United Way
Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP Manage	United Way	52.0	2016	0	United Way

Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP Manage	United Way	18.0	2017	0	United Way
Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP NBU	Community He	28.0	2017	0	Community Health Charities
Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP NBU	Community Se	340.1	2017	11	Community Service Leave
Hatfield, Tamn	5076	SJRPP Plant	00451	SJRPP NBU	United Way	34.0	2017	0	United Way
Hawkins, Tomr	8965	SJRPP Plant	00437	SJRPP IBEW	Community He	20.0	2016	0	Community Health Charities
Hawkins, Tomr	8965	SJRPP Plant	00437	SJRPP IBEW	Community He	115.0	2017	0	Community Health Charities
Haynes, Leon L	8877	JEA Tower, 7th	40303	AFSCME	Community He	10.0	2013	0	Community Health Charities
Haynes, Micha	2330	WW-RT, Core C	30140	LIUNA	Community He	50.0	2013	0	Community Health Charities
Haynes, Micha	2330	WW-RT, Core C	30140	LIUNA	Community He	20.0	2015	0	Community Health Charities
Haynes, Micha	2330	WW-RT, Core C	30140	LIUNA	Community He	20.0	2016	0	Community Health Charities
Haynes, Micha	2330	WW-RT, Core C	30140	LIUNA	Community He	130.0	2017	0	Community Health Charities
Haynes, Micha	2330	WW-RT, Core C	30140	LIUNA	United Way	130.0	2013	0	United Way
Haynes, Micha	2330	WW-RT, Core C	30140	LIUNA	United Way	130.0	2014	0	United Way
Haynes, Micha	2330	WW-RT, Core C	30140	LIUNA	United Way	130.0	2015	0	United Way
Haynes, Micha	2330	WW-RT, Core C	30140	LIUNA	United Way	130.0	2016	0	United Way
Haynes, Micha	2330	WW-RT, Core C	30140	LIUNA	United Way	130.0	2017	0	United Way
He, Yan	9661	JEA Tower, 13t	B0500	Professional En	Community Se	343.2	2016	8	Community Service Leave
Head, Kristen L	9915	JEA Tower, 12t	10500	JEA Appointed	Community Se	93.1	2017	4	Community Service Leave
Healy, James P	9094	JEA Tower, 12t	10001	Professional En	Community Se	101.9	2013	4	Community Service Leave
Healy, James P	9094	JEA Tower, 12t	10001	Professional En	Community Se	209.4	2014	8	Community Service Leave
Heaton, Ryan C	9380	JEA Tower, 9th	20411	Professional En	Community Se	252.2	2017	8	Community Service Leave
Heatwole, Beth	7657	JEA Tower, 6th	A0102	JEA Manageria	Community He	154.0	2013	0	Community Health Charities
Heatwole, Fran	7702	WW-RT, East G	30133	LIUNA	Community He	25.0	2015	0	Community Health Charities
Heatwole, Mar	8658	JEA Brandy Bra	30401	JEA Supervisors	Community He	8.0	2016	0	Community Health Charities
Heatwole, Mar	8658	JEA Brandy Bra	30401	JEA Supervisors	Community He	61.0	2017	0	Community Health Charities
Henderson, Ge	4271	CSC Commonw	40402	JEA IBEW	Community He	30.0	2014	0	Community Health Charities
Henderson, Ge	4271	CSC Commonw	40402	JEA IBEW	United Way	30.0	2014	0	United Way
Henderson, Ge	4271	CSC Commonw	40405	JEA IBEW	Community He	45.0	2014	0	Community Health Charities
Henderson, Ge	4271	CSC Commonw	40405	JEA IBEW	Community He	65.0	2015	0	Community Health Charities
Henderson, Ge	4271	CSC Commonw	40405	JEA IBEW	Community He	65.0	2016	0	Community Health Charities
Henderson, Ge	4271	CSC Commonw	40405	JEA IBEW	Community He	72.5	2017	0	Community Health Charities
Henderson, Ge	4271	CSC Commonw	40405	JEA IBEW	United Way	55.0	2014	0	United Way
Henderson, Ge	4271	CSC Commonw	40405	JEA IBEW	United Way	130.0	2015	0	United Way
Henderson, Ge	4271	CSC Commonw	40405	JEA IBEW	United Way	130.0	2016	0	United Way
Henderson, Ge	4271	CSC Commonw	40405	JEA IBEW	United Way	35.0	2017	0	United Way
Henderson, Ge	4271	CSC Meter Sho	40402	JEA IBEW	Community He	130.0	2013	0	Community Health Charities
Henderson, Ge	4271	CSC Meter Sho	40402	JEA IBEW	Community He	5.0	2014	0	Community Health Charities
Henderson, Ge	4271	CSC Meter Sho	40402	JEA IBEW	United Way	130.0	2013	0	United Way
Henderson, Ge	4271	CSC Meter Sho	40402	JEA IBEW	United Way	5.0	2014	0	United Way
Henderson, Ge	4271	Customer Cent	40405	JEA IBEW	Community He	40.0	2014	0	Community Health Charities
Henderson, Ge	4271	Customer Cent	40405	JEA IBEW	United Way	40.0	2014	0	United Way
Henderson, Jes	9195	JEA Tower, 10t	20413	Professional En	Community He	15.0	2015	0	Community Health Charities
Henderson, Jes	9195	JEA Tower, 10t	20413	Professional En	Community Se	96.7	2016	3.5	Community Service Leave
Henderson, Jes	9195	JEA Tower, 10t	20413	Professional En	United Way	5.0	2015	0	United Way
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	Community He	130.0	2015	0	Community Health Charities
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	Community He	130.0	2017	0	Community Health Charities
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	Community Se	191.1	2014	8	Community Service Leave
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	Community Se	206.7	2015	8	Community Service Leave
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	Community Se	221.4	2016	8	Community Service Leave
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	United Way	100.0	2014	0	United Way
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	United Way	130.0	2015	0	United Way
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	United Way	130.0	2016	0	United Way
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	United Way	130.0	2017	0	United Way
Hermening, Jas	8988	Laboratory Ser	D0300	Professional En	Community Se	107.0	2013	5	Community Service Leave
Herrera, Antho	1169	SOCC	40307	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Herrera, Antho	1169	SOCC	40307	JEA IBEW	Community He	110.0	2016	0	Community Health Charities
Herring Riley, J	503	JEA Tower, 13t	B0700	Professional En	Community He	20.0	2014	0	Community Health Charities
Herring Riley, J	503	JEA Tower, 13t	B0700	Professional En	Community He	110.0	2015	0	Community Health Charities
Herring Riley, J	503	JEA Tower, 13t	B0700	Professional En	Community Se	218.7	2017	4	Community Service Leave
Herring Riley, J	503	JEA Tower, 13t	B0700	Professional En	United Way	360.0	2013	0	United Way
Herring Riley, J	503	JEA Tower, 13t	B0700	Professional En	United Way	490.0	2014	0	United Way
Herring Riley, J	503	JEA Tower, 13t	B0700	Professional En	United Way	520.0	2015	0	United Way
Herring Riley, J	503	JEA Tower, 13t	B0700	Professional En	United Way	520.0	2016	0	United Way
Herring Riley, J	503	JEA Tower, 13t	B0700	Professional En	United Way	140.0	2017	0	United Way
Herring, Louis I	3645	NGS Northside	30205	JEA IBEW	Community He	6.0	2017	0	Community Health Charities
Herring, Louis I	3645	NGS Northside	30205	JEA IBEW	United Way	46.0	2013	0	United Way
Herring, Louis I	3645	NGS Northside	30205	JEA IBEW	United Way	40.0	2014	0	United Way
Herring, Louis I	3645	NGS Northside	30205	JEA IBEW	United Way	52.0	2015	0	United Way
Herring, Louis I	3645	NGS Northside	30205	JEA IBEW	United Way	52.0	2016	0	United Way

Herring, Louis I	3645	NGS Northside	30205	JEA IBEW	United Way	52.0	2017	0	United Way
Hersey, Michae	9587	KENNEDY PUM	30111	Professional En	Community He	64.0	2016	0	Community Health Charities
Hersey, Michae	9587	KENNEDY PUM	30111	Professional En	Community He	48.0	2017	0	Community Health Charities
Hersey, Michae	9587	W&S Treatmer	30111	Professional En	Community He	16.0	2015	0	Community Health Charities
Hersey, Michae	9587	W&S Treatmer	30111	Professional En	Community He	48.0	2016	0	Community Health Charities
Hersey, Michae	9587	W&S Treatmer	30111	Professional En	Community Se	362.2	2016	8	Community Service Leave
Hester, James	223	SJRPP Plant	00439	SJRPP Manage	Community He	110.0	2013	0	Community Health Charities
Hester, James	223	SJRPP Plant	00439	SJRPP Manage	United Way	390.0	2013	0	United Way
Hester, James	223	SJRPP Plant	00439	SJRPP Manage	United Way	270.0	2014	0	United Way
Hicken, David V	9370	WSC Westside	30704	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Hicken, David V	9370	WSC Westside	30704	JEA IBEW	Community He	110.0	2016	0	Community Health Charities
Hickox, Tony D	2176	SOCC	40308	LIUNA	Community He	8.0	2014	0	Community Health Charities
Hickox, Tony D	2176	SOCC	40308	LIUNA	Community He	44.0	2015	0	Community Health Charities
Hickox, Tony D	2176	SOCC	40308	LIUNA	United Way	52.0	2013	0	United Way
Hickox, Tony D	2176	SOCC	40308	LIUNA	United Way	52.0	2014	0	United Way
Hickox, Tony D	2176	SOCC	40308	LIUNA	United Way	52.0	2015	0	United Way
Hickox, Tony D	2176	SOCC	40308	LIUNA	United Way	52.0	2016	0	United Way
Hickox, Tony D	2176	SOCC	40308	LIUNA	United Way	52.0	2017	0	United Way
Hicks, Donna M	1539	Customer Cent	40402	AFSCME	United Way	2.0	2014	0	United Way
Hicks, Donna M	1539	Customer Cent	40404	AFSCME	United Way	38.0	2014	0	United Way
Hicks, Donna M	1539	Customer Cent	40404	AFSCME	United Way	12.0	2015	0	United Way
Hicks, Tres Rob	7546	WSC Westside	30704	JEA IBEW	Community He	44.0	2013	0	Community Health Charities
Hierling, Edwar	9021	WW-RT, Core C	30134	LIUNA	Community He	110.0	2013	0	Community Health Charities
Hierling, Edwar	9021	WW-RT, Core C	30134	LIUNA	United Way	300.0	2014	0	United Way
Hiers, Angelia I	9197	JEA Tower, 16t	A0000	JEA Appointed	Community He	87.5	2013	0	Community Health Charities
Hiers, Angelia I	9197	JEA Tower, 16t	A0000	JEA Appointed	Community He	275.0	2014	0	Community Health Charities
Hiers, Angelia I	9197	JEA Tower, 16t	A0000	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
Hiers, Angelia I	9197	JEA Tower, 16t	A0000	JEA Appointed	Community He	230.0	2017	0	Community Health Charities
Hiers, Angelia I	9197	JEA Tower, 16t	A0000	JEA Appointed	United Way	923.2	2014	0	United Way
Hiers, Angelia I	9197	JEA Tower, 16t	A0000	JEA Appointed	United Way	1200.2	2015	0	United Way
Hiers, Angelia I	9197	JEA Tower, 16t	A0000	JEA Appointed	United Way	1054.6	2016	0	United Way
Hiers, Angelia I	9197	JEA Tower, 16t	A0000	JEA Appointed	United Way	1146.5	2017	0	United Way
Hightower, Mic	9666	JEA Tower, 16t	E0000	JEA Appointed	Community He	2128.8	2017	0	Community Health Charities
Hightower, Mic	9666	JEA Tower, 16t	E0000	JEA Appointed	Community He	1885.1	2017	0	Community Health Charities
Hightower, Mic	9666	JEA Tower, 16t	E0000	JEA Appointed	United Way	84.7	2016	0	United Way
Hightower, Mic	9666	JEA Tower, 16t	E0000	JEA Appointed	United Way	1900.0	2017	0	United Way
Higley, Carol A	4605	JEA Tower, 11t	E0000	JEA Appointed	Community He	47.0	2014	0	Community Health Charities
Higley, Carol A	4605	JEA Tower, 11t	E0000	JEA Appointed	Community Se	127.8	2014	3	Community Service Leave
Higley, Carol A	4605	JEA Tower, 11t	E0000	JEA Appointed	United Way	85.0	2014	0	United Way
Higley, Carol A	4605	JEA Tower, 3rd	A0000	JEA Appointed	Community He	36.0	2016	0	Community Health Charities
Higley, Carol A	4605	JEA Tower, 3rd	A0000	JEA Appointed	Community He	46.0	2017	0	Community Health Charities
Higley, Carol A	4605	JEA Tower, 3rd	A0000	JEA Appointed	Community Se	182.6	2016	4	Community Service Leave
Higley, Carol A	4605	JEA Tower, 3rd	A0000	JEA Appointed	Community Se	319.6	2017	7	Community Service Leave
Higley, Carol A	4605	JEA Tower, 3rd	A0000	JEA Appointed	United Way	90.0	2016	0	United Way
Higley, Carol A	4605	JEA Tower, 3rd	A0000	JEA Appointed	United Way	130.0	2017	0	United Way
Higley, Carol A	4605	JEA Tower, 3rd	A0300	JEA Appointed	Community He	52.0	2015	0	Community Health Charities
Higley, Carol A	4605	JEA Tower, 3rd	A0300	JEA Appointed	Community He	16.0	2016	0	Community Health Charities
Higley, Carol A	4605	JEA Tower, 3rd	A0300	JEA Appointed	Community Se	356.3	2015	8	Community Service Leave
Higley, Carol A	4605	JEA Tower, 3rd	A0300	JEA Appointed	Community Se	182.6	2016	4	Community Service Leave
Higley, Carol A	4605	JEA Tower, 3rd	A0300	JEA Appointed	United Way	130.0	2015	0	United Way
Higley, Carol A	4605	JEA Tower, 3rd	A0300	JEA Appointed	United Way	40.0	2016	0	United Way
Higley, Carol A	4605	JEA Tower, 9th	E0000	JEA Appointed	Community He	12.0	2013	0	Community Health Charities
Higley, Carol A	4605	JEA Tower, 9th	E0000	JEA Appointed	Community He	27.0	2014	0	Community Health Charities
Higley, Carol A	4605	JEA Tower, 9th	E0000	JEA Appointed	Community Se	127.8	2013	3	Community Service Leave
Higley, Carol A	4605	JEA Tower, 9th	E0000	JEA Appointed	United Way	130.0	2013	0	United Way
Higley, Carol A	4605	JEA Tower, 9th	E0000	JEA Appointed	United Way	45.0	2014	0	United Way
Hill, Christophe	9367	JEA Tower, 10t	A0610	JEA Appointed	Community He	130.2	2015	0	Community Health Charities
Hill, Christophe	9367	JEA Tower, 10t	A0610	JEA Appointed	Community He	154.0	2017	0	Community Health Charities
Hill, Christophe	9367	JEA Tower, 10t	A0610	JEA Appointed	Community He	99.4	2016	0	Community Health Charities
Hill, Christophe	9367	JEA Tower, 10t	A0610	JEA Appointed	Community He	136.4	2017	0	Community Health Charities
Hill, Christophe	9367	JEA Tower, 10t	A0610	JEA Appointed	Community Se	147.0	2015	4	Community Service Leave
Hill, Christophe	9367	JEA Tower, 10t	A0610	JEA Appointed	Community Se	296.6	2016	8	Community Service Leave
Hill, Christophe	9367	JEA Tower, 10t	A0610	JEA Appointed	Community Se	149.6	2017	4	Community Service Leave
Hill, Christophe	9367	JEA Tower, 10t	A0610	JEA Appointed	United Way	100.0	2015	0	United Way
Hill, Christophe	9367	JEA Tower, 10t	A0610	JEA Appointed	United Way	390.3	2016	0	United Way
Hill, Christophe	9367	JEA Tower, 10t	A0610	JEA Appointed	United Way	35.0	2017	0	United Way
Hill, Christophe	9367	JEA Tower, 10t	A0610	JEA Appointed	United Way Or	264.9	2017	0	United Way
Hill, Eileen Mar	1782	JEA Tower, 16t	A0000	JEA Appointed	Community He	40.0	2014	0	Community Health Charities
Hill, Eileen Mar	1782	JEA Tower, 16t	A0000	JEA Appointed	Community He	210.0	2015	0	Community Health Charities
Hill, Eileen Mar	1782	JEA Tower, 16t	A0000	JEA Appointed	Community Se	225.2	2013	8	Community Service Leave
Hill, Eileen Mar	1782	JEA Tower, 16t	A0000	JEA Appointed	United Way	390.0	2013	0	United Way

Hill, Eileen Mar	1782	JEA Tower, 16t	A0000	JEA Appointed	United Way	390.0	2014	0	United Way
Hill, Eileen Mar	1782	JEA Tower, 16t	A0000	JEA Appointed	United Way	315.0	2015	0	United Way
Hill, Eileen Mar	1782	JEA Tower, 6th	ZE000	JEA Appointed	Community He	10.0	2015	0	Community Health Charities
Hill, Eileen Mar	1782	JEA Tower, 6th	ZE000	JEA Appointed	Community He	8.0	2016	0	Community Health Charities
Hill, Eileen Mar	1782	JEA Tower, 6th	ZE000	JEA Appointed	Community He	40.0	2017	0	Community Health Charities
Hill, Eileen Mar	1782	JEA Tower, 6th	ZE000	JEA Appointed	Community Se	255.1	2016	8	Community Service Leave
Hill, Eileen Mar	1782	JEA Tower, 6th	ZE000	JEA Appointed	Community Se	260.2	2017	8	Community Service Leave
Hill, Eileen Mar	1782	JEA Tower, 6th	ZE000	JEA Appointed	United Way	75.0	2015	0	United Way
Hill, Eileen Mar	1782	JEA Tower, 6th	ZE000	JEA Appointed	United Way	390.0	2016	0	United Way
Hill, Eileen Mar	1782	JEA Tower, 6th	ZE000	JEA Appointed	United Way	300.0	2017	0	United Way
Hill, Linda J	75	SJRPP Plant	00439	SJRPP IBEW	United Way	112.0	2013	0	United Way
Hill, Linda J	75	SJRPP Plant	00439	SJRPP IBEW	United Way	30.0	2014	0	United Way
Hill, Lona Loud	8955	SJRPP Plant	00451	SJRPP Manage	Community Se	158.8	2016	8	Community Service Leave
Hill, Lona Loud	8955	SJRPP Plant	00451	SJRPP NBU	Community Se	164.4	2017	8	Community Service Leave
Hill, Rodney W	3091	JEA Tower, 3rd	A0302	JEA Appointed	Community He	34.0	2013	0	Community Health Charities
Hill, Rodney W	3091	JEA Tower, 3rd	A0302	JEA Appointed	United Way	34.0	2013	0	United Way
Hilliard, Ronald	1062	SOCC	30701	Professional En	Community He	50.0	2013	0	Community Health Charities
Hillis, Robert J	6535	CSC Meter Sho	40402	JEA IBEW	Community He	91.1	2017	0	Community Health Charities
Hillis, Robert J	6535	CSC Meter Sho	40402	JEA IBEW	Community He	77.2	2017	0	Community Health Charities
Hillis, Robert J	6535	CSC Meter Sho	40402	JEA IBEW	Community Se	217.0	2015	8	Community Service Leave
Hillis, Robert J	6535	CSC Meter Sho	40402	JEA IBEW	Community Se	232.5	2016	8	Community Service Leave
Hillis, Robert J	6535	CSC Meter Sho	40402	JEA IBEW	Community Se	232.5	2017	8	Community Service Leave
Hills, Clarence	1979	SOCC	40308	JEA Supervisors	United Way	10.0	2013	0	United Way
Hills, Clarence	1979	SOCC	40308	JEA Supervisors	United Way	6.0	2014	0	United Way
Hills, Clarence	1979	SOCC	40308	LIUNA	United Way	16.0	2013	0	United Way
Hilton, Randy L	2313	Customer Cent	A0800	Professional En	Community He	166.4	2017	0	Community Health Charities
Hilton, Randy L	2313	Customer Cent	A0800	Professional En	Community He	147.4	2017	0	Community Health Charities
Hilton, Randy L	2313	Customer Cent	A0800	Professional En	Community Se	301.5	2015	8	Community Service Leave
Hilton, Randy L	2313	Customer Cent	A0800	Professional En	Community Se	118.5	2016	3	Community Service Leave
Hilton, William	2920	SSC Southside	30705	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Hilton, William	2920	SSC Southside	30705	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Hilton, William	2920	SSC Southside	30705	JEA IBEW	Community He	115.0	2017	0	Community Health Charities
Hilton, William	2920	SSC Southside	30705	JEA IBEW	United Way	130.0	2013	0	United Way
Hilton, William	2920	SSC Southside	30705	JEA IBEW	United Way	130.0	2014	0	United Way
Hilton, William	2920	SSC Southside	30705	JEA IBEW	United Way	130.0	2015	0	United Way
Hilton, William	2920	SSC Southside	30705	JEA IBEW	United Way	130.0	2016	0	United Way
Hilton, William	2920	SSC Southside	30705	JEA IBEW	United Way	130.0	2017	0	United Way
Hilton-Jones, E	5671	JEA Tower, 3rd	20421	Professional En	United Way	75.0	2013	0	United Way
Hilton-Jones, E	5671	JEA Tower, 3rd	20425	Professional En	United Way	140.0	2014	0	United Way
Hilton-Jones, E	5671	JEA Tower, 4th	20425	Professional En	United Way	70.0	2014	0	United Way
Hilton-Jones, E	5671	JEA Tower, 4th	20425	Professional En	United Way	360.0	2015	0	United Way
Hilton-Jones, E	5671	JEA Tower, 4th	20425	Professional En	United Way	390.0	2016	0	United Way
Hilton-Jones, E	5671	JEA Tower, 4th	20425	Professional En	United Way	105.0	2017	0	United Way
Hilton-Jones, E	5671	KENNEDY PUM	30110	Professional En	United Way	25.0	2013	0	United Way
Hilton-Jones, E	5671	W&S Wastewa	30601	Professional En	United Way	10.0	2013	0	United Way
Hinson, James	9551	NGS Northside	20300	Professional En	Community Se	160.1	2016	4	Community Service Leave
Hinson, James	9551	NGS Northside	20300	Professional En	Community Se	169.8	2017	8	Community Service Leave
Hiscox, Walter	6306	Customer Cent	20203	JEA Appointed	Community Se	359.8	2015	8	Community Service Leave
Hiscox, Walter	6306	Customer Cent	20203	JEA Appointed	United Way	10.0	2014	0	United Way
Hiscox, Walter	6306	Customer Cent	20203	JEA Appointed	United Way	90.0	2015	0	United Way
Hiscox, Walter	6306	JEA Tower, 5th	20203	JEA Appointed	Community He	52.0	2013	0	Community Health Charities
Hiscox, Walter	6306	JEA Tower, 5th	20203	JEA Appointed	Community He	44.0	2014	0	Community Health Charities
Hiscox, Walter	6306	JEA Tower, 5th	20203	JEA Appointed	United Way	40.0	2013	0	United Way
Hiscox, Walter	6306	JEA Tower, 5th	20203	JEA Appointed	United Way	102.0	2014	0	United Way
Hiscox, Walter	6306	SSC Southside	40305	JEA Appointed	United Way	15.0	2015	0	United Way
Hiscox, Walter	6306	WSC Westside	40305	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Hiscox, Walter	6306	WSC Westside	40305	JEA Appointed	Community He	52.0	2016	0	Community Health Charities
Hiscox, Walter	6306	WSC Westside	40305	JEA Appointed	Community He	46.0	2017	0	Community Health Charities
Hiscox, Walter	6306	WSC Westside	40305	JEA Appointed	United Way	25.0	2015	0	United Way
Hiscox, Walter	6306	WSC Westside	40305	JEA Appointed	United Way	130.0	2016	0	United Way
Hiscox, Walter	6306	WSC Westside	40305	JEA Appointed	United Way	130.0	2017	0	United Way
Hlaing, Daniel I	9258	JEA Tower, 8th	D0201	Professional En	United Way	90.0	2016	0	United Way
Hlaing, Daniel I	9258	JEA Tower, 8th	D0201	Professional En	United Way	35.0	2017	0	United Way
Hlaing, Daniel I	9258	JEA Tower, 8th	D0202	Professional En	Community Se	87.7	2015	2	Community Service Leave
Hlaing, Daniel I	9258	JEA Tower, 8th	D0202	Professional En	United Way	5.0	2016	0	United Way
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	Community He	40.0	2014	0	Community Health Charities
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	Community He	260.0	2015	0	Community Health Charities
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	Community He	260.0	2017	0	Community Health Charities
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	Community Se	682.4	2013	8	Community Service Leave
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	Community Se	716.1	2015	8	Community Service Leave

Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	Community Se	773.8	2016	8	Community Service Leave
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	Community Se	301.8	2017	3	Community Service Leave
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	United Way	3380.0	2013	0	United Way
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	United Way	3380.0	2014	0	United Way
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	United Way	3380.0	2015	0	United Way
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	United Way	3380.0	2016	0	United Way
Hobson, Ted E	1105	JEA Tower, 16t	30004	JEA Appointed	United Way	3380.0	2017	0	United Way
Hodge, Danny	9620	SJRPP Plant	00451	SJRPP Manage	Community He	20.0	2015	0	Community Health Charities
Hodge, Danny	9620	SJRPP Plant	00451	SJRPP Manage	Community He	130.0	2016	0	Community Health Charities
Hodge, Danny	9620	SJRPP Plant	00451	SJRPP Manage	Community He	5.0	2017	0	Community Health Charities
Hodges, Keith	2830	JEA Brandy Bra	30401	JEA Supervisor	Community He	68.1	2015	0	Community Health Charities
Hodges, Keith	2830	JEA Brandy Bra	30401	JEA Supervisor	Community He	40.0	2016	0	Community Health Charities
Hodges, Keith	2830	JEA Brandy Bra	30401	JEA Supervisor	Community He	230.0	2017	0	Community Health Charities
Hodges, Keith	2830	JEA Brandy Bra	30401	JEA Supervisor	United Way	130.0	2014	0	United Way
Hodges, Keith	2830	JEA Brandy Bra	30401	JEA Supervisor	United Way	260.0	2015	0	United Way
Hodges, Keith	2830	JEA Brandy Bra	30401	JEA Supervisor	United Way	260.0	2016	0	United Way
Hodges, Keith	2830	JEA Brandy Bra	30401	JEA Supervisor	United Way	260.0	2017	0	United Way
Hodges, Keith	2830	KGS Kennedy G	30403	JEA IBEW	United Way	260.0	2013	0	United Way
Hodges, Keith	2830	KGS Kennedy G	30403	JEA IBEW	United Way	130.0	2014	0	United Way
Hoffman, Lori	2422	Customer Cent	40111	AFSCME	Community He	22.0	2013	0	Community Health Charities
Hoffman, Lori	2422	Customer Cent	40110	AFSCME	Community Se	210.1	2015	8	Community Service Leave
Hoffman, Lori	2422	Customer Cent	40120	AFSCME	Community He	3.0	2017	0	Community Health Charities
Hoge, Dewey L	2083	CSC Meter Sho	40402	JEA IBEW	Community He	52.0	2013	0	Community Health Charities
Hoge, Dewey L	2083	CSC Meter Sho	40402	JEA IBEW	Community He	44.0	2014	0	Community Health Charities
Hoge, Dewey L	2083	CSC Meter Sho	40402	JEA IBEW	Community He	50.5	2015	0	Community Health Charities
Hoge, Dewey L	2083	CSC Meter Sho	40402	JEA IBEW	Community He	60.7	2017	0	Community Health Charities
Hoge, Dewey L	2083	CSC Meter Sho	40402	JEA IBEW	Community He	53.8	2017	0	Community Health Charities
Hoge, Dewey L	2083	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Hoge, Dewey L	2083	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2014	0	United Way
Hoge, Dewey L	2083	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2015	0	United Way
Hoge, Dewey L	2083	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2016	0	United Way
Hoge, Dewey L	2083	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2017	0	United Way
Hoge, Dewey L	2083	CSC Meter Sho	40402	JEA IBEW	United Way Or	51.5	2017	0	United Way
Hoilman, Wade	9688	W&S Wastewa	30606	LIUNA	Community He	15.0	2017	0	Community Health Charities
Hoilman, Wade	9688	W&S Wastewa	30606	LIUNA	Community He	18.2	2017	0	Community Health Charities
Holbrook, Mich	9148	JEA Tower, 2nd	30902	Professional En	Community Se	377.2	2013	12	Community Service Leave
Holbrook, Mich	9148	JEA Tower, 2nd	30902	Professional En	Community Se	255.5	2014	8	Community Service Leave
Holbrook, Mich	9148	JEA Tower, 2nd	30902	Professional En	Community Se	258.5	2015	8	Community Service Leave
Holbrooks, Kev	2102	Laboratory Ser	D0300	JEA Appointed	Community He	130.0	2013	0	Community Health Charities
Holbrooks, Kev	2102	Laboratory Ser	D0300	JEA Appointed	Community He	130.0	2014	0	Community Health Charities
Holbrooks, Kev	2102	Laboratory Ser	D0300	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Holbrooks, Kev	2102	Laboratory Ser	D0300	JEA Appointed	Community He	125.0	2016	0	Community Health Charities
Holbrooks, Kev	2102	Laboratory Ser	D0300	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Holbrooks, Kev	2102	Laboratory Ser	D0300	JEA Appointed	Community Se	515.2	2017	8	Community Service Leave
Holbrooks, Kev	2102	Laboratory Ser	D0300	JEA Appointed	United Way	1001.0	2013	0	United Way
Holbrooks, Kev	2102	Laboratory Ser	D0300	JEA Appointed	United Way	1001.0	2014	0	United Way
Holbrooks, Kev	2102	Laboratory Ser	D0300	JEA Appointed	United Way	1001.0	2015	0	United Way
Holbrooks, Kev	2102	Laboratory Ser	D0300	JEA Appointed	United Way	1001.0	2016	0	United Way
Holbrooks, Kev	2102	Laboratory Ser	D0300	JEA Appointed	United Way	1029.5	2017	0	United Way
Holland, Matth	5072	JEA Tower, 15t	C0200	JEA Appointed	Community Se	241.0	2013	8	Community Service Leave
Holland, Matth	5072	JEA Tower, 15t	C0200	JEA Appointed	Community Se	246.2	2014	8	Community Service Leave
Holland, Matth	5072	JEA Tower, 15t	C0200	JEA Appointed	United Way	200.0	2013	0	United Way
Holland, Matth	5072	JEA Tower, 15t	C0200	JEA Appointed	United Way	460.0	2014	0	United Way
Holland, Matth	5072	JEA Tower, 15t	C0200	JEA Appointed	United Way	130.0	2015	0	United Way
Holland, Matth	5072	JEA Tower, 3rd	A0301	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Holland, Matth	5072	JEA Tower, 3rd	A0301	JEA Appointed	Community He	230.0	2017	0	Community Health Charities
Holland, Matth	5072	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	577.0	2015	16	Community Service Leave
Holland, Matth	5072	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	148.6	2016	8	Community Service Leave
Holland, Matth	5072	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	297.1	2017	8	Community Service Leave
Holland, Matth	5072	JEA Tower, 3rd	A0301	JEA Appointed	United Way	150.0	2015	0	United Way
Holland, Matth	5072	JEA Tower, 3rd	A0301	JEA Appointed	United Way	260.0	2016	0	United Way
Holland, Matth	5072	JEA Tower, 3rd	A0301	JEA Appointed	United Way	230.0	2017	0	United Way
Holland, Matth	5072	JEA Tower, 3rd	ZE000	JEA Appointed	Community He	40.0	2015	0	Community Health Charities
Holland, Matth	5072	JEA Tower, 3rd	ZE000	JEA Appointed	United Way	40.0	2015	0	United Way
Holland, Matth	5072	JEA Tower, 7th	A0350	JEA Appointed	United Way	30.0	2017	0	United Way
Hollifield, Darr	2146	W&S Treatmer	30137	JEA Appointed	United Way	130.0	2013	0	United Way
Hollifield, Darr	2146	W&S Treatmer	30137	JEA Appointed	United Way	130.0	2014	0	United Way
Hollifield, Darr	2146	W&S Treatmer	30137	JEA Appointed	United Way	130.0	2015	0	United Way
Hollifield, Darr	2146	W&S Treatmer	30137	JEA Appointed	United Way	45.0	2016	0	United Way
Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	Community He	10.0	2014	0	Community Health Charities
Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	Community He	63.0	2015	0	Community Health Charities

Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	Community He	52.0	2016	0	Community Health Charities
Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	Community He	10.0	2017	0	Community Health Charities
Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	Community Se	384.6	2013	8	Community Service Leave
Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	Community Se	390.1	2014	8	Community Service Leave
Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	Community Se	409.0	2016	8	Community Service Leave
Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	United Way	190.0	2014	0	United Way
Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	United Way	160.0	2015	0	United Way
Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	United Way	130.0	2016	0	United Way
Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	United Way	25.0	2017	0	United Way
Holmes, Nicole	8692	JEA Tower, 13t	B0900	Professional En	Community He	36.0	2017	0	Community Health Charities
Holmes, Nicole	8692	JEA Tower, 13t	B0900	Professional En	Community Se	409.0	2017	8	Community Service Leave
Holmes, Nicole	8692	JEA Tower, 13t	B0900	Professional En	United Way	105.0	2017	0	United Way
Holt, Nicole Sh	5763	SOCC	40306	AFSCME	United Way	28.0	2013	0	United Way
Holt, Nicole Sh	5763	SOCC	40306	AFSCME	United Way	6.0	2014	0	United Way
Holton, Leonar	631	WSC Westside	A0104	JEA Appointed	Community Se	139.8	2016	3	Community Service Leave
Hood, Robin L	317	JEA Tower, 10t	00410	SJRPP NBU	Community He	8.0	2015	0	Community Health Charities
Hood, Robin L	317	JEA Tower, 10t	00410	SJRPP NBU	Community He	44.0	2016	0	Community Health Charities
Hood, Robin L	317	JEA Tower, 10t	00410	SJRPP NBU	United Way	140.0	2014	0	United Way
Hood, Robin L	317	JEA Tower, 10t	00410	SJRPP NBU	United Way	260.0	2015	0	United Way
Hood, Robin L	317	JEA Tower, 10t	00410	SJRPP NBU	United Way	260.0	2016	0	United Way
Hood, Robin L	317	JEA Tower, 10t	00410	SJRPP NBU	United Way	260.0	2017	0	United Way
Hood, Robin L	317	JEA Tower, 11t	00410	SJRPP NBU	United Way	260.0	2013	0	United Way
Hood, Robin L	317	JEA Tower, 11t	00410	SJRPP NBU	United Way	120.0	2014	0	United Way
Hope, Kelsey B	9553	Greenland Ene	D0201	Professional En	Community He	20.0	2017	0	Community Health Charities
Hope, Kelsey B	9553	Greenland Ene	D0201	Professional En	Community Se	90.9	2015	3	Community Service Leave
Hope, Kelsey B	9553	Greenland Ene	D0201	Professional En	Community Se	62.4	2016	2	Community Service Leave
Hope, Kelsey B	9553	Greenland Ene	D0201	Professional En	Community Se	158.1	2017	4	Community Service Leave
Hope, Kelsey B	9553	Greenland Ene	D0201	Professional En	United Way Or	30.0	2017	0	United Way
Horn, Jennifer	4546	JEA Tower, 10t	A0600	Professional En	Community Se	278.0	2014	8	Community Service Leave
Horn, Jennifer	4546	JEA Tower, 10t	A0600	Professional En	Community Se	283.6	2015	8	Community Service Leave
Horn, Jennifer	4546	JEA Tower, 10t	A0600	Professional En	Community Se	299.5	2016	8	Community Service Leave
Horn, Jennifer	4546	JEA Tower, 10t	A0600	Professional En	Community Se	299.5	2017	8	Community Service Leave
Horn, Shelia Y	1396	Customer Cent	40304	JEA Supervisor	Community Se	104.4	2013	4	Community Service Leave
Horn, Shelia Y	1396	Customer Cent	40304	JEA Supervisor	Community Se	133.2	2014	5.1	Community Service Leave
Horn, Shelia Y	1396	Customer Cent	40304	JEA Supervisor	Community Se	134.5	2015	5	Community Service Leave
Hoskins, Gary L	456	W&S Treatmer	30136	LIUNA	United Way	28.0	2013	0	United Way
Hoskins, Gary L	456	W&S Treatmer	30136	LIUNA	United Way	2.0	2014	0	United Way
Houston, Charl	2471	W&S Treatmer	30122	LIUNA	Community He	20.0	2014	0	Community Health Charities
Houston, Charl	2471	W&S Treatmer	30122	LIUNA	Community Se	127.6	2015	4	Community Service Leave
Houston, Charl	2471	W&S Treatmer	30122	LIUNA	United Way	130.0	2013	0	United Way
Houston, Charl	2471	W&S Treatmer	30122	LIUNA	United Way	130.0	2014	0	United Way
Houston, Charl	2471	W&S Treatmer	30122	LIUNA	United Way	130.0	2015	0	United Way
Houston, Charl	2471	W&S Treatmer	30122	LIUNA	United Way	130.0	2016	0	United Way
Houston, Charl	2471	W&S Treatmer	30122	LIUNA	United Way	130.0	2017	0	United Way
Houston, Shan	7192	Customer Cent	40110	AFSCME Temp	Community He	8.0	2013	0	Community Health Charities
Houston, Shan	7192	Customer Cent	40110	AFSCME Temp	Community He	48.0	2014	0	Community Health Charities
Houston, Shan	7192	Customer Cent	40110	AFSCME Temp	Community He	8.0	2015	0	Community Health Charities
Howard, Josep	812	WSC Westside	30704	JEA Supervisor	Community He	22.0	2013	0	Community Health Charities
Howard, Joshu	7485	NGS Northside	30200	JEA Appointed	Community He	40.0	2015	0	Community Health Charities
Howard, Joshu	7485	NGS Northside	30200	JEA Appointed	Community He	220.0	2016	0	Community Health Charities
Howard, Joshu	7485	NGS Northside	30200	JEA Appointed	Community He	153.2	2016	0	Community Health Charities
Howard, Joshu	7485	NGS Northside	30200	JEA Appointed	Community Se	81.4	2014	2	Community Service Leave
Howard, Joshu	7485	NGS Northside	30200	JEA Appointed	Community Se	170.4	2015	4	Community Service Leave
Howard, Joshu	7485	NGS Northside	30200	JEA Appointed	Community Se	173.0	2016	4	Community Service Leave
Howard, Joshu	7485	NGS Northside	30200	JEA Appointed	United Way	200.0	2014	0	United Way
Howard, Joshu	7485	NGS Northside	30200	JEA Appointed	United Way	260.0	2015	0	United Way
Howard, Joshu	7485	NGS Northside	30200	JEA Appointed	United Way	260.0	2016	0	United Way
Howard, Joshu	7485	NGS Northside	30200	JEA Appointed	United Way	260.0	2017	0	United Way
Howard, Rache	9781	CSC Meter Sho	40402	AFSCME	Community Se	75.2	2017	4	Community Service Leave
Howard, Samu	2298	W&S Wastewa	30606	LIUNA	United Way	52.0	2013	0	United Way
Howard, Samu	2298	W&S Wastewa	30606	LIUNA	United Way	52.0	2014	0	United Way
Howard, Samu	2298	W&S Wastewa	30606	LIUNA	United Way	12.0	2015	0	United Way
Howard, Samu	7417	W&S Wastewa	30604	LIUNA	Community He	16.0	2014	0	Community Health Charities
Howard, Samu	7417	W&S Wastewa	30604	LIUNA	Community He	104.0	2015	0	Community Health Charities
Howard, Samu	7417	W&S Wastewa	30604	LIUNA	Community He	104.0	2016	0	Community Health Charities
Howard, Samu	7417	W&S Wastewa	30604	LIUNA	Community He	107.0	2017	0	Community Health Charities
Howard, Samu	7417	W&S Wastewa	30604	LIUNA	Community He	23.5	2017	0	Community Health Charities
Howard, Samu	7417	W&S Wastewa	30604	LIUNA	Community He	27.7	2017	0	Community Health Charities
Howard, Samu	7417	W&S Wastewa	30604	LIUNA	United Way	46.0	2013	0	United Way
Howard, Samu	7417	W&S Wastewa	30604	LIUNA	United Way	52.0	2014	0	United Way
Howard, Samu	7417	W&S Wastewa	30604	LIUNA	United Way	52.0	2015	0	United Way

Howard, Samu	7417	W&S Wastewa	30604	LIUNA	United Way	52.0	2016	0	United Way
Howard, Samu	7417	W&S Wastewa	30604	LIUNA	United Way	52.0	2017	0	United Way
Howell, Pamel	3061	Customer Cent	40820	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Howell, Pamel	3061	Customer Cent	40820	JEA Appointed	Community Se	274.3	2016	8	Community Service Leave
Howell, Pamel	3061	Customer Cent	40820	JEA Appointed	United Way	89.5	2016	0	United Way
Hu, Shaodong	7300	Laboratory Ser	D0300	AFSCME	Community He	15.0	2016	0	Community Health Charities
Hu, Shaodong	7300	Laboratory Ser	D0300	AFSCME	Community He	115.0	2017	0	Community Health Charities
Hu, Shaodong	7300	Laboratory Ser	D0300	AFSCME	Community Se	270.5	2016	8	Community Service Leave
Hu, Shaodong	7300	Laboratory Ser	D0300	AFSCME	Community Se	277.3	2017	8	Community Service Leave
Hu, Shaodong	7300	Laboratory Ser	D0300	AFSCME	United Way	40.0	2015	0	United Way
Hu, Shaodong	7300	Laboratory Ser	D0300	AFSCME	United Way	52.0	2016	0	United Way
Hu, Shaodong	7300	Laboratory Ser	D0300	AFSCME	United Way	52.0	2017	0	United Way
Huang, Harry	9642	JEA Tower, 10t	A0600	Professional En	Community He	58.8	2017	0	Community Health Charities
Huang, Harry	9642	JEA Tower, 10t	A0600	Professional En	Community He	50.0	2016	0	Community Health Charities
Huang, Harry	9642	JEA Tower, 10t	A0600	Professional En	Community He	52.1	2017	0	Community Health Charities
Huang, Harry	9642	JEA Tower, 10t	A0600	Professional En	Community Se	188.6	2016	7	Community Service Leave
Huang, Harry	9642	JEA Tower, 10t	A0600	Professional En	Community Se	88.2	2017	6	Community Service Leave
Hudson, Natha	6254	CSC Commonw	40403	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Hudson, Natha	6254	CSC Commonw	40403	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Hudson, Natha	6254	CSC Commonw	40403	JEA IBEW	Community He	115.0	2017	0	Community Health Charities
Hudson, Natha	6254	CSC Commonw	40403	JEA IBEW	United Way	95.0	2014	0	United Way
Hudson, Natha	6254	CSC Commonw	40403	JEA IBEW	United Way	130.0	2015	0	United Way
Hudson, Natha	6254	CSC Commonw	40403	JEA IBEW	United Way	130.0	2016	0	United Way
Hudson, Natha	6254	CSC Commonw	40403	JEA IBEW	United Way	35.0	2017	0	United Way
Hudson, Natha	6254	CSC Meter Sho	40402	JEA IBEW	Community He	110.0	2013	0	Community Health Charities
Hudson, Natha	6254	CSC Meter Sho	40402	JEA IBEW	United Way	130.0	2013	0	United Way
Hudson, Natha	6254	CSC Meter Sho	40402	JEA IBEW	United Way	35.0	2014	0	United Way
Hudson, Stuart	8764	WW-RT, Core C	30134	LIUNA	Community He	100.0	2013	0	Community Health Charities
Hudson, Stuart	8764	WW-RT, Core C	30134	LIUNA	United Way	100.0	2014	0	United Way
Hudson, Stuart	8764	WW-RT, Core C	30134	LIUNA	United Way	130.0	2015	0	United Way
Hudson, Stuart	8764	WW-RT, Core C	30134	LIUNA	United Way	35.0	2016	0	United Way
Huff, Jon Mario	8832	W&S Wastewa	30602	LIUNA	Community He	105.0	2016	0	Community Health Charities
Huff, Jon Mario	8832	W&S Wastewa	30602	LIUNA	United Way	202.0	2016	0	United Way
Huff, Jon Mario	8832	W&S Wastewa	30602	LIUNA	United Way	260.0	2017	0	United Way
Huff, Jon Mario	8832	W&S Wastewa	30604	LIUNA	Community He	20.0	2015	0	Community Health Charities
Huff, Jon Mario	8832	W&S Wastewa	30604	LIUNA	Community He	5.0	2016	0	Community Health Charities
Huff, Jon Mario	8832	W&S Wastewa	30604	LIUNA	United Way	44.0	2015	0	United Way
Huff, Jon Mario	8832	W&S Wastewa	30604	LIUNA	United Way	2.0	2016	0	United Way
Huff, Jon Mario	8832	W&S Wastewa	30606	LIUNA	United Way	8.0	2014	0	United Way
Huff, Jon Mario	8832	W&S Wastewa	30606	LIUNA	United Way	6.0	2015	0	United Way
Huff, Jon Mario	8832	W&S Wastewa	30607	LIUNA	United Way	32.0	2014	0	United Way
Huff, Jon Mario	8832	W&S Wastewa	30607	LIUNA	United Way	2.0	2015	0	United Way
Hughes, James	9413	Laboratory Ser	D0300	CO-OP	Community He	8.0	2014	0	Community Health Charities
Hughes, James	9413	Laboratory Ser	D0300	CO-OP	Community He	16.0	2015	0	Community Health Charities
Hughes, Joseph	2019	W&S Wastewa	30603	LIUNA	United Way	70.0	2013	0	United Way
Hughes, Joseph	2019	W&S Wastewa	30604	LIUNA	United Way	130.0	2014	0	United Way
Hughes, Joseph	2019	W&S Wastewa	30604	LIUNA	United Way	80.0	2015	0	United Way
Hughes, Joseph	2019	W&S Wastewa	30606	LIUNA	United Way	60.0	2013	0	United Way
Hughes, Ryan A	5545	WSC Westside	30704	JEA IBEW	Community He	550.0	2013	0	Community Health Charities
Hughes, Ryan A	5545	WSC Westside	30704	JEA IBEW	Community He	100.0	2015	0	Community Health Charities
Hughes, Ryan A	5545	WSC Westside	30704	JEA IBEW	Community He	650.0	2016	0	Community Health Charities
Hughes, Ryan A	5545	WSC Westside	30704	JEA IBEW	Community He	575.0	2017	0	Community Health Charities
Hughes, Sandra	4122	CSC Commonw	40402	JEA IBEW	Community He	5.0	2013	0	Community Health Charities
Hughes, Sandra	4122	CSC Commonw	40405	JEA IBEW	Community Se	143.9	2017	4.5	Community Service Leave
Hughes, Susan	1347	Customer Cent	40111	AFSCME	Community He	45.0	2013	0	Community Health Charities
Hughes, Susan	1347	Customer Cent	40111	AFSCME	United Way	30.0	2013	0	United Way
Hughes, Susan	1764	JEA Tower, 16t	A0000	JEA Appointed	Community He	60.0	2013	0	Community Health Charities
Hughes, Susan	1764	JEA Tower, 16t	A0000	JEA Appointed	United Way	1500.0	2013	0	United Way
Hunt, Timothy	585	Customer Cent	30800	JEA Appointed	Community Se	429.4	2013	8	Community Service Leave
Hunt, Timothy	585	Customer Cent	30800	JEA Appointed	United Way	140.0	2013	0	United Way
Hunt, Timothy	585	JEA Tower, 12t	10700	JEA Appointed	Community He	95.0	2014	0	Community Health Charities
Hunt, Timothy	585	JEA Tower, 12t	10700	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Hunt, Timothy	585	JEA Tower, 12t	10700	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Hunt, Timothy	585	JEA Tower, 12t	10700	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Hunt, Timothy	585	JEA Tower, 12t	10700	JEA Appointed	United Way	190.0	2014	0	United Way
Hunt, Timothy	585	JEA Tower, 12t	10700	JEA Appointed	United Way	260.0	2015	0	United Way
Hunt, Timothy	585	JEA Tower, 12t	10700	JEA Appointed	United Way	260.0	2016	0	United Way
Hunt, Timothy	585	JEA Tower, 12t	10700	JEA Appointed	United Way	260.0	2017	0	United Way
Hunt, Timothy	585	JEA Tower, 12t	30800	JEA Appointed	Community He	20.0	2013	0	Community Health Charities
Hunt, Timothy	585	JEA Tower, 12t	30800	JEA Appointed	Community He	5.0	2014	0	Community Health Charities
Hunt, Timothy	585	JEA Tower, 12t	30800	JEA Appointed	United Way	60.0	2013	0	United Way

Hunt, Timothy	585	JEA Tower, 12t	30800	JEA Appointed	United Way	10.0	2014	0	United Way
Hunt, Timothy	585	JEA Tower, 12t	40000	JEA Appointed	Community He	30.0	2014	0	Community Health Charities
Hunt, Timothy	585	JEA Tower, 12t	40000	JEA Appointed	United Way	60.0	2014	0	United Way
Hunter, Daniel	630	JEA Tower, 2nd	30901	Professional En	Community He	20.0	2014	0	Community Health Charities
Hunter, Daniel	630	JEA Tower, 2nd	30901	Professional En	Community He	10.0	2015	0	Community Health Charities
Hunter, Daniel	630	JEA Tower, 2nd	30901	Professional En	Community Se	165.4	2014	4	Community Service Leave
Hutcherson, Aa	9406	NGS Northside	30300	JEA IBEW	Community He	24.0	2014	0	Community Health Charities
Hutcherson, Aa	9406	NGS Northside	30300	JEA IBEW	Community He	132.0	2015	0	Community Health Charities
Hutchinson, Ja	8667	Customer Cent	A0501	JEA Appointed	United Way	360.0	2013	0	United Way
Hutchinson, Ja	8667	Customer Cent	A0501	JEA Appointed	United Way	470.0	2014	0	United Way
Hutchinson, Ja	8667	Customer Cent	A0506	JEA Appointed	United Way	20.0	2014	0	United Way
Hutchinson, Ja	8667	Customer Cent	A0506	JEA Appointed	United Way	40.0	2015	0	United Way
Hutchinson, Ja	8667	JEA Tower, 11t	A0506	JEA Appointed	Community Se	271.8	2016	8	Community Service Leave
Hutchinson, Ja	8667	JEA Tower, 11t	A0506	JEA Appointed	United Way	225.0	2016	0	United Way
Hutchinson, Ja	8667	JEA Tower, 11t	A0506	JEA Appointed	United Way	650.0	2017	0	United Way
Hutchinson, Ja	8667	JEA Tower, 8th	A0506	JEA Appointed	Community Se	131.0	2015	4	Community Service Leave
Hutchinson, Ja	8667	JEA Tower, 8th	A0506	JEA Appointed	United Way	480.0	2015	0	United Way
Hutchinson, Ja	8667	JEA Tower, 8th	A0506	JEA Appointed	United Way	390.0	2016	0	United Way
Huynh, Linda	9554	Laboratory Ser	D0300	AFSCME	Community He	27.0	2015	0	Community Health Charities
Huynh, Linda	9554	Laboratory Ser	D0300	AFSCME	Community Se	130.1	2016	8	Community Service Leave
Ingalls, John M	9191	JEA Tower, 5th	30137	JEA IBEW	Community He	50.0	2015	0	Community Health Charities
Ingalls, John M	9191	JEA Tower, 5th	30137	JEA IBEW	Community Se	191.2	2015	8	Community Service Leave
Ingalls, John M	9191	JEA Tower, 5th	30137	JEA IBEW	Community Se	204.7	2016	8	Community Service Leave
Ingram, Erick T	6193	CSC Commonw	40403	JEA IBEW	Community Se	87.2	2016	3	Community Service Leave
Inscore, Micha	6765	Greenland Ene	30403	JEA IBEW	United Way	105.0	2013	0	United Way
Irving, Laura Le	9496	CSC Meter Sho	40402	AFSCME	Community Se	148.3	2015	8	Community Service Leave
Isaac, Lyndon (	2206	W&S Treatmer	30136	LIUNA	Community He	20.0	2016	0	Community Health Charities
Isaac, Lyndon (	2206	W&S Treatmer	30136	LIUNA	Community He	130.0	2017	0	Community Health Charities
Isaac, Lyndon (	2206	W&S Treatmer	30136	LIUNA	United Way	1040.0	2013	0	United Way
Isaac, Lyndon (	2206	W&S Treatmer	30136	LIUNA	United Way	1040.0	2014	0	United Way
Isaac, Lyndon (	2206	W&S Treatmer	30136	LIUNA	United Way	1040.0	2015	0	United Way
Isaac, Lyndon (	2206	W&S Treatmer	30136	LIUNA	United Way	1040.0	2016	0	United Way
Isaac, Lyndon (	2206	W&S Treatmer	30136	LIUNA	United Way	280.0	2017	0	United Way
Ivy, Tory A (Ter	3470	SSC Southside	30705	JEA IBEW	Community Se	273.4	2013	8	Community Service Leave
Ivy, Tory A (Ter	3470	SSC Southside	30705	JEA IBEW	Community Se	273.4	2014	8	Community Service Leave
Ivy, Tory A (Ter	3470	SSC Southside	30705	JEA IBEW	Community Se	287.3	2016	8	Community Service Leave
Jackson, Armor	7125	SOCC	30701	Professional En	Community Se	149.8	2014	4	Community Service Leave
Jackson, Armor	7125	SOCC	30701	Professional En	Community Se	187.3	2015	5	Community Service Leave
Jackson, Armor	7125	SOCC	30701	Professional En	Community Se	319.0	2017	8	Community Service Leave
Jackson, Arthu	2242	W&S Wastewa	30602	JEA Supervisor	Community He	16.0	2015	0	Community Health Charities
Jackson, Arthu	2242	W&S Wastewa	30602	JEA Supervisor	Community He	2.0	2016	0	Community Health Charities
Jackson, Arthu	2242	W&S Wastewa	30602	JEA Supervisor	Community Se	119.5	2015	6	Community Service Leave
Jackson, Arthu	2242	W&S Wastewa	30602	JEA Supervisor	United Way	16.0	2015	0	United Way
Jackson, Arthu	2242	W&S Wastewa	30602	JEA Supervisor	United Way	2.0	2016	0	United Way
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	Community He	8.0	2014	0	Community Health Charities
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	Community He	28.0	2015	0	Community Health Charities
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	Community He	50.0	2016	0	Community Health Charities
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	Community He	52.0	2017	0	Community Health Charities
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	Community Se	230.8	2015	6	Community Service Leave
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	Community Se	243.7	2016	8	Community Service Leave
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	Community Se	243.7	2017	8	Community Service Leave
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	United Way	92.0	2013	0	United Way
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	United Way	104.0	2014	0	United Way
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	United Way	40.0	2015	0	United Way
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	United Way	50.0	2016	0	United Way
Jackson, Arthu	2242	W&S Wastewa	30606	JEA Supervisor	United Way	52.0	2017	0	United Way
Jackson, Arthu	2242	W&S Wastewa	30607	JEA Supervisor	Community He	8.0	2015	0	Community Health Charities
Jackson, Arthu	2242	W&S Wastewa	30607	JEA Supervisor	United Way	8.0	2015	0	United Way
Jackson, Bobby	2820	NGS Northside	30300	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Jackson, Bobby	2820	NGS Northside	30300	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Jackson, Bobby	2820	NGS Northside	30300	JEA IBEW	Community He	105.0	2017	0	Community Health Charities
Jackson, Bobby	2820	NGS Northside	30300	JEA IBEW	United Way	390.0	2013	0	United Way
Jackson, Bobby	2820	NGS Northside	30300	JEA IBEW	United Way	390.0	2014	0	United Way
Jackson, Bobby	2820	NGS Northside	30300	JEA IBEW	United Way	390.0	2015	0	United Way
Jackson, Bobby	2820	NGS Northside	30300	JEA IBEW	United Way	330.0	2016	0	United Way
Jackson, Bobby	2820	NGS Northside	30300	JEA IBEW	United Way	60.0	2017	0	United Way
Jackson, Carole	4255	Customer Cent	40120	JEA Supervisor	Community He	8.0	2014	0	Community Health Charities
Jackson, Carole	4255	Customer Cent	40120	JEA Supervisor	Community He	44.0	2015	0	Community Health Charities
Jackson, Carole	4255	Customer Cent	40120	JEA Supervisor	Community He	6.0	2017	0	Community Health Charities
Jackson, Carole	4255	Customer Cent	40120	JEA Supervisor	United Way	130.0	2013	0	United Way
Jackson, Carole	4255	Customer Cent	40120	JEA Supervisor	United Way	130.0	2014	0	United Way

Jackson, Carole	4255	Customer Cent	40120	JEA Supervisor	United Way	70.0	2015	0	United Way
Jackson, Carole	4255	Customer Cent	40120	JEA Supervisor	United Way	109.0	2016	0	United Way
Jackson, Carole	4255	Customer Cent	40120	JEA Supervisor	United Way	130.0	2017	0	United Way
Jackson, Christ	9739	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	230.8	2016	8	Community Service Leave
Jackson, Christ	9739	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	230.8	2017	8	Community Service Leave
Jackson, Christ	9739	JEA Tower, 3rd	A0301	JEA Appointed	United Way	38.0	2017	0	United Way
Jackson, Christ	9400	JEA Tower, 15t	40400	JEA Appointed	Community He	10.0	2016	0	Community Health Charities
Jackson, Christ	9400	JEA Tower, 15t	40400	JEA Appointed	United Way	192.4	2016	0	United Way
Jackson, Christ	9400	JEA Tower, 15t	40406	JEA Appointed	Community He	8.0	2016	0	Community Health Charities
Jackson, Christ	9400	JEA Tower, 15t	40406	JEA Appointed	Community He	6.0	2017	0	Community Health Charities
Jackson, Christ	9400	JEA Tower, 15t	40406	JEA Appointed	Community Se	207.7	2016	5	Community Service Leave
Jackson, Christ	9400	JEA Tower, 15t	40406	JEA Appointed	Community Se	332.3	2017	8	Community Service Leave
Jackson, Christ	9400	JEA Tower, 15t	40406	JEA Appointed	United Way	307.8	2016	0	United Way
Jackson, Christ	9400	JEA Tower, 15t	40406	JEA Appointed	United Way	269.3	2017	0	United Way
Jackson, Christ	9400	JEA Tower, 15t	ZE000	JEA Appointed	Community He	4.0	2016	0	Community Health Charities
Jackson, Christ	9400	JEA Tower, 15t	ZE000	JEA Appointed	United Way	76.9	2016	0	United Way
Jackson, Christ	9400	JEA Tower, 7th	40303	JEA Appointed	Community He	40.0	2014	0	Community Health Charities
Jackson, Christ	9400	JEA Tower, 7th	40303	JEA Appointed	Community He	228.0	2015	0	Community Health Charities
Jackson, Christ	9400	JEA Tower, 7th	40303	JEA Appointed	Community He	22.0	2016	0	Community Health Charities
Jackson, Christ	9400	JEA Tower, 7th	40303	JEA Appointed	Community Se	111.1	2014	3	Community Service Leave
Jackson, Christ	9400	JEA Tower, 7th	40303	JEA Appointed	Community Se	151.0	2015	4	Community Service Leave
Jackson, Christ	9400	JEA Tower, 7th	40303	JEA Appointed	United Way	769.4	2015	0	United Way
Jackson, Christ	9400	JEA Tower, 7th	40303	JEA Appointed	United Way	423.2	2016	0	United Way
Jackson, Danie	1566	NGS Northside	30203	JEA IBEW	United Way	8.0	2014	0	United Way
Jackson, Jonny	1380	CSC Commonw	40403	JEA Supervisor	United Way	95.0	2014	0	United Way
Jackson, Jonny	1380	CSC Commonw	40403	JEA Supervisor	United Way	110.0	2015	0	United Way
Jackson, Jonny	1380	CSC Meter Sho	40402	JEA Supervisor	United Way	130.0	2013	0	United Way
Jackson, Jonny	1380	CSC Meter Sho	40402	JEA Supervisor	United Way	35.0	2014	0	United Way
Jackson, Josepl	9656	JEA Tower, 13t	B0600	Professional En	Community Se	153.9	2015	4	Community Service Leave
Jackson, Josepl	9656	JEA Tower, 13t	B0600	Professional En	Community Se	308.6	2016	8	Community Service Leave
Jackson, Josepl	9656	JEA Tower, 13t	B0600	Professional En	Community Se	316.8	2017	8	Community Service Leave
Jackson, Lillie A	653	Customer Cent	40110	AFSCME	Community Se	100.0	2015	4	Community Service Leave
Jackson, Lillie A	653	Customer Cent	40110	AFSCME	Community Se	78.1	2017	3	Community Service Leave
Jackson, Lillie A	653	Customer Cent	40110	AFSCME	United Way	100.0	2013	0	United Way
Jackson, Lillie A	653	Customer Cent	40110	AFSCME	United Way	130.0	2014	0	United Way
Jackson, Lillie A	653	Customer Cent	40110	AFSCME	United Way	130.0	2015	0	United Way
Jackson, Lillie A	653	Customer Cent	40110	AFSCME	United Way	130.0	2016	0	United Way
Jackson, Lillie A	653	Customer Cent	40110	AFSCME	United Way	35.0	2017	0	United Way
Jackson, Natas	490	CSC Meter Sho	40402	JEA IBEW	Community He	6.0	2017	0	Community Health Charities
Jackson, Natas	490	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Jackson, Natas	490	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2014	0	United Way
Jackson, Natas	490	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2015	0	United Way
Jackson, Natas	490	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2016	0	United Way
Jackson, Natas	490	CSC Meter Sho	40402	JEA IBEW	United Way	204.0	2017	0	United Way
Jackson-Ancru	2764	SOCC	40306	AFSCME	Community He	8.0	2015	0	Community Health Charities
Jackson-Ancru	2764	SOCC	40306	AFSCME	Community He	44.0	2016	0	Community Health Charities
Jackson-Ancru	2764	SOCC	40306	AFSCME	Community He	6.0	2017	0	Community Health Charities
Jackson-Ancru	2764	SOCC	40306	AFSCME	United Way	52.0	2013	0	United Way
Jackson-Ancru	2764	SOCC	40306	AFSCME	United Way	52.0	2014	0	United Way
Jackson-Ancru	2764	SOCC	40306	AFSCME	United Way	52.0	2015	0	United Way
Jackson-Ancru	2764	SOCC	40306	AFSCME	United Way	52.0	2016	0	United Way
Jackson-Ancru	2764	SOCC	40306	AFSCME	United Way	52.0	2017	0	United Way
Jacobs, Christir	3014	JEA Tower, 8th	D0400	Professional En	Community He	10.0	2013	0	Community Health Charities
Jacobs, Christir	3014	JEA Tower, 8th	D0400	Professional En	Community He	65.0	2014	0	Community Health Charities
Jacobs, Christir	3014	JEA Tower, 8th	D0400	Professional En	Community He	55.0	2015	0	Community Health Charities
Jacobs, Christir	3014	JEA Tower, 8th	D0400	Professional En	Community He	20.0	2016	0	Community Health Charities
Jacobs, Christir	3014	JEA Tower, 8th	D0400	Professional En	Community He	130.0	2017	0	Community Health Charities
Jacobs, Christir	3014	JEA Tower, 8th	D0400	Professional En	Community Se	148.0	2014	6	Community Service Leave
Jacobs, Christir	3014	JEA Tower, 8th	D0400	Professional En	Community Se	174.3	2015	7	Community Service Leave
Jacobs, Christir	3014	JEA Tower, 8th	D0400	Professional En	Community Se	208.9	2016	8	Community Service Leave
Jacobs, Christir	3014	JEA Tower, 8th	D0400	Professional En	Community Se	130.6	2017	5	Community Service Leave
Jacobs, Dwayn	9560	SSC Southside	30704	JEA IBEW	United Way Or	77.4	2017	0	United Way
Jaggers, Cathy	2653	Customer Cent	40111	AFSCME	Community Se	210.1	2013	8	Community Service Leave
Jaggers, Cathy	2653	Customer Cent	40111	AFSCME	Community Se	210.1	2015	8	Community Service Leave
Jasper, Kelvin M	9371	SSC Southside	30704	JEA IBEW	Community He	52.0	2014	0	Community Health Charities
Jasper, Kelvin M	9371	SSC Southside	30704	JEA IBEW	Community He	286.0	2015	0	Community Health Charities
Jasper, Kelvin M	9371	SSC Southside	30704	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Jasper, Kelvin M	9371	SSC Southside	30704	JEA IBEW	Community He	338.0	2017	0	Community Health Charities
Jefferson, Jera	3060	SOCC	40306	JEA Appointed	Community Se	250.8	2015	7	Community Service Leave
Jefferson, Jera	3060	SOCC	40306	JEA Appointed	Community Se	107.5	2016	3	Community Service Leave
Jefferson, Jera	3060	SOCC	40306	JEA Appointed	Community Se	76.4	2017	2	Community Service Leave

Jefferson, Jera	3060	SOCC	40306	JEA Appointed	United Way	500.2	2013	0	United Way
Jefferson, Jera	3060	SOCC	40306	JEA Appointed	United Way	500.2	2014	0	United Way
Jefferson, Jera	3060	SOCC	40306	JEA Appointed	United Way	500.2	2015	0	United Way
Jefferson, Jera	3060	SOCC	40306	JEA Appointed	United Way	134.7	2016	0	United Way
Jennings, Lisa A	9833	JEA Tower, 7th	40301	JEA Appointed	Community He	20.0	2017	0	Community Health Charities
Jennings, Lisa A	9833	JEA Tower, 7th	40301	JEA Appointed	Community Se	220.9	2016	8	Community Service Leave
Jennings, Lisa A	9833	JEA Tower, 7th	40301	JEA Appointed	Community Se	220.9	2017	8	Community Service Leave
Jennings, Lisa A	9833	JEA Tower, 7th	40301	JEA Appointed	United Way	47.5	2017	0	United Way
Jennings, Paula	4765	Customer Cent	A0501	AFSCME	United Way	30.0	2013	0	United Way
Johns, Jennifer	4072	NGS Northside	20300	Professional En	Community He	44.0	2017	0	Community Health Charities
Johns, Jennifer	4072	NGS Northside	20300	Professional En	Community Se	214.6	2017	8	Community Service Leave
Johns, Jennifer	4072	NGS Northside	30300	AFSCME	Community He	24.0	2015	0	Community Health Charities
Johns, Jennifer	4072	NGS Northside	30300	AFSCME	Community He	52.0	2016	0	Community Health Charities
Johns, Jennifer	4072	NGS Northside	30300	AFSCME	Community He	8.0	2017	0	Community Health Charities
Johns, Jennifer	4072	NGS Northside	30300	AFSCME	Community Se	192.2	2016	8	Community Service Leave
Johns, Jennifer	4072	SSC Southside	40305	AFSCME	Community He	8.0	2014	0	Community Health Charities
Johns, Jennifer	4072	SSC Southside	40305	AFSCME	Community He	28.0	2015	0	Community Health Charities
Johns, Jennifer	4072	SSC Southside	40305	AFSCME	Community Se	180.2	2014	8	Community Service Leave
Johns, Jennifer	4072	SSC Southside	40305	AFSCME	Community Se	189.3	2015	8	Community Service Leave
Johns, Jeremy	9658	JEA Tower, 14t	C0200	JEA Appointed	Community Se	267.5	2016	8	Community Service Leave
Johns, Jeremy	9658	JEA Tower, 14t	C0200	JEA Appointed	Community Se	271.5	2017	8	Community Service Leave
Johns, Patricia	89	Customer Cent	30902	Professional En	Community He	110.0	2013	0	Community Health Charities
Johns, Patricia	89	Customer Cent	30902	Professional En	Community He	12.0	2015	0	Community Health Charities
Johns, Patricia	89	Customer Cent	30902	Professional En	Community He	78.0	2016	0	Community Health Charities
Johns, Patricia	89	Customer Cent	30902	Professional En	Community He	78.0	2017	0	Community Health Charities
Johns, Patricia	89	Customer Cent	30902	Professional En	Community Se	254.9	2016	8	Community Service Leave
Johns, Patricia	89	Customer Cent	30902	Professional En	United Way	260.0	2013	0	United Way
Johns, Patricia	89	Customer Cent	30902	Professional En	United Way	280.0	2014	0	United Way
Johns, Patricia	89	Customer Cent	30902	Professional En	United Way	306.0	2015	0	United Way
Johns, Patricia	89	Customer Cent	30902	Professional En	United Way	331.0	2016	0	United Way
Johns, Patricia	89	Customer Cent	30902	Professional En	United Way	357.0	2017	0	United Way
Johns, Robert (	430	JEA Tower, 10t	00410	SJRPP Manage	Community He	100.0	2015	0	Community Health Charities
Johns, Robert (	430	JEA Tower, 10t	00410	SJRPP Manage	Community He	175.0	2016	0	Community Health Charities
Johns, Robert (	430	JEA Tower, 10t	00410	SJRPP Manage	United Way	170.0	2014	0	United Way
Johns, Robert (	430	JEA Tower, 10t	00410	SJRPP Manage	United Way	260.0	2015	0	United Way
Johns, Robert (	430	JEA Tower, 10t	00410	SJRPP Manage	United Way	70.0	2016	0	United Way
Johns, Robert (	430	JEA Tower, 11t	00410	SJRPP Manage	Community He	40.0	2013	0	Community Health Charities
Johns, Robert (	430	JEA Tower, 11t	00410	SJRPP Manage	United Way	260.0	2013	0	United Way
Johns, Robert (	430	JEA Tower, 11t	00410	SJRPP Manage	United Way	90.0	2014	0	United Way
Johnson, Akies	7105	JEA Tower, 14t	C0200	JEA Appointed	Community Se	330.8	2016	8	Community Service Leave
Johnson, Akies	7105	JEA Tower, 14t	C0200	JEA Appointed	Community Se	170.9	2017	4	Community Service Leave
Johnson, Akies	7105	JEA Tower, 14t	C0200	JEA Appointed	United Way	4.0	2016	0	United Way
Johnson, Akies	7105	JEA Tower, 14t	C0200	JEA Appointed	United Way	52.0	2017	0	United Way
Johnson, Akies	7105	JEA Tower, 15t	C0200	JEA Appointed	Community He	26.0	2013	0	Community Health Charities
Johnson, Akies	7105	JEA Tower, 15t	C0200	JEA Appointed	Community He	26.0	2014	0	Community Health Charities
Johnson, Akies	7105	JEA Tower, 15t	C0200	JEA Appointed	Community He	26.0	2015	0	Community Health Charities
Johnson, Akies	7105	JEA Tower, 15t	C0200	JEA Appointed	Community He	22.0	2016	0	Community Health Charities
Johnson, Akies	7105	JEA Tower, 15t	C0200	JEA Appointed	Community Se	89.3	2013	3	Community Service Leave
Johnson, Akies	7105	JEA Tower, 15t	C0200	JEA Appointed	Community Se	92.3	2014	3	Community Service Leave
Johnson, Akies	7105	JEA Tower, 15t	C0200	JEA Appointed	United Way	52.0	2013	0	United Way
Johnson, Akies	7105	JEA Tower, 15t	C0200	JEA Appointed	United Way	52.0	2014	0	United Way
Johnson, Akies	7105	JEA Tower, 15t	C0200	JEA Appointed	United Way	52.0	2015	0	United Way
Johnson, Akies	7105	JEA Tower, 15t	C0200	JEA Appointed	United Way	48.0	2016	0	United Way
Johnson, Antho	1499	SOCC	40307	JEA IBEW	Community He	210.0	2013	0	Community Health Charities
Johnson, Antho	1499	SOCC	40307	JEA IBEW	Community Se	118.9	2016	7	Community Service Leave
Johnson, Antho	1499	SOCC	40307	JEA IBEW	Community Se	489.7	2017	8	Community Service Leave
Johnson, Antho	1499	SOCC	40307	JEA IBEW	United Way	600.0	2013	0	United Way
Johnson, Antho	1499	SOCC	40307	JEA IBEW	United Way	600.0	2014	0	United Way
Johnson, Antho	1499	SOCC	40307	JEA IBEW	United Way	780.0	2015	0	United Way
Johnson, Antho	1499	SOCC	40307	JEA IBEW	United Way	875.0	2016	0	United Way
Johnson, Antho	1499	SOCC	40307	JEA IBEW	United Way	1005.0	2017	0	United Way
Johnson, Derri	8086	WW-RT, Core (	30140	LIUNA	Community He	20.0	2016	0	Community Health Charities
Johnson, Derri	8086	WW-RT, Core (	30140	LIUNA	Community He	130.0	2017	0	Community Health Charities
Johnson, Dwigl	5713	NGS Northside	30202	JEA IBEW	Community He	129.0	2015	0	Community Health Charities
Johnson, Dwigl	5713	NGS Northside	30202	JEA IBEW	Community He	131.6	2016	0	Community Health Charities
Johnson, Eboni	5896	Customer Cent	40110	JEA Supervisor	Community Se	232.9	2013	8	Community Service Leave
Johnson, Eboni	5896	Customer Cent	40110	JEA Supervisor	United Way	12.0	2013	0	United Way
Johnson, Eboni	5896	SOCC	40306	JEA Supervisor	Community Se	292.2	2017	8	Community Service Leave
Johnson, Euge	6282	SSC Southside	30704	JEA IBEW	Community Se	71.8	2016	2	Community Service Leave
Johnson, Glenr	5363	JEA Tower, 3rd	A0302	JEA Appointed	Community He	85.0	2013	0	Community Health Charities
Johnson, Glenr	5363	JEA Tower, 3rd	A0302	JEA Appointed	United Way	390.4	2013	0	United Way

Johnson, Grego	512	SOCC	40307	JEA IBEW	Community He	50.0	2013	0	Community Health Charities
Johnson, Grego	512	SOCC	40307	JEA IBEW	Community He	8.0	2014	0	Community Health Charities
Johnson, Grego	512	SOCC	40307	JEA IBEW	Community He	44.0	2015	0	Community Health Charities
Johnson, Grego	512	SOCC	40307	JEA IBEW	United Way	26.0	2013	0	United Way
Johnson, Grego	512	SOCC	40307	JEA IBEW	United Way	26.0	2014	0	United Way
Johnson, Grego	512	SOCC	40307	JEA IBEW	United Way	26.0	2015	0	United Way
Johnson, Grego	512	SOCC	40307	JEA IBEW	United Way	18.0	2016	0	United Way
Johnson, Grego	512	SOCC	40307	JEA Supervisors	Community He	6.0	2017	0	Community Health Charities
Johnson, Grego	512	SOCC	40307	JEA Supervisors	United Way	8.0	2016	0	United Way
Johnson, Grego	512	SOCC	40307	JEA Supervisors	United Way	26.0	2017	0	United Way
Johnson, Jackie	435	SJRPP Plant	00439	SJRPP IBEW	United Way	50.0	2013	0	United Way
Johnson, Jackie	435	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2014	0	United Way
Johnson, Jackie	435	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2015	0	United Way
Johnson, Jackie	435	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2016	0	United Way
Johnson, Jackie	435	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2017	0	United Way
Johnson, John	2170	W&S Wastewa	30607	LIUNA	United Way	52.0	2013	0	United Way
Johnson, John	2170	W&S Wastewa	30607	LIUNA	United Way	52.0	2014	0	United Way
Johnson, John	2170	W&S Wastewa	30607	LIUNA	United Way	52.0	2015	0	United Way
Johnson, John	2170	W&S Wastewa	30607	LIUNA	United Way	52.0	2016	0	United Way
Johnson, John	2170	W&S Wastewa	30607	LIUNA	United Way	52.0	2017	0	United Way
Johnson, John	1627	NGS Northside	30202	JEA IBEW	Community He	20.0	2016	0	Community Health Charities
Johnson, John	1627	NGS Northside	30202	JEA IBEW	Community He	145.0	2017	0	Community Health Charities
Johnson, John	1627	NGS Northside	30202	JEA IBEW	United Way	260.0	2013	0	United Way
Johnson, John	1627	NGS Northside	30202	JEA IBEW	United Way	260.0	2014	0	United Way
Johnson, John	1627	NGS Northside	30202	JEA IBEW	United Way	360.0	2015	0	United Way
Johnson, John	1627	NGS Northside	30202	JEA IBEW	United Way	390.0	2016	0	United Way
Johnson, John	1627	NGS Northside	30202	JEA IBEW	United Way	485.0	2017	0	United Way
Johnson, Joyce	3730	Customer Cent	40110	AFSCME	United Way	130.0	2013	0	United Way
Johnson, Joyce	3730	Customer Cent	40110	AFSCME	United Way	35.0	2014	0	United Way
Johnson, Larry	2277	W&S Wastewa	30607	JEA Supervisors	United Way	90.0	2013	0	United Way
Johnson, Maril	657	CSC Commonw	30904	AFSCME	Community He	41.9	2015	0	Community Health Charities
Johnson, Maril	657	CSC Commonw	30904	AFSCME	Community Se	94.6	2013	4	Community Service Leave
Johnson, Maril	657	CSC Commonw	30904	AFSCME	Community Se	189.3	2014	8	Community Service Leave
Johnson, Maril	657	CSC Commonw	30904	AFSCME	Community Se	82.8	2015	8	Community Service Leave
Johnson, Maril	657	CSC Commonw	30904	AFSCME	Community Se	300.3	2016	8	Community Service Leave
Johnson, Maril	657	CSC Commonw	30904	AFSCME	Community Se	98.5	2017	4	Community Service Leave
Johnson, Maril	657	CSC Commonw	30904	AFSCME	United Way	30.0	2013	0	United Way
Johnson, Maril	657	CSC Commonw	30904	AFSCME	United Way	100.0	2014	0	United Way
Johnson, Maril	657	CSC Commonw	30904	AFSCME	United Way	130.0	2015	0	United Way
Johnson, Maril	657	CSC Commonw	30904	AFSCME	United Way	130.0	2016	0	United Way
Johnson, Maril	657	CSC Commonw	30904	AFSCME	United Way	130.0	2017	0	United Way
Johnson, Patric	6074	WSC Westside	A0104	AFSCME	Community He	260.0	2013	0	Community Health Charities
Johnson, Patric	6074	WSC Westside	A0104	AFSCME	Community He	220.0	2014	0	Community Health Charities
Johnson, Patric	6074	WSC Westside	A0104	AFSCME	Community He	40.0	2015	0	Community Health Charities
Johnson, Patric	6074	WSC Westside	A0104	AFSCME	Community He	260.0	2016	0	Community Health Charities
Johnson, Patric	6074	WSC Westside	A0104	AFSCME	Community He	260.0	2017	0	Community Health Charities
Johnson, Patric	6074	WSC Westside	A0104	AFSCME	Community Se	96.1	2016	4	Community Service Leave
Johnson, Patric	6074	WSC Westside	A0104	AFSCME	Community Se	73.9	2017	3	Community Service Leave
Johnson, Patric	6074	WSC Westside	A0104	AFSCME	United Way	190.0	2015	0	United Way
Johnson, Patric	6074	WSC Westside	A0104	AFSCME	United Way	70.0	2016	0	United Way
Johnson, Ralph	2268	WW-RT, South	30131	LIUNA	Community He	70.0	2013	0	Community Health Charities
Johnson, Ralph	2268	WW-RT, South	30131	LIUNA	United Way	14.0	2013	0	United Way
Johnson, Thom	5462	Northside Gen	A0610	JEA IBEW	Community He	260.0	2013	0	Community Health Charities
Johnson, Thom	5462	Northside Gen	A0610	JEA IBEW	Community He	260.0	2014	0	Community Health Charities
Johnson, Thom	5462	Northside Gen	A0610	JEA IBEW	Community He	220.0	2015	0	Community Health Charities
Johnson, Trace	4258	Customer Cent	40120	AFSCME	Community He	12.0	2013	0	Community Health Charities
Johnson, Trace	4258	Customer Cent	40120	AFSCME	Community He	66.0	2014	0	Community Health Charities
Johnson, Tracy	6919	Customer Cent	40111	AFSCME	Community Se	160.4	2015	8	Community Service Leave
Johnson, Tracy	6919	Customer Cent	40400	AFSCME	Community Se	76.7	2016	3.5	Community Service Leave
Johnson, Tracy	6919	Customer Cent	40111	AFSCME	Community He	10.0	2013	0	Community Health Charities
Johnston, Man	1185	Customer Cent	30902	JEA Supervisors	Community Se	283.0	2014	8	Community Service Leave
Johnston, Man	1185	Customer Cent	30902	JEA Supervisors	United Way	52.0	2013	0	United Way
Johnston, Man	1185	Customer Cent	30902	JEA Supervisors	United Way	52.0	2014	0	United Way
Johnston, Man	1185	Customer Cent	30902	JEA Supervisors	United Way	52.0	2015	0	United Way
Johnston, Man	1185	Customer Cent	30902	JEA Supervisors	United Way	26.0	2016	0	United Way
Johnston, Man	1185	Customer Cent	30800	JEA Supervisors	United Way	22.0	2016	0	United Way
Joiner, Elliot Ke	7806	Customer Cent	30003	JEA Appointed	Community He	175.0	2014	0	Community Health Charities
Joiner, Elliot Ke	7806	Customer Cent	30003	JEA Appointed	United Way	253.9	2014	0	United Way
Joiner, Elliot Ke	7806	Customer Cent	A0350	JEA Appointed	Community He	105.0	2014	0	Community Health Charities
Joiner, Elliot Ke	7806	Customer Cent	A0350	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Joiner, Elliot Ke	7806	Customer Cent	A0350	JEA Appointed	Community He	115.0	2017	0	Community Health Charities

Joiner, Elliot Ke	7806	Customer Cent	A0350	JEA Appointed	Community Se	371.2	2015	8	Community Service Leave
Joiner, Elliot Ke	7806	Customer Cent	A0350	JEA Appointed	Community Se	371.2	2016	8	Community Service Leave
Joiner, Elliot Ke	7806	Customer Cent	A0350	JEA Appointed	United Way	355.4	2014	0	United Way
Joiner, Elliot Ke	7806	Customer Cent	A0350	JEA Appointed	United Way	1320.0	2015	0	United Way
Joiner, Elliot Ke	7806	Customer Cent	A0350	JEA Appointed	United Way	735.4	2016	0	United Way
Joiner, Elliot Ke	7806	Customer Cent	A0350	JEA Appointed	United Way	520.0	2017	0	United Way
Joiner, Elliot Ke	7806	JEA Tower, 10t	20000	JEA Appointed	United Way	355.4	2013	0	United Way
Joiner, Elliot Ke	7806	JEA Tower, 10t	30003	JEA Appointed	Community He	140.0	2013	0	Community Health Charities
Joiner, Elliot Ke	7806	JEA Tower, 10t	30003	JEA Appointed	Community He	490.0	2014	0	Community Health Charities
Joiner, Elliot Ke	7806	JEA Tower, 10t	30003	JEA Appointed	United Way	406.2	2013	0	United Way
Joiner, Elliot Ke	7806	JEA Tower, 10t	30003	JEA Appointed	United Way	710.8	2014	0	United Way
Joiner, Elliot Ke	7806	JEA Tower, 10t	30137	JEA Appointed	United Way	558.5	2013	0	United Way
Joiner, Thomas	7910	SSC Southside	30704	JEA IBEW	United Way	130.0	2013	0	United Way
Joiner, Thomas	7910	SSC Southside	30704	JEA IBEW	United Way	100.0	2014	0	United Way
Joiner, Thomas	7910	SSC Southside	30704	JEA IBEW	United Way	35.0	2015	0	United Way
Joiner, Thomas	7910	WSC Westside	30704	JEA IBEW	Community Se	287.3	2016	8	Community Service Leave
Joiner, Thomas	7910	WSC Westside	30704	JEA IBEW	Community Se	300.2	2017	8	Community Service Leave
Jolley, David R	5454	JEA Tower, 14t	C0400	JEA Appointed	Community Se	192.9	2015	4	Community Service Leave
Jolley, David R	5454	JEA Tower, 14t	C0400	JEA Appointed	Community Se	406.3	2017	8	Community Service Leave
Jolley, David R	5454	JEA Tower, 14t	C0400	JEA Appointed	United Way	40.0	2014	0	United Way
Jolley, David R	5454	JEA Tower, 14t	C0400	JEA Appointed	United Way	52.0	2015	0	United Way
Jolley, David R	5454	JEA Tower, 14t	C0400	JEA Appointed	United Way	52.0	2016	0	United Way
Jolley, David R	5454	JEA Tower, 14t	C0400	JEA Appointed	United Way	48.0	2017	0	United Way
Jolley, David R	5454	JEA Tower, 3rd	A0301	JEA Appointed	United Way	4.0	2017	0	United Way
Jolly, Jason M	9303	W&S Wastewa	30601	LIUNA	United Way	8.0	2014	0	United Way
Jolly, Jason M	9303	W&S Wastewa	30604	LIUNA	United Way	26.0	2014	0	United Way
Jolly, Jason M	9303	W&S Wastewa	30606	LIUNA	United Way	12.0	2015	0	United Way
Jolly, Jason M	9303	W&S Wastewa	30607	LIUNA	United Way	6.0	2014	0	United Way
Jones, Allyn M	6174	SJRPP Training	A0104	JEA IBEW	Community He	149.8	2015	0	Community Health Charities
Jones, Andrew	9684	W&S Treatmer	30607	LIUNA	Community He	8.0	2016	0	Community Health Charities
Jones, Andrew	9684	W&S Treatmer	30607	LIUNA	Community He	24.0	2017	0	Community Health Charities
Jones, Andrew	9684	W&S Wastewa	30602	LIUNA	Community He	22.0	2017	0	Community Health Charities
Jones, Brian K	795	Customer Cent	40111	JEA Supervisor	United Way	832.0	2013	0	United Way
Jones, Brian K	795	Customer Cent	40111	JEA Supervisor	United Way	256.0	2014	0	United Way
Jones, Brian K	795	Customer Cent	40830	JEA Supervisor	Community He	80.0	2014	0	Community Health Charities
Jones, Brian K	795	Customer Cent	40830	JEA Supervisor	Community He	160.0	2015	0	Community Health Charities
Jones, Brian K	795	Customer Cent	40830	JEA Supervisor	United Way	576.0	2014	0	United Way
Jones, Brian K	795	Customer Cent	40830	JEA Supervisor	United Way	381.8	2015	0	United Way
Jones, Brian K	795	Customer Cent	40830	JEA Supervisor	United Way Special Inputs		2015	0	United Way
Jones, Brian K	795	Customer Cent	40830	JEA Supervisor	Community He	280.0	2015	0	Community Health Charities
Jones, Brian K	795	Customer Cent	40830	JEA Supervisor	United Way	576.0	2015	0	United Way
Jones, Brian K	795	Customer Cent	40830	JEA Supervisor	United Way	96.0	2016	0	United Way
Jones, Charles	9381	W&S Wastewa	30602	LIUNA	Community He	15.0	2017	0	Community Health Charities
Jones, Charles	9381	W&S Wastewa	30602	LIUNA	Community He	15.4	2017	0	Community Health Charities
Jones, Charles	9381	W&S Wastewa	30602	LIUNA	Community He	19.1	2017	0	Community Health Charities
Jones, Charlott	8803	Customer Cent	A0501	AFSCME	Community He	36.0	2013	0	Community Health Charities
Jones, Charlott	8803	Customer Cent	A0501	AFSCME	Community He	120.0	2014	0	Community Health Charities
Jones, Charlott	8803	Customer Cent	A0501	AFSCME	Community Se	163.6	2014	8	Community Service Leave
Jones, Charlott	8803	Customer Cent	A0501	AFSCME	United Way	24.0	2013	0	United Way
Jones, Charlott	8803	Customer Cent	A0501	AFSCME	United Way	112.0	2014	0	United Way
Jones, Charlott	8803	Customer Cent	A0501	AFSCME	United Way	120.0	2015	0	United Way
Jones, Charlott	8803	Customer Cent	A0501	AFSCME	United Way	35.0	2016	0	United Way
Jones, Charlott	8803	JEA Tower, 7th	40302	JEA Appointed	Community He	2.0	2017	0	Community Health Charities
Jones, Charlott	8803	JEA Tower, 7th	40302	JEA Appointed	United Way	8.0	2017	0	United Way
Jones, Charlott	8803	JEA Tower, 7th	40303	AFSCME	Community He	28.0	2013	0	Community Health Charities
Jones, Charlott	8803	JEA Tower, 7th	40303	AFSCME	United Way	28.0	2013	0	United Way
Jones, Charlott	8803	WSC Westside	A0420	AFSCME	Community He	8.0	2016	0	Community Health Charities
Jones, Charlott	8803	WSC Westside	A0420	AFSCME	Community He	44.0	2017	0	Community Health Charities
Jones, Charlott	8803	WSC Westside	A0420	AFSCME	Community Se	144.2	2016	6	Community Service Leave
Jones, Charlott	8803	WSC Westside	A0420	AFSCME	United Way	95.0	2016	0	United Way
Jones, Charlott	8803	WSC Westside	A0420	AFSCME	United Way	65.0	2017	0	United Way
Jones, Dennis A	9548	JEA Tower, 4th	20500	Professional En	Community He	10.0	2016	0	Community Health Charities
Jones, Dennis A	9548	JEA Tower, 4th	20501	Professional En	Community He	8.0	2015	0	Community Health Charities
Jones, Dennis A	9548	JEA Tower, 4th	20501	Professional En	Community He	34.0	2016	0	Community Health Charities
Jones, Donald	8907	JEA Tower, 4th	10230	Professional En	Community Se	234.8	2016	6	Community Service Leave
Jones, Donald	8907	KENNEDY PUM	30111	Professional En	Community Se	248.2	2014	8	Community Service Leave
Jones, Donald	8907	W&S Treatmer	30111	Professional En	Community Se	132.7	2015	4	Community Service Leave
Jones, Ella J	879	Customer Cent	40120	JEA Appointed	United Way	130.0	2013	0	United Way
Jones, Ella J	879	Customer Cent	40120	JEA Appointed	United Way	130.0	2014	0	United Way
Jones, Ella J	879	JEA Tower, 15t	40406	JEA Appointed	United Way	130.0	2015	0	United Way
Jones, Ella J	879	JEA Tower, 15t	40406	JEA Appointed	United Way	10.0	2016	0	United Way

Jones, Franklin	2236	W&S Wastewa	30604	JEA Supervisor	Community He	110.0	2013	0	Community Health Charities
Jones, Franklin	2236	W&S Wastewa	30604	JEA Supervisor	United Way	70.0	2013	0	United Way
Jones, Franklin	2236	W&S Wastewa	30604	JEA Supervisor	United Way	77.0	2014	0	United Way
Jones, Gussie F	499	Customer Cent	40120	AFSCME	United Way	100.0	2014	0	United Way
Jones, Gussie F	499	Customer Cent	40120	AFSCME	United Way	30.0	2015	0	United Way
Jones, James H	9149	WW-RT, South	30131	LIUNA	Community He	25.0	2016	0	Community Health Charities
Jones, James H	9149	WW-RT, South	30131	LIUNA	United Way	38.0	2017	0	United Way
Jones, Kenneth	6755	WW-RT, Core C	30140	LIUNA	Community He	80.0	2014	0	Community Health Charities
Jones, Kenneth	6755	WW-RT, Core C	30140	LIUNA	Community He	460.0	2015	0	Community Health Charities
Jones, Kenneth	6755	WW-RT, Core C	30140	LIUNA	Community He	110.0	2016	0	Community Health Charities
Jones, Madrick	9499	SSC Southside	40305	AFSCME	Community He	20.0	2015	0	Community Health Charities
Jones, Madrick	9499	SSC Southside	40305	AFSCME	Community He	118.0	2016	0	Community Health Charities
Jones, Madrick	9499	SSC Southside	40305	AFSCME	Community He	52.0	2017	0	Community Health Charities
Jones, Madrick	9499	SSC Southside	40305	AFSCME	Community Se	234.0	2017	11	Community Service Leave
Jones, Madrick	9499	SSC Southside	40305	AFSCME	United Way	95.0	2017	0	United Way
Jones, Michael	4265	W&S Wastewa	30600	JEA Appointed	Community He	220.0	2017	0	Community Health Charities
Jones, Michael	4265	W&S Wastewa	30600	JEA Appointed	United Way	550.0	2017	0	United Way
Jones, Michael	4265	W&S Wastewa	30602	JEA Appointed	Community He	200.0	2017	0	Community Health Charities
Jones, Michael	4265	W&S Wastewa	30602	JEA Appointed	United Way	500.0	2017	0	United Way
Jones, Michael	4265	WW-RT, East G	30133	JEA Appointed	Community He	40.0	2013	0	Community Health Charities
Jones, Michael	4265	WW-RT, East G	30133	JEA Appointed	Community He	260.0	2014	0	Community Health Charities
Jones, Michael	4265	WW-RT, East G	30133	JEA Appointed	Community He	220.0	2015	0	Community Health Charities
Jones, Michael	4265	WW-RT, East G	30133	JEA Appointed	Community He	80.0	2016	0	Community Health Charities
Jones, Michael	4265	WW-RT, East G	30133	JEA Appointed	Community He	100.0	2017	0	Community Health Charities
Jones, Michael	4265	WW-RT, East G	30133	JEA Appointed	United Way	130.0	2013	0	United Way
Jones, Michael	4265	WW-RT, East G	30133	JEA Appointed	United Way	830.0	2014	0	United Way
Jones, Michael	4265	WW-RT, East G	30133	JEA Appointed	United Way	1040.0	2015	0	United Way
Jones, Michael	4265	WW-RT, East G	30133	JEA Appointed	United Way	1230.0	2016	0	United Way
Jones, Michael	4265	WW-RT, East G	30133	JEA Appointed	United Way	250.0	2017	0	United Way
Jones, Miranda	6737	WW-RT, East G	30133	LIUNA	United Way	130.0	2013	0	United Way
Jones, Miranda	6737	WW-RT, East G	30133	LIUNA	United Way	130.0	2014	0	United Way
Jones, Miranda	6737	WW-RT, East G	30133	LIUNA	United Way	130.0	2015	0	United Way
Jones, Miranda	6737	WW-RT, East G	30133	LIUNA	United Way	35.0	2016	0	United Way
Jones, Miranda	6737	WW/RT, North	30132	JEA Supervisor	United Way	85.0	2016	0	United Way
Jones, Miranda	6737	WW/RT, North	30132	JEA Supervisor	United Way	130.0	2017	0	United Way
Jones, Miranda	6737	WW/RT, North	30132	LIUNA	United Way	10.0	2016	0	United Way
Jones, Thomas	2406	CSC Meter Sho	40405	JEA IBEW	Community Se	139.0	2017	4	Community Service Leave
Jones, Thomas	8796	WW-RT, Core C	30134	LIUNA	United Way	260.0	2013	0	United Way
Jones, Thomas	8796	WW-RT, Core C	30134	LIUNA	United Way	10.0	2014	0	United Way
Jones, Tommy	1953	JEA Tower, 4th	20425	AFSCME	United Way	36.0	2015	0	United Way
Jones, Tommy	1953	JEA Tower, 4th	20426	AFSCME	Community Se	241.8	2013	8	Community Service Leave
Jones, Tommy	1953	JEA Tower, 4th	20426	AFSCME	United Way	36.0	2013	0	United Way
Jones, Tommy	1953	JEA Tower, 4th	20600	AFSCME	Community He	8.0	2013	0	Community Health Charities
Jones, Tommy	1953	JEA Tower, 4th	20600	AFSCME	Community He	44.0	2014	0	Community Health Charities
Jones, Tommy	1953	JEA Tower, 4th	20600	AFSCME	United Way	16.0	2013	0	United Way
Jones, Tommy	1953	JEA Tower, 4th	20600	AFSCME	United Way	52.0	2014	0	United Way
Jones, Tommy	1953	JEA Tower, 4th	30603	AFSCME	United Way	16.0	2015	0	United Way
Jones, Tommy	1953	JEA Tower, 4th	30603	AFSCME	United Way	52.0	2016	0	United Way
Jones, Tommy	1953	JEA Tower, 4th	30603	AFSCME	United Way	52.0	2017	0	United Way
Jordan, Catrina	7063	Customer Cent	40110	JEA Appointed	Community Se	222.0	2015	7	Community Service Leave
Jordan, Catrina	7063	Customer Cent	40110	JEA Appointed	Community Se	95.1	2016	3	Community Service Leave
Jordan, Darryl	1442	SOCC	40307	JEA IBEW	Community He	260.0	2013	0	Community Health Charities
Jordan, Darryl	1442	SOCC	40307	JEA IBEW	Community He	260.0	2014	0	Community Health Charities
Jordan, Darryl	1442	SOCC	40307	JEA IBEW	Community He	220.0	2015	0	Community Health Charities
Jordan, Darryl	1442	SOCC	40307	JEA IBEW	United Way	290.0	2013	0	United Way
Jordan, Darryl	1442	SOCC	40307	JEA IBEW	United Way	260.0	2014	0	United Way
Jordan, Darryl	1442	SOCC	40307	JEA IBEW	United Way	260.0	2015	0	United Way
Jordan, Darryl	1442	SOCC	40307	JEA IBEW	United Way	260.0	2016	0	United Way
Jordan, Darryl	1442	SOCC	40307	JEA IBEW	United Way	260.0	2017	0	United Way
Jordon, Louis M	268	SJRPP Plant	00433	SJRPP IBEW	United Way	634.8	2013	0	United Way
Joseph, Jonath	6256	CSC Commonw	40402	JEA Appointed	Community He	20.0	2017	0	Community Health Charities
Joseph, Jonath	6256	CSC Commonw	40402	JEA Appointed	United Way	20.0	2017	0	United Way
Joseph, Jonath	6256	CSC Meter Sho	40402	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Joseph, Jonath	6256	CSC Meter Sho	40402	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Joseph, Jonath	6256	CSC Meter Sho	40402	JEA IBEW	Community He	32.0	2017	0	Community Health Charities
Joseph, Jonath	6256	CSC Meter Sho	40402	JEA IBEW	Community Se	232.5	2016	8	Community Service Leave
Joseph, Jonath	6256	CSC Meter Sho	40402	JEA IBEW	United Way	36.0	2015	0	United Way
Joseph, Jonath	6256	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2016	0	United Way
Joseph, Jonath	6256	CSC Meter Sho	40402	JEA IBEW	United Way	32.0	2017	0	United Way
Joseph, Jonath	6256	JEA Meter Rea	40401	JEA IBEW	Community He	44.0	2013	0	Community Health Charities
Joseph, Jonath	6256	JEA Meter Rea	40401	JEA IBEW	Community Se	221.3	2014	8	Community Service Leave

Joseph, Jonath	6256	JEA Meter Rea	40401	JEA IBEW	United Way	52.0	2013	0	United Way
Joseph, Jonath	6256	JEA Meter Rea	40401	JEA IBEW	United Way	52.0	2014	0	United Way
Joseph, Jonath	6256	JEA Meter Rea	40401	JEA IBEW	United Way	16.0	2015	0	United Way
Josic, Dragosla	8982	JEA Tower, 14t	C0200	Professional En	Community Se	201.4	2016	8	Community Service Leave
Josic, Dragosla	8982	JEA Tower, 14t	C0200	Professional En	Community Se	225.0	2017	8	Community Service Leave
Josic, Dragosla	8982	JEA Tower, 15t	C0200	Professional En	Community He	10.0	2015	0	Community Health Charities
Josic, Dragosla	8982	JEA Tower, 15t	C0200	Professional En	Community Se	178.5	2014	8	Community Service Leave
Joyner, Felicia	9170	JEA Tower, 7th	40303	AFSCME	Community He	24.0	2013	0	Community Health Charities
Joyner, Felicia	9170	JEA Tower, 7th	40303	AFSCME	Community He	132.0	2014	0	Community Health Charities
Joyner, Felicia	9170	JEA Tower, 7th	40303	AFSCME	Community He	6.0	2017	0	Community Health Charities
Joyner, Felicia	9170	JEA Tower, 7th	40303	AFSCME	Community Se	138.5	2015	8	Community Service Leave
Joyner, Felicia	9170	JEA Tower, 7th	40303	AFSCME	United Way	38.0	2016	0	United Way
Joyner, Felicia	9170	JEA Tower, 7th	40303	AFSCME	United Way	14.0	2017	0	United Way
Juro, Carol Wu	9778	JEA Tower, 14t	C0200	JEA Appointed	Community Se	284.6	2016	8	Community Service Leave
Kalina, Tia R	9746	JEA Brandy Bra	30400	AFSCME	Community He	25.0	2016	0	Community Health Charities
Kalina, Tia R	9746	JEA Brandy Bra	30400	AFSCME	Community He	20.0	2017	0	Community Health Charities
Kalina, Tia R	9746	JEA Brandy Bra	30400	AFSCME	Community Se	150.5	2016	8	Community Service Leave
Kalina, Tia R	9746	JEA Brandy Bra	30400	AFSCME	Community Se	60.8	2017	3	Community Service Leave
Kang, John J	693	NGS Northside	30200	JEA Appointed	United Way	285.0	2013	0	United Way
Kaplan, David J	9017	JEA Tower, 8th	D0400	Professional En	Community Se	119.3	2014	5.5	Community Service Leave
Karoly, Robin K	1804	SSC Southside	30705	JEA IBEW	United Way	52.0	2013	0	United Way
Karoly, Robin K	1804	SSC Southside	30705	JEA IBEW	United Way	52.0	2014	0	United Way
Karoly, Robin K	1804	SSC Southside	30705	JEA IBEW	United Way	52.0	2015	0	United Way
Karoly, Robin K	1804	SSC Southside	30705	JEA IBEW	United Way	52.0	2016	0	United Way
Karoly, Robin K	1804	SSC Southside	30705	JEA IBEW	United Way	52.0	2017	0	United Way
Karpf, Donald I	2949	SSC Southside	30705	JEA IBEW	United Way	52.0	2013	0	United Way
Karpf, Donald I	2949	SSC Southside	30705	JEA IBEW	United Way	52.0	2014	0	United Way
Karpf, Donald I	2949	SSC Southside	30705	JEA IBEW	United Way	52.0	2015	0	United Way
Karpf, Donald I	2949	SSC Southside	30705	JEA IBEW	United Way	52.0	2016	0	United Way
Karpf, Donald I	2949	SSC Southside	30705	JEA IBEW	United Way	52.0	2017	0	United Way
Kavanaugh, Jac	4259	Customer Cent	40111	AFSCME	Community He	10.0	2013	0	Community Health Charities
Kavanaugh, Jac	4259	Customer Cent	40111	AFSCME	Community Se	137.6	2015	5.5	Community Service Leave
Kearson, Willia	5646	JEA Tower, 13t	B0010	JEA Appointed	Community He	8.0	2016	0	Community Health Charities
Kearson, Willia	5646	JEA Tower, 13t	B0010	JEA Appointed	Community He	52.0	2017	0	Community Health Charities
Kearson, Willia	5646	JEA Tower, 13t	B0010	JEA Appointed	Community Se	444.6	2013	8	Community Service Leave
Kearson, Willia	5646	JEA Tower, 13t	B0010	JEA Appointed	Community Se	461.6	2014	8	Community Service Leave
Kearson, Willia	5646	JEA Tower, 13t	B0010	JEA Appointed	Community Se	483.5	2015	8	Community Service Leave
Kearson, Willia	5646	JEA Tower, 13t	B0010	JEA Appointed	Community Se	483.5	2016	8	Community Service Leave
Kearson, Willia	5646	JEA Tower, 13t	B0010	JEA Appointed	Community Se	494.4	2017	8	Community Service Leave
Kearson, Willia	5646	JEA Tower, 13t	B0010	JEA Appointed	United Way	160.0	2014	0	United Way
Kearson, Willia	5646	JEA Tower, 13t	B0010	JEA Appointed	United Way	208.0	2015	0	United Way
Kearson, Willia	5646	JEA Tower, 13t	B0010	JEA Appointed	United Way	208.0	2016	0	United Way
Kearson, Willia	5646	JEA Tower, 13t	B0010	JEA Appointed	United Way	208.0	2017	0	United Way
Keating, Richar	6675	SJRPP Plant	00433	SJRPP IBEW	Community He	8.0	2015	0	Community Health Charities
Keating, Richar	6675	SJRPP Plant	00433	SJRPP IBEW	Community He	44.0	2016	0	Community Health Charities
Keating, Richar	6675	SJRPP Plant	00433	SJRPP IBEW	United Way	130.0	2013	0	United Way
Keating, Richar	6675	SJRPP Plant	00433	SJRPP IBEW	United Way	130.0	2014	0	United Way
Keating, Richar	6675	SJRPP Plant	00433	SJRPP IBEW	United Way	130.0	2015	0	United Way
Keating, Richar	6675	SJRPP Plant	00433	SJRPP IBEW	United Way	130.0	2016	0	United Way
Keating, Richar	6675	SJRPP Plant	00433	SJRPP IBEW	United Way	130.0	2017	0	United Way
Keeler, Jessica	5636	CSC Storeroom	A0411	JEA Appointed	Community He	6.0	2015	0	Community Health Charities
Keeler, Jessica	5636	CSC Storeroom	A0411	JEA Appointed	Community He	44.0	2016	0	Community Health Charities
Keeler, Jessica	5636	CSC Storeroom	A0411	JEA Appointed	Community He	15.0	2017	0	Community Health Charities
Keeler, Jessica	5636	CSC Storeroom	A0411	JEA Appointed	Community He	143.2	2016	0	Community Health Charities
Keeler, Jessica	5636	CSC Storeroom	A0411	JEA Appointed	Community He	29.5	2017	0	Community Health Charities
Keeler, Jessica	5636	CSC Storeroom	A0411	JEA Appointed	Community He	35.0	2017	0	Community Health Charities
Keeler, Jessica	5636	CSC Storeroom	A0411	JEA Appointed	Community Se	121.3	2016	3	Community Service Leave
Keeler, Jessica	5636	CSC Storeroom	A0411	JEA Appointed	Community Se	87.5	2017	2	Community Service Leave
Keeler, Jessica	5636	CSC Storeroom	A0411	JEA Appointed	United Way	15.0	2015	0	United Way
Keeler, Jessica	5636	CSC Storeroom	A0411	JEA Appointed	United Way	263.4	2016	0	United Way
Keeler, Jessica	5636	CSC Storeroom	A0411	JEA Appointed	United Way	130.0	2017	0	United Way
Keeler, Jessica	5636	CSC Storeroom	A0411	Professional En	Community He	25.0	2014	0	Community Health Charities
Keeler, Jessica	5636	CSC Storeroom	A0411	Professional En	Community He	2.0	2015	0	Community Health Charities
Keeler, Jessica	5636	CSC Storeroom	A0411	Professional En	United Way	25.0	2014	0	United Way
Keeler, Jessica	5636	CSC Storeroom	A0411	Professional En	United Way	115.0	2015	0	United Way
Keeler, Jessica	5636	Customer Cent	A0501	Professional En	United Way	42.0	2013	0	United Way
Keeler, Jessica	5636	Customer Cent	A0501	Professional En	United Way	87.0	2014	0	United Way
Keeler, Jessica	5636	Customer Cent	A0503	Professional En	United Way	10.0	2013	0	United Way
Keenan, Verno	7705	NGS Northside	30205	JEA IBEW	Community Se	119.8	2015	4	Community Service Leave
Keener, Diana	4336	Customer Cent	40110	JEA Supervisor	Community He	64.0	2013	0	Community Health Charities
Keener, Diana	4336	Customer Cent	40110	JEA Supervisor	Community He	130.0	2014	0	Community Health Charities

Keener, Diana	4336	Customer Cent	40110	JEA Supervisor	Community He	105.0	2015	0	Community Health Charities
Keener, Diana	4336	Customer Cent	40110	JEA Supervisor	Community Se	269.6	2015	8	Community Service Leave
Keener, Diana	4336	Customer Cent	40110	JEA Supervisor	United Way	15.0	2015	0	United Way
Keener, Diana	4336	Customer Cent	40120	JEA Supervisor	Community He	5.0	2015	0	Community Health Charities
Keener, Diana	4336	Customer Cent	40120	JEA Supervisor	United Way	5.0	2015	0	United Way
Keener, Diana	4336	Customer Cent	40120	JEA Supervisor	United Way	7.0	2016	0	United Way
Kelly, Joel L	5460	CSC Commonw	30702	JEA IBEW	Community He	8.0	2013	0	Community Health Charities
Kelly, Joel L	5460	CSC Commonw	30702	JEA IBEW	Community He	64.0	2014	0	Community Health Charities
Kelly, Joel L	5460	CSC Commonw	30702	JEA IBEW	Community He	110.0	2015	0	Community Health Charities
Kelly, Joel L	5460	CSC Commonw	30702	JEA IBEW	Community He	20.0	2016	0	Community Health Charities
Kelly, Joel L	5460	CSC Commonw	30702	JEA IBEW	Community He	130.0	2017	0	Community Health Charities
Kelly, Scott D	2284	JEA Tower, 16t	30002	JEA Appointed	United Way	481.0	2013	0	United Way
Kelsey, Debora	1150	Customer Cent	30902	Professional En	Community He	8.0	2016	0	Community Health Charities
Kelsey, Debora	1150	Customer Cent	30902	Professional En	Community He	46.0	2017	0	Community Health Charities
Kelsey, Debora	1150	Customer Cent	30902	Professional En	Community Se	121.4	2015	4	Community Service Leave
Kelsey, Debora	1150	Customer Cent	30902	Professional En	Community Se	256.7	2016	8	Community Service Leave
Kelsey, Debora	1150	Customer Cent	30902	Professional En	United Way	112.0	2013	0	United Way
Kelsey, Debora	1150	Customer Cent	30902	Professional En	United Way	130.0	2014	0	United Way
Kelsey, Debora	1150	Customer Cent	30902	Professional En	United Way	190.0	2015	0	United Way
Kelsey, Debora	1150	Customer Cent	30902	Professional En	United Way	246.0	2016	0	United Way
Kelsey, Debora	1150	Customer Cent	30902	Professional En	United Way	298.0	2017	0	United Way
Kemp, Steven I	800	Customer Cent	A0103	JEA Appointed	Community He	30.6	2016	0	Community Health Charities
Kemp, Steven I	800	Customer Cent	A0103	JEA Appointed	Community Se	269.3	2015	8	Community Service Leave
Kemp, Steven I	800	Customer Cent	A0103	JEA Appointed	Community Se	284.4	2017	8	Community Service Leave
Kemp, Steven I	800	Customer Cent	A0103	JEA Appointed	United Way	29.8	2016	0	United Way
Kendrick, Jona	9663	JEA Tower, 6th	A0000	JEA Appointed	Community Se	342.6	2016	8	Community Service Leave
Kendrick, Jona	9663	JEA Tower, 6th	A0000	JEA Appointed	Community Se	159.9	2017	0	Community Service Leave
Kendrick, Wan	2806	JEA Tower, 16t	B0000	JEA Appointed	Community He	10.0	2013	0	Community Health Charities
Kendrick, Wan	2806	JEA Tower, 16t	B0000	JEA Appointed	Community He	40.0	2014	0	Community Health Charities
Kendrick, Wan	2806	JEA Tower, 16t	B0000	JEA Appointed	Community He	80.0	2015	0	Community Health Charities
Kendrick, Wan	2806	JEA Tower, 16t	B0000	JEA Appointed	Community Se	682.6	2014	8	Community Service Leave
Kendrick, Wan	2806	JEA Tower, 16t	B0000	JEA Appointed	United Way	6615.2	2013	0	United Way
Kendrick, Wan	2806	JEA Tower, 16t	B0000	JEA Appointed	United Way	3018.9	2014	0	United Way
Kendrick, Wan	2806	JEA Tower, 16t	B0000	JEA Appointed	United Way	253.9	2015	0	United Way
Kennedy, Faye	1111	Customer Cent	A0501	AFSCME	Community He	12.0	2013	0	Community Health Charities
Kennedy, Faye	1111	Customer Cent	A0501	AFSCME	Community He	3.0	2014	0	Community Health Charities
Kennedy, Faye	1111	Customer Cent	A0501	AFSCME	United Way	130.0	2013	0	United Way
Kennedy, Faye	1111	Customer Cent	A0501	AFSCME	United Way	5.0	2014	0	United Way
Kennedy, Faye	1111	Customer Cent	A0506	AFSCME	Community He	24.0	2014	0	Community Health Charities
Kennedy, Faye	1111	Customer Cent	A0506	AFSCME	United Way	40.0	2014	0	United Way
Kerber, Frederi	3563	SSC Southside	40305	JEA IBEW	Community He	40.0	2015	0	Community Health Charities
Kerber, Frederi	3563	SSC Southside	40305	JEA IBEW	Community He	200.0	2016	0	Community Health Charities
Kerber, Frederi	3563	SSC Southside	40305	JEA IBEW	Community Se	225.8	2015	8	Community Service Leave
Kerber, Frederi	3563	SSC Southside	40305	JEA IBEW	Community Se	237.2	2016	8	Community Service Leave
Kerber, Frederi	3563	WSC Westside	40305	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Kerber, Frederi	3563	WSC Westside	40305	JEA Appointed	Community Se	242.0	2017	8	Community Service Leave
Kerber, Frederi	3563	WSC Westside	40305	JEA Appointed	United Way	190.0	2017	0	United Way
Keris, James V	3032	WW-RT, Core C	30140	LIUNA	Community He	4.0	2015	0	Community Health Charities
Keris, James V	3032	WW-RT, Core C	30140	LIUNA	Community He	26.0	2016	0	Community Health Charities
Keris, James V	3032	WW-RT, Core C	30140	LIUNA	Community He	26.0	2017	0	Community Health Charities
Keris, James V	3032	WW-RT, Core C	30140	LIUNA	United Way	26.0	2013	0	United Way
Keris, James V	3032	WW-RT, Core C	30140	LIUNA	United Way	26.0	2014	0	United Way
Keris, James V	3032	WW-RT, Core C	30140	LIUNA	United Way	26.0	2015	0	United Way
Keris, James V	3032	WW-RT, Core C	30140	LIUNA	United Way	26.0	2016	0	United Way
Keris, James V	3032	WW-RT, Core C	30140	LIUNA	United Way	26.0	2017	0	United Way
Kerns, Marion	1255	SSC Southside	30704	JEA Supervisor	United Way	650.0	2013	0	United Way
Kerns, Marion	1255	SSC Southside	30704	JEA Supervisor	United Way	300.0	2014	0	United Way
Kerns, Marion	1255	SSC Southside	30704	JEA Supervisor	United Way	25.0	2015	0	United Way
Kersten, Ronal	732	WSC Westside	30707	JEA Appointed	Community He	53.9	2013	0	Community Health Charities
Kersten, Ronal	732	WSC Westside	30707	JEA Appointed	United Way	70.0	2013	0	United Way
Kersten, Ronal	732	WSC Westside	40305	JEA Appointed	Community He	46.2	2013	0	Community Health Charities
Kersten, Ronal	732	WSC Westside	40305	JEA Appointed	Community He	23.1	2014	0	Community Health Charities
Kersten, Ronal	732	WSC Westside	40305	JEA Appointed	United Way	60.0	2013	0	United Way
Kersten, Ronal	732	WSC Westside	40305	JEA Appointed	United Way	30.0	2014	0	United Way
Kersten, Ronal	732	WSC Westside	40305	JEA Appointed	United Way	25.0	2015	0	United Way
Kessler, Jessica	9662	JEA Tower, 4th	20412	Professional En	Community Se	273.5	2016	8	Community Service Leave
Kessler, Laure	1841	JEA Tower, 15t	C0200	JEA Appointed	Community Se	353.1	2015	8	Community Service Leave
Key, Derrick L	1465	CSC Storeroom	A0400	JEA Appointed	United Way	400.0	2013	0	United Way
Khatibi, Mason	1246	JEA Tower, 14t	C0401	Professional En	Community Se	664.3	2014	14	Community Service Leave
Khatibi, Mason	1246	JEA Tower, 14t	C0401	Professional En	Community Se	384.9	2015	8	Community Service Leave
Khatibi, Mason	1246	JEA Tower, 14t	C0401	Professional En	Community Se	0.0	2016	8	Community Service Leave

Khatibi, Mason	1246	JEA Tower, 14t	C0401	Professional En	Community Se	291.4	2017	6	Community Service Leave
Khatibi, Shayar	9328	Laboratory Ser	D0300	AFSCME	Community He	8.0	2015	0	Community Health Charities
Khatibi, Shayar	9328	Laboratory Ser	D0300	AFSCME	Community He	44.0	2016	0	Community Health Charities
Kievit-Kuhner,	3536	Customer Cent	40304	AFSCME	Community Se	183.0	2016	8	Community Service Leave
Kievit-Kuhner,	3536	Customer Cent	40304	AFSCME	United Way	52.0	2013	0	United Way
Kievit-Kuhner,	3536	Customer Cent	40304	AFSCME	United Way	12.0	2014	0	United Way
Kim, Ji Soo (Jis	9910	KENNEDY PUM	30111	Professional En	Community Se	113.9	2017	8	Community Service Leave
Kindon, Leo E J	1330	WSC Westside	30704	JEA Supervisors	Community He	52.0	2013	0	Community Health Charities
Kindon, Leo E J	1330	WSC Westside	30704	JEA Supervisors	Community He	44.0	2014	0	Community Health Charities
King, Angelo Be	4267	WSC Westside	20203	LIUNA	Community Se	87.4	2017	4	Community Service Leave
King, Angus W	3471	SOCC	40307	JEA IBEW	United Way	52.0	2013	0	United Way
King, Angus W	3471	SOCC	40307	JEA IBEW	United Way	52.0	2014	0	United Way
King, Angus W	3471	SOCC	40307	JEA IBEW	United Way	52.0	2015	0	United Way
King, Angus W	3471	SOCC	40307	JEA IBEW	United Way	52.0	2016	0	United Way
King, Angus W	3471	SOCC	40307	JEA IBEW	United Way	52.0	2017	0	United Way
King, Ervin Cer	9505	WW-RT, Core C	30134	LIUNA	Community He	8.0	2016	0	Community Health Charities
King, Ervin Cer	9505	WW-RT, Core C	30134	LIUNA	Community He	48.0	2017	0	Community Health Charities
King, Ervin Cer	9505	WW-RT, Core C	30140	LIUNA	Community He	4.0	2017	0	Community Health Charities
King, Johnnie L	3528	Customer Cent	30801	AFSCME	Community He	50.0	2013	0	Community Health Charities
King, Johnnie L	3528	Customer Cent	30801	AFSCME	United Way	50.0	2013	0	United Way
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	Community He	100.0	2015	0	Community Health Charities
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	Community He	160.0	2017	0	Community Health Charities
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	Community Se	158.6	2013	4	Community Service Leave
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	Community Se	321.6	2014	8	Community Service Leave
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	Community Se	166.4	2015	4	Community Service Leave
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	Community Se	169.0	2016	4	Community Service Leave
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	United Way	350.0	2013	0	United Way
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	United Way	260.0	2014	0	United Way
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	United Way	260.0	2015	0	United Way
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	United Way	260.0	2016	0	United Way
King, Peter L	5077	JEA Tower, 12t	10001	JEA Appointed	United Way	160.0	2017	0	United Way
King, Troy Jona	9565	Laboratory Ser	D0300	AFSCME	Community He	8.0	2015	0	Community Health Charities
King, Troy Jona	9565	W&S Treatmer	30122	LIUNA	Community He	30.0	2016	0	Community Health Charities
King, Troy Jona	9565	W&S Treatmer	30122	LIUNA	Community He	15.0	2017	0	Community Health Charities
King, Troy Jona	9565	WW-RT, South	30131	LIUNA	Community He	14.0	2016	0	Community Health Charities
Kirk, William H	8861	JEA Tower, 12t	A0350	JEA Supervisors	Community Se	297.2	2015	8	Community Service Leave
Kirk, William H	8861	JEA Tower, 12t	A0350	JEA Supervisors	Community Se	313.8	2016	8	Community Service Leave
Kirk, William H	8861	JEA Tower, 12t	A0350	JEA Supervisors	United Way	95.0	2017	0	United Way
Kline, William I	464	SOCC	40307	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Kline, William I	464	SOCC	40307	JEA IBEW	Community He	130.0	2014	0	Community Health Charities
Kline, William I	464	SOCC	40307	JEA IBEW	Community He	110.0	2015	0	Community Health Charities
Kline, William I	464	SOCC	40307	JEA IBEW	United Way	130.0	2013	0	United Way
Kline, William I	464	SOCC	40307	JEA IBEW	United Way	130.0	2014	0	United Way
Kline, William I	464	SOCC	40307	JEA IBEW	United Way	130.0	2015	0	United Way
Kline, William I	464	SOCC	40307	JEA IBEW	United Way	130.0	2016	0	United Way
Kline, William I	464	SOCC	40307	JEA IBEW	United Way	130.0	2017	0	United Way
Klosterman, Liz	5158	JEA Tower, 13t	B0600	Professional En	Community He	20.0	2015	0	Community Health Charities
Klosterman, Liz	5158	JEA Tower, 13t	B0600	Professional En	Community He	130.0	2016	0	Community Health Charities
Klosterman, Liz	5158	JEA Tower, 13t	B0600	Professional En	Community He	45.0	2017	0	Community Health Charities
Klosterman, Liz	5158	JEA Tower, 13t	B0600	Professional En	Community Se	336.9	2016	7	Community Service Leave
Kluding, Melin	9831	JEA Tower, 12t	10500	JEA Appointed	United Way	160.0	2017	0	United Way
Kluszewski, Suz	9625	JEA Tower, 16t	A0000	JEA Appointed	United Way	16.0	2016	0	United Way
Knapik, Kennet	5285	NGS Northside	30200	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Knapik, Kennet	5285	NGS Northside	30200	JEA Appointed	Community He	48.0	2016	0	Community Health Charities
Knapik, Kennet	5285	NGS Northside	30200	JEA Appointed	Community He	23.0	2017	0	Community Health Charities
Knapik, Kennet	5285	NGS Northside	30200	JEA Appointed	United Way	38.0	2016	0	United Way
Knapik, Kennet	5285	NGS Northside	30200	JEA Appointed	United Way	52.0	2017	0	United Way
Knepp, Gregor	9182	JEA Tower, 14t	C0100	JEA Appointed	Community Se	288.5	2013	8	Community Service Leave
Knepp, Gregor	9182	JEA Tower, 14t	C0100	JEA Appointed	Community Se	288.5	2014	8	Community Service Leave
Knight, Roy E J	6948	JEA Brandy Bra	30403	JEA IBEW	United Way	130.0	2013	0	United Way
Knight, Roy E J	6948	JEA Brandy Bra	30403	JEA IBEW	United Way	30.0	2014	0	United Way
Knight, Roy E J	6948	KGS Kennedy C	30403	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Knight, Roy E J	6948	KGS Kennedy C	30403	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Knight, Roy E J	6948	KGS Kennedy C	30403	JEA Appointed	United Way	95.0	2017	0	United Way
Knowles, Berde	4423	JEA Tower, 11t	E0000	JEA Appointed	United Way	1177.3	2014	0	United Way
Knowles, Berde	4423	JEA Tower, 11t	E0000	JEA Appointed	United Way	1800.5	2015	0	United Way
Knowles, Berde	4423	JEA Tower, 11t	E0000	JEA Appointed	United Way	872.7	2016	0	United Way
Knowles, Berde	4423	JEA Tower, 15t	E0000	JEA Appointed	United Way	969.5	2016	0	United Way
Knowles, Berde	4423	JEA Tower, 15t	E0000	JEA Appointed	United Way	1800.5	2017	0	United Way
Knowles, Berde	4423	JEA Tower, 9th	E0000	JEA Appointed	United Way	1690.0	2013	0	United Way

Knowles, Berde	4423	JEA Tower, 9th	E0000	JEA Appointed	United Way	597.8	2014	0	United Way
Knowles, Jerry	212	JEA Tower, 13t	B0900	Professional En	Community Se	401.3	2014	8	Community Service Leave
Knowles, Jerry	212	JEA Tower, 13t	B0900	Professional En	Community Se	359.5	2015	7	Community Service Leave
Knowles, Jerry	212	JEA Tower, 13t	B0900	Professional En	Community Se	427.4	2016	8	Community Service Leave
Knowles, Jerry	212	JEA Tower, 13t	B0900	Professional En	United Way	60.0	2013	0	United Way
Knox, Sean Wil	9693	CSC Storeroom	A0411	AFSCME	Community Se	62.3	2016	3	Community Service Leave
Kofler, Bruce W	115	SJRPP Plant	00467	SJRPP NBU	Community Se	419.0	2013	9	Community Service Leave
Kofler, Bruce W	115	SJRPP Plant	00467	SJRPP NBU	Community Se	148.7	2016	3	Community Service Leave
Kofler, Bruce W	115	SJRPP Plant	00467	SJRPP NBU	United Way	520.0	2013	0	United Way
Kofler, Bruce W	115	SJRPP Plant	00467	SJRPP NBU	United Way	520.0	2014	0	United Way
Kofler, Bruce W	115	SJRPP Plant	00467	SJRPP NBU	United Way	520.0	2015	0	United Way
Kofler, Bruce W	115	SJRPP Plant	00467	SJRPP NBU	United Way	520.0	2016	0	United Way
Kofler, Bruce W	115	SJRPP Plant	00467	SJRPP NBU	United Way	520.0	2017	0	United Way
Kopp, Henry Se	5819	JEA Tower, 15t	C0200	Professional En	Community He	44.0	2013	0	Community Health Charities
Kopp, Henry Se	5819	JEA Tower, 15t	C0200	Professional En	United Way	12.0	2013	0	United Way
Kostokas, Paul	9132	JEA Tower, 13t	B0500	Professional En	Community Se	360.3	2015	4	Community Service Leave
Kostokas, Paul	9132	JEA Tower, 13t	B0500	Professional En	United Way	20.0	2015	0	United Way
Kostokas, Paul	9132	JEA Tower, 13t	B0600	Professional En	Community He	100.0	2017	0	Community Health Charities
Kostokas, Paul	9132	JEA Tower, 13t	B0600	Professional En	Community Se	0.0	2015	4	Community Service Leave
Kostokas, Paul	9132	JEA Tower, 13t	B0600	Professional En	Community Se	150.3	2017	3	Community Service Leave
Kovach, Micha	1797	JEA Tower, 2nd	30900	JEA Appointed	Community Se	76.4	2017	2	Community Service Leave
Kowalski, Davi	2366	KENNEDY PUM	30111	Professional En	Community Se	384.9	2014	8	Community Service Leave
Kowalski, Davi	2366	KENNEDY PUM	30111	Professional En	Community Se	384.9	2015	8	Community Service Leave
Kowalski, Davi	2366	KENNEDY PUM	30111	Professional En	Community Se	403.4	2016	8	Community Service Leave
Kowalski, Davi	2366	KENNEDY PUM	30111	Professional En	Community Se	424.8	2017	8	Community Service Leave
Kowalski, Davi	2366	KENNEDY PUM	30111	Professional En	United Way	90.0	2013	0	United Way
Kowalski, Davi	2366	KENNEDY PUM	30111	Professional En	United Way	260.0	2014	0	United Way
Kowalski, Davi	2366	KENNEDY PUM	30111	Professional En	United Way	260.0	2015	0	United Way
Kowalski, Davi	2366	KENNEDY PUM	30111	Professional En	United Way	260.0	2016	0	United Way
Kowalski, Davi	2366	KENNEDY PUM	30111	Professional En	United Way	260.0	2017	0	United Way
Kowalski, Davi	2366	W&S Treatmer	30111	Professional En	United Way	170.0	2013	0	United Way
Kowalski, Jerry	6342	NGS Northside	30309	Professional En	Community Se	395.3	2013	8	Community Service Leave
Kozar, Kenneth	673	JEA Tower, 13t	B0400	Professional En	United Way	312.0	2013	0	United Way
Kozar, Kenneth	673	JEA Tower, 13t	B0400	Professional En	United Way	312.0	2014	0	United Way
Kozar, Kenneth	673	JEA Tower, 13t	B0400	Professional En	United Way	72.0	2015	0	United Way
Kozma, Csaba A	7405	W&S Wastewa	30607	LIUNA	Community Se	379.0	2013	16	Community Service Leave
Krings, Joseph	671	JEA Tower, 13t	B0900	Professional En	Community Se	308.2	2014	6	Community Service Leave
Krings, Joseph	671	JEA Tower, 13t	B0900	Professional En	Community Se	315.7	2015	6	Community Service Leave
Krings, Joseph	671	JEA Tower, 13t	B0900	Professional En	Community Se	402.1	2016	7.5	Community Service Leave
Krings, Joseph	671	JEA Tower, 13t	B0900	Professional En	Community Se	428.9	2017	8	Community Service Leave
Krings, Joseph	671	JEA Tower, 13t	B0900	Professional En	United Way	650.0	2013	0	United Way
Krings, Joseph	671	JEA Tower, 13t	B0900	Professional En	United Way	650.0	2014	0	United Way
Krings, Joseph	671	JEA Tower, 13t	B0900	Professional En	United Way	650.0	2015	0	United Way
Krings, Joseph	671	JEA Tower, 13t	B0900	Professional En	United Way	650.0	2016	0	United Way
Krings, Joseph	671	JEA Tower, 13t	B0900	Professional En	United Way	175.0	2017	0	United Way
Krishnan, Sank	7241	JEA Tower, 2nd	30901	Professional En	Community He	8.0	2016	0	Community Health Charities
Krishnan, Sank	7241	JEA Tower, 2nd	30901	Professional En	Community He	46.0	2017	0	Community Health Charities
Krishnan, Sank	7241	JEA Tower, 2nd	30901	Professional En	Community Se	140.1	2016	3	Community Service Leave
Krishnan, Sank	7241	JEA Tower, 2nd	30901	Professional En	Community Se	186.8	2017	4	Community Service Leave
Kruck, Daniel R	9026	Customer Cent	A0501	AFSCME	Community He	8.0	2016	0	Community Health Charities
Kruck, Daniel R	9026	Customer Cent	A0501	AFSCME	Community He	46.0	2017	0	Community Health Charities
Kruck, Daniel R	9026	Customer Cent	A0501	AFSCME	United Way	365.6	2016	0	United Way
Kruck, Daniel R	9026	Customer Cent	A0501	AFSCME	United Way	609.7	2017	0	United Way
Kumar, Neena	788	JEA Tower, 10t	20410	Professional En	United Way	35.0	2013	0	United Way
Kumar, Neena	788	JEA Tower, 10t	20413	Professional En	United Way	95.0	2013	0	United Way
Kumar, Neena	788	JEA Tower, 10t	20413	Professional En	United Way	120.0	2014	0	United Way
Kumar, Neena	788	JEA Tower, 10t	20413	Professional En	United Way	130.0	2015	0	United Way
Kumar, Neena	788	JEA Tower, 10t	20413	Professional En	United Way	130.0	2016	0	United Way
Kumar, Neena	788	JEA Tower, 10t	20413	Professional En	United Way	85.0	2017	0	United Way
Kumar, Neena	788	JEA Tower, 9th	20413	Professional En	United Way	45.0	2017	0	United Way
Kusmierczyk, A	601	SOCC	30701	Professional En	Community Se	371.7	2016	8	Community Service Leave
Kyle, Gina Adri	9403	JEA Tower, 16t	30002	JEA Appointed	Community Se	185.4	2015	7.5	Community Service Leave
Kyle, Gina Adri	9403	JEA Tower, 16t	30002	JEA Appointed	United Way	20.0	2015	0	United Way
Kyle, Gina Adri	9403	JEA Tower, 16t	A0000	JEA Appointed	Community He	20.0	2014	0	Community Health Charities
Kyle, Gina Adri	9403	JEA Tower, 16t	A0000	JEA Appointed	Community Se	207.8	2014	8	Community Service Leave
Kyle, Gina Adri	9403	JEA Tower, 3rd	A0301	JEA Appointed	Community He	30.0	2015	0	Community Health Charities
Kyle, Gina Adri	9403	JEA Tower, 3rd	A0301	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Kyle, Gina Adri	9403	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	246.2	2015	7.5	Community Service Leave
Kyle, Gina Adri	9403	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	374.8	2016	12	Community Service Leave
Kyle, Gina Adri	9403	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	251.8	2017	8	Community Service Leave
Kyle, Gina Adri	9403	JEA Tower, 3rd	A0301	JEA Appointed	United Way	20.0	2016	0	United Way

Kyle, Gina Adri	9403	JEA Tower, 3rd	A0301	JEA Appointed	United Way Or	20.0	2017	0	United Way
La Favor, Scott	6593	WSC Westside	30704	JEA IBEW	United Way	52.0	2013	0	United Way
La Favor, Scott	6593	WSC Westside	30704	JEA IBEW	United Way	52.0	2014	0	United Way
La Favor, Scott	6593	WSC Westside	30704	JEA IBEW	United Way	52.0	2015	0	United Way
La Favor, Scott	6593	WSC Westside	30704	JEA IBEW	United Way	52.0	2016	0	United Way
La Favor, Scott	6593	WSC Westside	30704	JEA IBEW	United Way	52.0	2017	0	United Way
LaBrie, Raymo	1310	SSC Southside	30704	JEA Supervisor	United Way	130.0	2013	0	United Way
LaBrie, Raymo	1310	SSC Southside	30704	JEA Supervisor	United Way	130.0	2014	0	United Way
LaBrie, Raymo	1310	SSC Southside	30704	JEA Supervisor	United Way	35.0	2015	0	United Way
LaFrance, Gary	1855	CSC Storeroom	A0411	JEA IBEW	Community He	55.0	2013	0	Community Health Charities
LaFrance, Gary	1855	CSC Storeroom	A0411	JEA IBEW	United Way	107.0	2013	0	United Way
LaFrance, Gary	1855	CSC Storeroom	A0411	JEA IBEW	United Way	5.0	2014	0	United Way
LaLonde, Jack A	8997	W&S Treatmer	30122	LIUNA	Community He	8.0	2014	0	Community Health Charities
LaLonde, Jack A	8997	W&S Treatmer	30122	LIUNA	Community He	44.0	2015	0	Community Health Charities
LaLonde, Jack A	8997	W&S Treatmer	30122	LIUNA	Community He	52.0	2016	0	Community Health Charities
LaLonde, Jack A	8997	W&S Treatmer	30122	LIUNA	Community He	52.0	2017	0	Community Health Charities
LaLonde, Jack A	8997	W&S Treatmer	30122	LIUNA	Community Se	237.3	2015	8	Community Service Leave
LaLonde, Jack A	8997	W&S Treatmer	30122	LIUNA	Community Se	60.5	2016	2	Community Service Leave
LaVoie, Robert	1977	W&S Treatmer	30122	JEA Supervisor	Community He	130.0	2013	0	Community Health Charities
LaVoie, Robert	1977	W&S Treatmer	30122	JEA Supervisor	Community He	130.0	2014	0	Community Health Charities
LaVoie, Robert	1977	W&S Treatmer	30122	JEA Supervisor	Community He	110.0	2015	0	Community Health Charities
LaVoie, Robert	1977	W&S Treatmer	30122	JEA Supervisor	Community He	8.0	2016	0	Community Health Charities
LaVoie, Robert	1977	W&S Treatmer	30122	JEA Supervisor	United Way	130.0	2013	0	United Way
LaVoie, Robert	1977	W&S Treatmer	30122	JEA Supervisor	United Way	130.0	2014	0	United Way
LaVoie, Robert	1977	W&S Treatmer	30122	JEA Supervisor	United Way	130.0	2015	0	United Way
LaVoie, Robert	1977	W&S Treatmer	30122	JEA Supervisor	United Way	130.0	2016	0	United Way
Labarrie, Keith	116	JEA Tower, 13t	B0900	JEA Appointed	Community Se	394.0	2013	8	Community Service Leave
Labarrie, Keith	116	JEA Tower, 13t	B0900	JEA Appointed	Community Se	415.4	2014	8	Community Service Leave
Labarrie, Keith	116	JEA Tower, 13t	B0900	JEA Appointed	Community Se	372.6	2015	7	Community Service Leave
Labarrie, Keith	116	JEA Tower, 13t	B0900	JEA Appointed	Community Se	425.8	2016	8	Community Service Leave
Labarrie, Keith	116	JEA Tower, 13t	B0900	JEA Appointed	Community Se	474.4	2017	8	Community Service Leave
Labarrie, Keith	116	JEA Tower, 13t	B0900	JEA Appointed	United Way	1040.0	2013	0	United Way
Labarrie, Keith	116	JEA Tower, 13t	B0900	JEA Appointed	United Way	1040.0	2014	0	United Way
Labarrie, Keith	116	JEA Tower, 13t	B0900	JEA Appointed	United Way	1040.0	2015	0	United Way
Labarrie, Keith	116	JEA Tower, 13t	B0900	JEA Appointed	United Way	1040.0	2016	0	United Way
Labarrie, Keith	116	JEA Tower, 13t	B0900	JEA Appointed	United Way	1040.0	2017	0	United Way
Lacy, Robert Cl	6053	W&S Treatmer	30136	LIUNA	Community He	8.0	2016	0	Community Health Charities
Lacy, Robert Cl	6053	W&S Treatmer	30136	LIUNA	Community He	46.0	2017	0	Community Health Charities
Lafayette, Mic	9206	JEA Brandy Bra	ZE000	JEA IBEW	Community Se	108.9	2017	3	Community Service Leave
Lafayette, Mic	9206	NGS Northside	30300	JEA IBEW	Community He	2.0	2015	0	Community Health Charities
Laforge, Pamel	8799	KENNEDY PUM	30111	AFSCME	Community He	8.0	2016	0	Community Health Charities
Laforge, Pamel	8799	KENNEDY PUM	30111	AFSCME	Community He	52.0	2017	0	Community Health Charities
Laforge, Pamel	8799	KENNEDY PUM	30111	AFSCME	Community Se	120.1	2016	5	Community Service Leave
Laforge, Pamel	8799	KENNEDY PUM	30111	AFSCME	Community Se	72.1	2017	3	Community Service Leave
Laforge, Pamel	8799	KENNEDY PUM	30111	AFSCME	United Way	70.0	2016	0	United Way
Laforge, Pamel	8799	KENNEDY PUM	30111	AFSCME	United Way	35.0	2017	0	United Way
Laforge, Pamel	8799	KENNEDY PUM	30111	AFSCME	United Way Or	50.0	2017	0	United Way
Laforge, Pamel	8799	W&S Wastewa	30600	AFSCME	Community He	40.0	2014	0	Community Health Charities
Laforge, Pamel	8799	W&S Wastewa	30600	AFSCME	Community He	240.0	2015	0	Community Health Charities
Laforge, Pamel	8799	W&S Wastewa	30600	AFSCME	United Way	100.0	2014	0	United Way
Laforge, Pamel	8799	W&S Wastewa	30600	AFSCME	United Way	130.0	2015	0	United Way
Laforge, Pamel	8799	W&S Wastewa	30600	AFSCME	United Way	60.0	2016	0	United Way
Laman, Stephe	5318	SJRPP Plant	00439	SJRPP NBU	Community He	66.0	2013	0	Community Health Charities
Laman, Stephe	5318	SJRPP Plant	00439	SJRPP NBU	Community Se	196.9	2016	4	Community Service Leave
Laman, Stephe	5318	SJRPP Plant	00439	SJRPP NBU	Community Se	357.5	2017	7	Community Service Leave
Laman, Stephe	5318	SJRPP Plant	00439	SJRPP NBU	United Way	12.0	2013	0	United Way
Laman, Stephe	5318	SJRPP Plant	00439	SJRPP NBU	United Way	40.0	2014	0	United Way
Laman, Stephe	5318	SJRPP Plant	00439	SJRPP NBU	United Way	52.0	2015	0	United Way
Laman, Stephe	5318	SJRPP Plant	00439	SJRPP NBU	United Way	14.0	2016	0	United Way
Lambert, Denis	2755	Customer Cent	40402	AFSCME	United Way	52.0	2013	0	United Way
Lambert, Denis	2755	Customer Cent	40402	AFSCME	United Way	14.0	2014	0	United Way
Lambert, Denis	2755	Customer Cent	40404	AFSCME	Community He	8.0	2014	0	Community Health Charities
Lambert, Denis	2755	Customer Cent	40404	AFSCME	Community He	52.0	2015	0	Community Health Charities
Lambert, Denis	2755	Customer Cent	40404	AFSCME	Community He	52.0	2016	0	Community Health Charities
Lambert, Denis	2755	Customer Cent	40404	AFSCME	Community He	52.0	2017	0	Community Health Charities
Lambert, Denis	2755	Customer Cent	40404	AFSCME	Community Se	75.0	2015	3	Community Service Leave
Lambert, Denis	2755	Customer Cent	40404	AFSCME	Community Se	76.2	2016	3	Community Service Leave
Lambert, Denis	2755	Customer Cent	40404	AFSCME	Community Se	52.0	2017	2	Community Service Leave
Lambert, Denis	2755	Customer Cent	40404	AFSCME	United Way	38.0	2014	0	United Way
Lambert, Denis	2755	Customer Cent	40404	AFSCME	United Way	52.0	2015	0	United Way
Lambert, Denis	2755	Customer Cent	40404	AFSCME	United Way	52.0	2016	0	United Way

Lambert, Denis	2755	Customer Cent	40404	AFSCME	United Way	52.0	2017	0	United Way
Lamoureux, De	738	CSC Commonw	30702	JEA Supervisor	Community He	20.0	2014	0	Community Health Charities
Lamoureux, De	738	CSC Commonw	30702	JEA Supervisor	Community He	130.0	2015	0	Community Health Charities
Lamoureux, De	738	CSC Commonw	30702	JEA Supervisor	Community He	130.0	2016	0	Community Health Charities
Lamoureux, De	738	CSC Commonw	30702	JEA Supervisor	Community He	130.0	2017	0	Community Health Charities
Lamoureux, De	738	CSC Commonw	30702	JEA Supervisor	United Way	130.0	2013	0	United Way
Lamoureux, De	738	CSC Commonw	30702	JEA Supervisor	United Way	130.0	2014	0	United Way
Lamoureux, De	738	CSC Commonw	30702	JEA Supervisor	United Way	130.0	2015	0	United Way
Lamoureux, De	738	CSC Commonw	30702	JEA Supervisor	United Way	130.0	2016	0	United Way
Lamoureux, De	738	CSC Commonw	30702	JEA Supervisor	United Way	130.0	2017	0	United Way
Lanier, George	4195	CSC Commonw	40402	JEA IBEW	United Way	12.0	2014	0	United Way
Lanier, George	4195	CSC Commonw	40405	JEA IBEW	Community He	8.0	2014	0	Community Health Charities
Lanier, George	4195	CSC Commonw	40405	JEA IBEW	Community He	52.0	2015	0	Community Health Charities
Lanier, George	4195	CSC Commonw	40405	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Lanier, George	4195	CSC Commonw	40405	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
Lanier, George	4195	CSC Commonw	40405	JEA IBEW	Community Se	232.5	2016	8	Community Service Leave
Lanier, George	4195	CSC Commonw	40405	JEA IBEW	Community Se	116.2	2017	4	Community Service Leave
Lanier, George	4195	CSC Commonw	40405	JEA IBEW	United Way	22.0	2014	0	United Way
Lanier, George	4195	CSC Commonw	40405	JEA IBEW	United Way	52.0	2015	0	United Way
Lanier, George	4195	CSC Commonw	40405	JEA IBEW	United Way	52.0	2016	0	United Way
Lanier, George	4195	CSC Commonw	40405	JEA IBEW	United Way	14.0	2017	0	United Way
Lanier, George	4195	CSC Meter Sho	40402	JEA IBEW	United Way	40.0	2013	0	United Way
Lanier, George	4195	CSC Meter Sho	40402	JEA IBEW	United Way	2.0	2014	0	United Way
Lanier, George	4195	Customer Cent	40405	JEA IBEW	United Way	16.0	2014	0	United Way
Lanier, Larry Le	2285	W&S Treatmer	30136	LIUNA	Community He	8.0	2016	0	Community Health Charities
Lanier, Larry Le	2285	W&S Treatmer	30136	LIUNA	Community He	52.0	2017	0	Community Health Charities
Lanier, Larry Le	2285	W&S Treatmer	30136	LIUNA	United Way	40.0	2013	0	United Way
Lanier, Larry Le	2285	W&S Treatmer	30136	LIUNA	United Way	52.0	2014	0	United Way
Lanier, Larry Le	2285	W&S Treatmer	30136	LIUNA	United Way	52.0	2015	0	United Way
Lanier, Larry Le	2285	W&S Treatmer	30136	LIUNA	United Way	52.0	2016	0	United Way
Lanier, Larry Le	2285	W&S Treatmer	30136	LIUNA	United Way	52.0	2017	0	United Way
Lanier, Michae	872	NGS Northside	30202	JEA Supervisor	United Way	52.0	2013	0	United Way
Lanier, Michae	872	NGS Northside	30202	JEA Supervisor	United Way	26.0	2014	0	United Way
Lankford, Steve	2829	NGS Northside	30200	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Lankford, Steve	2829	NGS Northside	30200	JEA Appointed	Community He	52.0	2016	0	Community Health Charities
Lankford, Steve	2829	NGS Northside	30200	JEA Appointed	Community He	52.0	2017	0	Community Health Charities
Lankford, Steve	2829	NGS Northside	30200	JEA Appointed	United Way	100.0	2014	0	United Way
Lankford, Steve	2829	NGS Northside	30200	JEA Appointed	United Way	130.0	2015	0	United Way
Lankford, Steve	2829	NGS Northside	30200	JEA Appointed	United Way	73.0	2016	0	United Way
Lankford, Steve	2829	NGS Northside	30200	JEA Appointed	United Way	52.0	2017	0	United Way
Lanoux, Patrici	2864	Customer Cent	A0103	AFSCME	Community Se	135.2	2014	6	Community Service Leave
Lanoux, Patrici	2864	Customer Cent	A0103	AFSCME	Community Se	72.1	2017	0	Community Service Leave
Lao, Bei Ling	9127	JEA Tower, 13t	B0500	Professional En	Community Se	230.8	2013	6	Community Service Leave
Lao, Bei Ling	9127	JEA Tower, 13t	B0500	Professional En	United Way	24.0	2013	0	United Way
Lawrence, Anth	288	SJRPP Plant	00439	SJRPP IBEW	United Way	130.0	2013	0	United Way
Lawrence, Anth	288	SJRPP Plant	00439	SJRPP IBEW	United Way	130.0	2014	0	United Way
Lawrence, Anth	288	SJRPP Plant	00439	SJRPP IBEW	United Way	120.0	2015	0	United Way
Lawrence, Anth	288	SJRPP Plant	00439	SJRPP IBEW	United Way	35.0	2016	0	United Way
Lawrence, Laur	6633	JEA Tower, 15t	C0200	JEA Appointed	Community Se	279.7	2014	8	Community Service Leave
Le, Minh Tri Va	9390	JEA Tower, 10t	20413	Professional En	Community He	40.0	2016	0	Community Health Charities
Le, Minh Tri Va	9390	JEA Tower, 10t	20413	Professional En	United Way Or	50.0	2017	0	United Way
Le, Minh Tri Va	9390	JEA Tower, 9th	20413	Professional En	Community He	128.1	2017	0	Community Health Charities
Le, Minh Tri Va	9390	JEA Tower, 9th	20413	Professional En	Community He	88.2	2017	0	Community Health Charities
LeMay, Matthe	6886	SJRPP Plant	00443	SJRPP IBEW	Community He	58.8	2015	0	Community Health Charities
Leddy, Michae	2180	CSC Commonw	40403	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Leddy, Michae	2180	CSC Commonw	40403	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Leddy, Michae	2180	CSC Commonw	40403	JEA IBEW	Community He	115.0	2017	0	Community Health Charities
Leddy, Michae	2180	CSC Commonw	40403	JEA IBEW	United Way	95.0	2014	0	United Way
Leddy, Michae	2180	CSC Commonw	40403	JEA IBEW	United Way	130.0	2015	0	United Way
Leddy, Michae	2180	CSC Commonw	40403	JEA IBEW	United Way	130.0	2016	0	United Way
Leddy, Michae	2180	CSC Commonw	40403	JEA IBEW	United Way	130.0	2017	0	United Way
Leddy, Michae	2180	CSC Meter Sho	40402	JEA IBEW	United Way	130.0	2013	0	United Way
Leddy, Michae	2180	CSC Meter Sho	40402	JEA IBEW	United Way	35.0	2014	0	United Way
Leddy, Patrick	2181	WSC Westside	A0104	JEA Appointed	Community He	15.0	2016	0	Community Health Charities
Leddy, Patrick	2181	WSC Westside	A0104	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Leddy, Patrick	2181	WSC Westside	A0104	JEA Appointed	United Way	30.0	2016	0	United Way
Leddy, Patrick	2181	WSC Westside	A0104	JEA Appointed	United Way	70.0	2017	0	United Way
Leddy, Patrick	2181	WSC Westside	A0104	JEA IBEW	Community He	5.0	2016	0	Community Health Charities
Leddy, Patrick	2181	WSC Westside	A0104	JEA IBEW	Community Se	172.6	2016	4	Community Service Leave
Leddy, Patrick	2181	WSC Westside	A0104	JEA IBEW	United Way	240.0	2013	0	United Way
Leddy, Patrick	2181	WSC Westside	A0104	JEA IBEW	United Way	260.0	2014	0	United Way

Leddy, Patrick	2181	WSC Westside	A0104	JEA IBEW	United Way	260.0	2015	0	United Way
Leddy, Patrick	2181	WSC Westside	A0104	JEA IBEW	United Way	230.0	2016	0	United Way
Leddy, Patrick	2181	WSC Westside	ZE000	JEA IBEW	United Way	20.0	2013	0	United Way
Lee, Gary W Jr	7680	SSC Southside	30704	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Lee, Gary W Jr	7680	SSC Southside	30704	JEA IBEW	Community He	130.0	2014	0	Community Health Charities
Lee, Gary W Jr	7680	SSC Southside	30704	JEA IBEW	Community He	110.0	2015	0	Community Health Charities
Lee, Joe T	8755	NGS Northside	30300	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Lee, Joe T	8755	NGS Northside	30300	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Lee, Joe T	8755	NGS Northside	30300	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Lee, Joe T	8755	NGS Northside	30300	JEA IBEW	United Way	38.0	2016	0	United Way
Lee, Joe T	8755	NGS Northside	30300	JEA IBEW	United Way	14.0	2017	0	United Way
Lee, Larry D	4105	NGS Northside	30300	JEA IBEW	Community Se	139.0	2017	4	Community Service Leave
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0101	JEA Appointed	Community He	13.0	2016	0	Community Health Charities
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0101	JEA Appointed	Community He	52.0	2017	0	Community Health Charities
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0101	JEA Appointed	Community Se	307.8	2017	8	Community Service Leave
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0101	JEA Appointed	United Way	50.0	2016	0	United Way
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0101	JEA Appointed	United Way	260.0	2017	0	United Way
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0102	JEA Appointed	Community He	169.2	2013	0	Community Health Charities
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0102	JEA Appointed	Community He	20.0	2014	0	Community Health Charities
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0102	JEA Appointed	Community He	110.0	2015	0	Community Health Charities
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0102	JEA Appointed	United Way	160.0	2015	0	United Way
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0200	JEA Appointed	Community He	15.0	2015	0	Community Health Charities
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0200	JEA Appointed	Community He	105.0	2016	0	Community Health Charities
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0200	JEA Appointed	Community Se	64.3	2016	2	Community Service Leave
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0200	JEA Appointed	United Way	30.0	2015	0	United Way
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0200	JEA Appointed	United Way	210.0	2016	0	United Way
Lee, Thomas G	122	SJRPP Plant	00443	SJRPP Manage	United Way	40.0	2013	0	United Way
Leetch, Robert	6966	KENNEDY PUM	30111	JEA Appointed	United Way	150.0	2013	0	United Way
Leetch, Robert	6966	KENNEDY PUM	30111	JEA Appointed	United Way	25.0	2014	0	United Way
Leetch, Robert	6966	W&S Treatmer	30110	JEA Appointed	United Way	450.0	2014	0	United Way
Leetch, Robert	6966	W&S Treatmer	30111	JEA Appointed	United Way	500.0	2013	0	United Way
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	Community He	260.0	2013	0	Community Health Charities
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	Community He	260.0	2014	0	Community Health Charities
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	Community He	260.0	2015	0	Community Health Charities
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	Community He	220.0	2016	0	Community Health Charities
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	Community He	128.6	2016	0	Community Health Charities
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	Community He	81.4	2017	0	Community Health Charities
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	Community He	91.9	2017	0	Community Health Charities
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	United Way	1001.0	2013	0	United Way
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	United Way	1001.0	2014	0	United Way
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	United Way	1001.0	2015	0	United Way
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	United Way	1001.0	2016	0	United Way
Legge, Paul Joh	4126	Laboratory Ser	D0300	JEA Appointed	United Way	1000.4	2017	0	United Way
Leggett, Josep	2087	CSC Meter Sho	40402	JEA Supervisor	United Way	130.0	2013	0	United Way
Leggett, Josep	2087	CSC Meter Sho	40402	JEA Supervisor	United Way	130.0	2014	0	United Way
Leggett, Josep	2087	CSC Meter Sho	40402	JEA Supervisor	United Way	30.0	2015	0	United Way
Lehman, Richa	4064	WW-RT, West	30135	JEA Supervisor	Community He	16.0	2013	0	Community Health Charities
Lehman, Richa	4064	WW-RT, West	30135	JEA Supervisor	Community He	104.0	2014	0	Community Health Charities
Lehman, Richa	4064	WW-RT, West	30135	JEA Supervisor	Community He	108.0	2015	0	Community Health Charities
Lehman, Richa	4064	WW-RT, West	30135	JEA Supervisor	Community He	110.0	2016	0	Community Health Charities
Lehman, Richa	4064	WW-RT, West	30135	JEA Supervisor	Community He	6.0	2017	0	Community Health Charities
Lehman, Richa	4064	WW-RT, West	30135	JEA Supervisor	United Way	52.0	2013	0	United Way
Lehman, Richa	4064	WW-RT, West	30135	JEA Supervisor	United Way	52.0	2014	0	United Way
Lehman, Richa	4064	WW-RT, West	30135	JEA Supervisor	United Way	52.0	2015	0	United Way
Lehman, Richa	4064	WW-RT, West	30135	JEA Supervisor	United Way	52.0	2016	0	United Way
Lehman, Richa	4064	WW-RT, West	30135	JEA Supervisor	United Way	14.0	2017	0	United Way
Lephart, Gayle	8839	JEA Tower, 6th	A0201	JEA Supervisor	Community He	20.0	2013	0	Community Health Charities
Lephart, Gayle	8839	JEA Tower, 6th	A0201	JEA Supervisor	Community He	150.0	2014	0	Community Health Charities
Lephart, Gayle	8839	JEA Tower, 6th	A0201	JEA Supervisor	Community He	90.0	2015	0	Community Health Charities
Lephart, Gayle	8839	JEA Tower, 6th	A0201	JEA Supervisor	Community He	4.0	2016	0	Community Health Charities
Lephart, Gayle	8839	JEA Tower, 6th	A0201	JEA Supervisor	Community He	23.0	2017	0	Community Health Charities
Lephart, Gayle	8839	JEA Tower, 6th	A0201	JEA Supervisor	Community Se	137.1	2016	4.5	Community Service Leave
Lephart, Gayle	8839	JEA Tower, 6th	A0201	JEA Supervisor	Community Se	94.1	2017	3	Community Service Leave
Lewis, Joyce El	6760	Customer Cent	A0504	AFSCME	Community Se	90.1	2014	4	Community Service Leave
Lewis, Joyce El	6760	Customer Cent	A0504	Professional En	Community Se	107.3	2017	4	Community Service Leave
Lewis, Kerry G	6960	JEA Tower, 5th	30137	Professional En	Community He	20.0	2015	0	Community Health Charities
Lewis, Kerry G	6960	JEA Tower, 5th	30137	Professional En	Community He	130.0	2016	0	Community Health Charities
Lewis, Kerry G	6960	JEA Tower, 5th	30137	Professional En	Community He	130.0	2017	0	Community Health Charities
Lewis, Kerry Ge	9809	WW-RT, South	30131	LIUNA	Community He	6.0	2017	0	Community Health Charities
Lewis, Michael	1182	Customer Cent	40110	AFSCME	Community He	64.0	2014	0	Community Health Charities
Lewis, Michael	1182	Customer Cent	40110	AFSCME	Community He	15.0	2017	0	Community Health Charities

Lewis, Michael	1182	Customer Cent	40110	AFSCME	United Way	78.0	2013	0	United Way
Lewis, Michael	1182	Customer Cent	40110	AFSCME	United Way	78.0	2014	0	United Way
Lewis, Michael	1182	Customer Cent	40110	AFSCME	United Way	78.0	2015	0	United Way
Lewis, Michael	1182	Customer Cent	40110	AFSCME	United Way	78.0	2016	0	United Way
Lewis, Michael	1182	Customer Cent	40110	AFSCME	United Way	78.0	2017	0	United Way
Lewis, Phillip A	9674	W&S Wastewa	30606	LIUNA	Community Se	129.4	2016	8	Community Service Leave
Lewis, Robert T	237	NGS Northside	30205	JEA Appointed	United Way	60.0	2013	0	United Way
Lewis, Robert T	3748	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	168.1	2017	4	Community Service Leave
Lewis, Robert T	3748	NGS Northside	30205	JEA Appointed	Community He	72.8	2015	0	Community Health Charities
Lewis, Robert T	3748	NGS Northside	30205	JEA Appointed	Community He	74.4	2016	0	Community Health Charities
Lewis, Robert T	3748	NGS Northside	30205	JEA Appointed	Community Se	328.7	2015	8	Community Service Leave
Lewis, Robert T	3748	NGS Northside	30205	JEA Appointed	Community Se	252.1	2016	6	Community Service Leave
Lewis, Robert T	3748	NGS Northside	30205	JEA Appointed	United Way	72.8	2016	0	United Way
Lewis, Robert T	3748	NGS Northside	30205	JEA Appointed	United Way Or	111.6	2017	0	United Way
Lewis, Robert T	3748	NGS Northside	30205	JEA IBEW	United Way	12.0	2013	0	United Way
Lewis, Tonya M	664	Customer Cent	40402	JEA Supervisors	United Way	104.0	2013	0	United Way
Lewis, Tonya M	664	Customer Cent	40402	JEA Supervisors	United Way	28.0	2014	0	United Way
Lewis, Tonya M	664	Customer Cent	40404	JEA Appointed	Community Se	282.7	2014	8	Community Service Leave
Lewis, Tonya M	664	Customer Cent	40404	JEA Appointed	Community Se	253.0	2016	7	Community Service Leave
Lewis, Tonya M	664	Customer Cent	40404	JEA Appointed	Community Se	295.4	2017	8	Community Service Leave
Lewis, Tonya M	664	Customer Cent	40404	JEA Appointed	United Way	64.0	2014	0	United Way
Lewis, Tonya M	664	Customer Cent	40404	JEA Appointed	United Way	104.0	2015	0	United Way
Lewis, Tonya M	664	Customer Cent	40404	JEA Appointed	United Way	104.0	2016	0	United Way
Lewis, Tonya M	664	Customer Cent	40404	JEA Appointed	United Way	104.0	2017	0	United Way
Lewis, Tonya M	664	Customer Cent	40404	JEA Supervisors	United Way	12.0	2014	0	United Way
Lewis, Victoria	9530	JEA Tower, 6th	A0101	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Lewis, Victoria	9530	JEA Tower, 6th	A0101	JEA Appointed	Community He	110.0	2016	0	Community Health Charities
Lewis, Victoria	9530	JEA Tower, 6th	A0101	JEA Appointed	Community He	57.7	2017	0	Community Health Charities
Lewis, Victoria	9530	JEA Tower, 6th	A0101	JEA Appointed	Community He	49.4	2016	0	Community Health Charities
Lewis, Victoria	9530	JEA Tower, 6th	A0101	JEA Appointed	Community He	51.1	2017	0	Community Health Charities
Lewis, Victoria	9530	JEA Tower, 6th	A0101	JEA Appointed	Community Se	141.4	2017	2	Community Service Leave
Lewis, Victoria	9530	JEA Tower, 6th	A0101	JEA Appointed	United Way	38.0	2016	0	United Way
Lewis, Victoria	9530	JEA Tower, 6th	A0101	JEA Appointed	United Way	14.0	2017	0	United Way
Lewis, Victoria	9530	JEA Tower, 6th	A0101	JEA Appointed	United Way Or	98.8	2017	0	United Way
Lewis, Willie Ja	6252	CSC Meter Sho	40402	JEA IBEW	United Way	330.0	2013	0	United Way
Lewis, Willie Ja	6252	CSC Meter Sho	40402	JEA IBEW	United Way	75.0	2014	0	United Way
Li, Wendong	9319	JEA Tower, 13t	B0500	Professional En	Community He	50.0	2014	0	Community Health Charities
Li, Wendong	9319	JEA Tower, 13t	B0500	Professional En	Community He	89.1	2015	0	Community Health Charities
Li, Wendong	9319	JEA Tower, 13t	B0500	Professional En	Community He	92.5	2016	0	Community Health Charities
Li, Wendong	9319	JEA Tower, 13t	B0500	Professional En	Community Se	388.6	2014	8	Community Service Leave
Li, Wendong	9319	JEA Tower, 13t	B0500	Professional En	Community Se	395.6	2015	8	Community Service Leave
Li, Wendong	9319	JEA Tower, 13t	B0500	Professional En	Community Se	417.7	2016	8	Community Service Leave
Li, Wendong	9319	JEA Tower, 13t	B0500	Professional En	Community Se	443.1	2017	8	Community Service Leave
Libby, Grady D	9223	JEA Brandy Bra	30401	JEA Supervisors	Community He	136.7	2015	0	Community Health Charities
Limbaugh, Cath	1344	JEA Tower, 11t	40230	JEA IBEW	Community He	100.0	2017	0	Community Health Charities
Limbaugh, Mar	2632	JEA Tower, 10t	30200	JEA Appointed	Community He	100.0	2013	0	Community Health Charities
Limbaugh, Mar	2632	JEA Tower, 10t	30200	JEA Appointed	Community Se	799.5	2013	16	Community Service Leave
Limbaugh, Mar	2632	JEA Tower, 10t	30200	JEA Appointed	Community Se	949.4	2014	19	Community Service Leave
Limbaugh, Mar	2632	JEA Tower, 10t	30200	JEA Appointed	Community Se	432.8	2017	8	Community Service Leave
Lira, Daniel Da	2815	NGS Northside	30202	JEA Supervisors	Community He	8.0	2015	0	Community Health Charities
Lira, Daniel Da	2815	NGS Northside	30202	JEA Supervisors	Community He	52.0	2016	0	Community Health Charities
Lira, Daniel Da	2815	NGS Northside	30202	JEA Supervisors	Community He	52.0	2017	0	Community Health Charities
Lira, Daniel Da	2815	NGS Northside	30202	JEA Supervisors	United Way	52.0	2013	0	United Way
Lira, Daniel Da	2815	NGS Northside	30202	JEA Supervisors	United Way	52.0	2014	0	United Way
Lira, Daniel Da	2815	NGS Northside	30202	JEA Supervisors	United Way	52.0	2015	0	United Way
Lira, Daniel Da	2815	NGS Northside	30202	JEA Supervisors	United Way	52.0	2016	0	United Way
Lira, Daniel Da	2815	NGS Northside	30202	JEA Supervisors	United Way	52.0	2017	0	United Way
Little, Donald C	9765	W&S Wastewa	30606	LIUNA	Community He	5.0	2017	0	Community Health Charities
Little, Kenneth	4293	WW-RT, East G	30133	LIUNA	United Way	26.0	2015	0	United Way
Little, Kenneth	4293	WW-RT, East G	30133	LIUNA	United Way	52.0	2016	0	United Way
Little, Kenneth	4293	WW-RT, East G	30133	LIUNA	United Way	52.0	2017	0	United Way
Little, Kenneth	4293	WW-RT, West (	30135	LIUNA	Community He	22.0	2013	0	Community Health Charities
Little, Kenneth	4293	WW-RT, West (	30135	LIUNA	United Way	52.0	2013	0	United Way
Little, Kenneth	4293	WW-RT, West (	30135	LIUNA	United Way	52.0	2014	0	United Way
Little, Kenneth	4293	WW-RT, West (	30135	LIUNA	United Way	26.0	2015	0	United Way
Littlefield, Jam	6207	CSC Meter Sho	40402	AFSCME	Community Se	85.8	2014	4	Community Service Leave
Littlefield, Jam	6207	CSC Meter Sho	40402	AFSCME	Community Se	108.1	2017	4.5	Community Service Leave
Lloyd, Brad Ad	7278	SJRPP Plant	00442	SJRPP IBEW	United Way	130.0	2013	0	United Way
Lloyd, Brad Ad	7278	SJRPP Plant	00442	SJRPP IBEW	United Way	130.0	2014	0	United Way
Lloyd, Brad Ad	7278	SJRPP Plant	00442	SJRPP IBEW	United Way	130.0	2015	0	United Way
Lloyd, Brad Ad	7278	SJRPP Plant	00442	SJRPP IBEW	United Way	130.0	2016	0	United Way

Lloyd, Brad Ad	7278	SJRPP Plant	00442	SJRPP IBEW	United Way	73.0	2017	0	United Way
Locke, Michael	998	SOCC	30700	JEA Appointed	Community He	330.0	2013	0	Community Health Charities
Locke, Michael	998	SOCC	30700	JEA Appointed	United Way	190.0	2014	0	United Way
Locke, Michael	998	SOCC	30701	Professional En	Community Se	366.5	2015	6	Community Service Leave
Locke, Michael	998	SOCC	30701	Professional En	Community Se	268.1	2016	8	Community Service Leave
Locke, Michael	998	SOCC	30701	Professional En	Community Se	379.5	2017	8	Community Service Leave
Locke, Michael	998	SOCC	30701	Professional En	United Way	10.0	2014	0	United Way
Locke, Michael	998	SOCC	30701	Professional En	United Way	260.0	2015	0	United Way
Locke, Michael	998	SOCC	30701	Professional En	United Way	80.0	2016	0	United Way
Locke, Michael	998	SOCC	30701	Professional En	United Way	10.0	2017	0	United Way
Lockwood, Ker	2950	SOCC	40307	JEA IBEW	United Way	52.0	2013	0	United Way
Lockwood, Ker	2950	SOCC	40307	JEA IBEW	United Way	52.0	2014	0	United Way
Lockwood, Ker	2950	SOCC	40307	JEA IBEW	United Way	16.0	2015	0	United Way
Lockwood, Ker	2950	SSC Southside	30704	JEA Supervisor	United Way	36.0	2015	0	United Way
Lockwood, Ker	2950	SSC Southside	30704	JEA Supervisor	United Way	52.0	2016	0	United Way
Lockwood, Ker	2950	SSC Southside	30704	JEA Supervisor	United Way	14.0	2017	0	United Way
Long, Michael	6367	JEA Tower, 12t	10700	Professional En	Community He	30.0	2014	0	Community Health Charities
Long, Michael	6367	JEA Tower, 12t	10700	Professional En	Community He	20.0	2015	0	Community Health Charities
Long, Michael	6367	JEA Tower, 12t	10700	Professional En	Community He	118.0	2016	0	Community Health Charities
Long, Michael	6367	JEA Tower, 12t	10700	Professional En	Community He	52.0	2017	0	Community Health Charities
Long, Michael	6367	JEA Tower, 12t	ZE000	Professional En	Community He	8.0	2013	0	Community Health Charities
Long, Michael	6367	JEA Tower, 12t	ZE000	Professional En	Community He	14.0	2014	0	Community Health Charities
Long, Steven	6372	JEA Tower, 5th	20201	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Long, Steven	6372	JEA Tower, 5th	20201	JEA IBEW	Community He	105.0	2014	0	Community Health Charities
Long, Steven	6372	JEA Tower, 5th	20201	JEA IBEW	United Way	120.0	2013	0	United Way
Long, Steven	6372	JEA Tower, 5th	20201	JEA IBEW	United Way	105.0	2014	0	United Way
Long, Steven	6372	JEA Tower, 5th	20201	JEA Supervisor	Community He	5.0	2014	0	Community Health Charities
Long, Steven	6372	JEA Tower, 5th	20201	JEA Supervisor	Community He	20.0	2015	0	Community Health Charities
Long, Steven	6372	JEA Tower, 5th	20201	JEA Supervisor	Community He	125.0	2016	0	Community Health Charities
Long, Steven	6372	JEA Tower, 5th	20201	JEA Supervisor	United Way	25.0	2014	0	United Way
Long, Steven	6372	JEA Tower, 5th	20201	JEA Supervisor	United Way	130.0	2015	0	United Way
Long, Steven	6372	JEA Tower, 5th	20201	JEA Supervisor	United Way	125.0	2016	0	United Way
Long, Steven	6372	JEA Tower, 5th	30137	JEA IBEW	United Way	10.0	2013	0	United Way
Long, Sylvia I	2431	Customer Cent	40110	AFSCME	Community Se	100.0	2015	4	Community Service Leave
Long, Sylvia I	2431	Customer Cent	40110	AFSCME	United Way	130.0	2013	0	United Way
Long, Sylvia I	2431	Customer Cent	40110	AFSCME	United Way	130.0	2014	0	United Way
Long, Sylvia I	2431	Customer Cent	40110	AFSCME	United Way	130.0	2015	0	United Way
Long, Sylvia I	2431	Customer Cent	40110	AFSCME	United Way	225.0	2016	0	United Way
Long, Sylvia I	2431	Customer Cent	40110	AFSCME	United Way	210.0	2017	0	United Way
Looney, Joel W	6343	NGS Northside	30309	Professional En	United Way	60.0	2013	0	United Way
Lopez-Baca, Eli	2884	Customer Cent	40111	AFSCME	Community He	110.0	2017	0	Community Health Charities
Lopez-Baca, Eli	2884	Customer Cent	40111	AFSCME	Community Se	109.3	2017	4	Community Service Leave
Lopez-Baca, Eli	2884	Customer Cent	40830	AFSCME	Community Se	105.0	2013	4	Community Service Leave
Lopez-Baca, Eli	2884	Customer Cent	40830	AFSCME	United Way	52.0	2013	0	United Way
Lopez-Baca, Eli	2884	Customer Cent	40830	AFSCME	United Way	12.0	2014	0	United Way
Lopez-Baca, Eli	2884	Customer Cent	40830	AFSCME	Community He	20.0	2016	0	Community Health Charities
Lopez-Baca, Eli	2884	Customer Cent	40830	AFSCME	Community He	5.0	2017	0	Community Health Charities
Lopez-Baca, Eli	2884	Customer Cent	40830	AFSCME	Community Se	186.6	2016	7	Community Service Leave
Lott, David W	78	SJRPP Plant	00436	SJRPP NBU	United Way	260.0	2013	0	United Way
Lott, David W	78	SJRPP Plant	00436	SJRPP NBU	United Way	260.0	2014	0	United Way
Lott, David W	78	SJRPP Plant	00436	SJRPP NBU	United Way	240.0	2015	0	United Way
Lott, David W	78	SJRPP Plant	00461	SJRPP NBU	United Way	20.0	2015	0	United Way
Lott, David W	78	SJRPP Plant	00461	SJRPP NBU	United Way	190.0	2016	0	United Way
Love, Steven Je	9213	NGS Northside	30300	JEA IBEW	Community He	40.0	2016	0	Community Health Charities
Love, Steven Je	9213	NGS Northside	30300	JEA IBEW	Community He	230.0	2017	0	Community Health Charities
Love, Steven Je	9213	NGS Northside	30300	JEA IBEW	Community Se	139.0	2016	4	Community Service Leave
Love, Vanessa	2822	NGS Northside	30300	JEA IBEW	Community Se	104.3	2016	3	Community Service Leave
Love, William E	1880	W&S Wastewa	30607	LIUNA	United Way	3.0	2013	0	United Way
Lovelace, Jame	1431	NGS Northside	30300	Professional En	Community Se	336.1	2014	8	Community Service Leave
Lovelace, Jame	1431	NGS Northside	30300	Professional En	Community Se	356.8	2016	8	Community Service Leave
Lowery, Donna	1152	JEA Tower, 14t	C0200	Professional En	Community Se	255.3	2016	8	Community Service Leave
Lowery, Donna	1152	JEA Tower, 14t	C0200	Professional En	Community Se	262.1	2017	8	Community Service Leave
Lowery, Donna	1152	JEA Tower, 15t	C0200	Professional En	Community Se	236.6	2014	8	Community Service Leave
Lowery, Donna	1152	JEA Tower, 15t	C0200	Professional En	Community Se	120.9	2015	4	Community Service Leave
Lowery, Thade	1002	SOCC	40307	JEA Supervisor	United Way	52.0	2013	0	United Way
Lowery, Thade	1002	SOCC	40307	JEA Supervisor	United Way	52.0	2014	0	United Way
Lowery, Thade	1002	SOCC	40307	JEA Supervisor	United Way	52.0	2015	0	United Way
Lowery, Thade	1002	SOCC	40307	JEA Supervisor	United Way	34.0	2016	0	United Way
Lucas, Jeffrey E	6655	Customer Cent	A0500	JEA IBEW	United Way	4.0	2014	0	United Way
Lucas, Jeffrey E	6655	Customer Cent	A0800	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Lucas, Jeffrey E	6655	Customer Cent	A0800	JEA IBEW	Community He	44.0	2016	0	Community Health Charities

Lucas, Jeffrey E	6655	Customer Cent	A0800	JEA IBEW	Community Se	97.0	2016	3	Community Service Leave
Lucas, Jeffrey E	6655	Customer Cent	A0800	JEA IBEW	United Way	6.0	2013	0	United Way
Lucas, Jeffrey E	6655	Customer Cent	A0800	JEA IBEW	United Way	36.0	2014	0	United Way
Lucas, Jeffrey E	6655	Customer Cent	A0800	JEA IBEW	United Way	52.0	2015	0	United Way
Lucas, Jeffrey E	6655	Customer Cent	A0800	JEA IBEW	United Way	14.0	2016	0	United Way
Luedtke, Troy I	7408	WSC Westside	30704	JEA IBEW	United Way	52.0	2013	0	United Way
Luedtke, Troy I	7408	WSC Westside	30704	JEA IBEW	United Way	52.0	2014	0	United Way
Luedtke, Troy I	7408	WSC Westside	30704	JEA IBEW	United Way	14.0	2015	0	United Way
Lugo, Benjamir	9375	NGS Northside	30205	JEA Appointed	Community He	100.0	2017	0	Community Health Charities
Lugo, Benjamir	9375	Northside Gen	A0610	JEA IBEW	Community He	10.0	2014	0	Community Health Charities
Lugo, Benjamir	9375	Northside Gen	A0610	JEA IBEW	Community He	25.0	2015	0	Community Health Charities
Lugo, Benjamir	9375	Northside Gen	A0610	JEA IBEW	Community Se	228.2	2014	8	Community Service Leave
Lugo, Benjamir	9375	Northside Gen	A0610	JEA IBEW	United Way	25.0	2016	0	United Way
Lugo, Benjamir	9375	Northside Gen	A0610	JEA IBEW	United Way Or	50.0	2017	0	United Way
Lund, Terry An	8992	JEA Tower, 15t	C0200	JEA Appointed	Community Se	292.3	2014	8	Community Service Leave
Lund, Terry An	8992	JEA Tower, 15t	C0200	JEA Appointed	Community Se	301.1	2015	8	Community Service Leave
Lund, Terry An	8992	JEA Tower, 15t	C0500	JEA Appointed	Community Se	142.5	2016	3.5	Community Service Leave
Lund, Terry An	8992	JEA Tower, 15t	C0500	JEA Appointed	Community Se	325.7	2017	8	Community Service Leave
Lundeen, Timo	6018	JEA Tower, 10t	20202	JEA Appointed	Community He	6.0	2014	0	Community Health Charities
Lundeen, Timo	6018	JEA Tower, 10t	20202	JEA Appointed	Community He	52.0	2015	0	Community Health Charities
Lundeen, Timo	6018	JEA Tower, 10t	20202	JEA Appointed	Community He	52.0	2016	0	Community Health Charities
Lundeen, Timo	6018	JEA Tower, 10t	20202	JEA Appointed	Community He	46.0	2017	0	Community Health Charities
Lundeen, Timo	6018	JEA Tower, 10t	20202	JEA Appointed	Community Se	368.9	2017	8	Community Service Leave
Lundeen, Timo	6018	JEA Tower, 10t	20202	JEA Appointed	United Way	6.0	2014	0	United Way
Lundeen, Timo	6018	JEA Tower, 10t	20202	JEA Appointed	United Way	52.0	2015	0	United Way
Lundeen, Timo	6018	JEA Tower, 10t	20202	JEA Appointed	United Way	52.0	2016	0	United Way
Lundeen, Timo	6018	JEA Tower, 10t	20202	JEA Appointed	United Way	52.0	2017	0	United Way
Lundeen, Timo	6018	JEA Tower, 7th	40302	JEA Appointed	Community He	2.0	2014	0	Community Health Charities
Lundeen, Timo	6018	JEA Tower, 7th	40302	JEA Appointed	Community Se	284.5	2013	8	Community Service Leave
Lundeen, Timo	6018	JEA Tower, 7th	40302	JEA Appointed	Community Se	321.6	2014	8	Community Service Leave
Lundeen, Timo	6018	JEA Tower, 7th	40302	JEA Appointed	United Way	52.0	2013	0	United Way
Lundeen, Timo	6018	JEA Tower, 7th	40302	JEA Appointed	United Way	46.0	2014	0	United Way
Luscombe, Ged	3233	Customer Cent	A0800	JEA IBEW	United Way	32.0	2013	0	United Way
Luster, Arden L	282	SJRPP Plant	00452	SJRPP IBEW	United Way	52.0	2013	0	United Way
Luster, Arden L	282	SJRPP Plant	00452	SJRPP IBEW	United Way	52.0	2014	0	United Way
Luster, Arden L	282	SJRPP Plant	00452	SJRPP IBEW	United Way	52.0	2015	0	United Way
Luster, Arden L	282	SJRPP Plant	00452	SJRPP IBEW	United Way	52.0	2016	0	United Way
Luster, Arden L	282	SJRPP Plant	00452	SJRPP IBEW	United Way	52.0	2017	0	United Way
Luster, Mildred	1312	Customer Cent	40304	AFSCME	Community Se	100.0	2013	4	Community Service Leave
Luster, Mildred	1312	Customer Cent	40304	AFSCME	United Way	26.0	2013	0	United Way
Luster, Mildred	1312	Customer Cent	40304	AFSCME	United Way	26.0	2014	0	United Way
Lyles, Gregory	1283	CSC Commonw	30703	JEA IBEW	Community He	30.0	2017	0	Community Health Charities
Lyles, Gregory	1283	CSC Commonw	30703	JEA IBEW	Community He	50.0	2016	0	Community Health Charities
Lyles, Gregory	1283	CSC Commonw	30703	JEA IBEW	United Way	260.0	2013	0	United Way
Lyles, Gregory	1283	CSC Commonw	30703	JEA IBEW	United Way	260.0	2014	0	United Way
Lyles, Gregory	1283	CSC Commonw	30703	JEA IBEW	United Way	260.0	2015	0	United Way
Lyles, Gregory	1283	CSC Commonw	30703	JEA IBEW	United Way	260.0	2016	0	United Way
Lyles, Gregory	1283	CSC Commonw	30703	JEA IBEW	United Way	260.0	2017	0	United Way
Lynn, Frank Gr	1052	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	136.7	2013	3	Community Service Leave
Lynn, Frank Gr	1052	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	208.0	2014	4.5	Community Service Leave
Lynn, Frank Gr	1052	JEA Tower, 3rd	A0301	JEA Appointed	United Way	52.0	2013	0	United Way
Lynn, Frank Gr	1052	JEA Tower, 3rd	A0301	JEA Appointed	United Way	22.0	2014	0	United Way
Lyon, Jimmy L	985	SOCC	30705	JEA Supervisor	United Way	36.0	2013	0	United Way
Lyon, Jimmy L	985	SOCC	30705	JEA Supervisor	United Way	52.0	2014	0	United Way
Lyon, Jimmy L	985	SOCC	30705	JEA Supervisor	United Way	52.0	2015	0	United Way
Lyon, Jimmy L	985	SOCC	30705	JEA Supervisor	United Way	50.0	2016	0	United Way
Lyon, Jimmy L	985	SOCC	ZE000	JEA Supervisor	United Way	16.0	2013	0	United Way
Lyon, Jimmy L	985	SSC Southside	30705	JEA Supervisor	United Way	2.0	2016	0	United Way
Lyon, Jimmy L	985	SSC Southside	30705	JEA Supervisor	United Way	14.0	2017	0	United Way
Mack, Robert E	3706	JEA Tower, 3rd	A0300	JEA Appointed	Community He	2.0	2017	0	Community Health Charities
Mack, Robert E	3706	JEA Tower, 3rd	A0300	JEA Appointed	Community Se	414.2	2014	8	Community Service Leave
Mack, Robert E	3706	JEA Tower, 3rd	A0301	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Mack, Robert E	3706	JEA Tower, 3rd	A0301	JEA Appointed	Community He	52.0	2016	0	Community Health Charities
Mack, Robert E	3706	JEA Tower, 3rd	A0301	JEA Appointed	Community He	44.0	2017	0	Community Health Charities
Mack, Robert E	3706	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	443.6	2015	8	Community Service Leave
Mack, Robert E	3706	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	678.8	2016	12	Community Service Leave
Mack, Robert E	3706	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	228.5	2017	4	Community Service Leave
Mackey, Todd	8967	JEA Tower, 16t	20427	JEA Appointed	United Way	120.0	2016	0	United Way
Mackey, Todd	8967	JEA Tower, 16t	30002	JEA Appointed	United Way	150.0	2016	0	United Way
Mackey, Todd	8967	JEA Tower, 4th	20427	JEA Appointed	United Way	160.0	2015	0	United Way
Mackey, Todd	8967	JEA Tower, 4th	20427	JEA Appointed	United Way	440.0	2016	0	United Way

Mackey, Todd	8967	JEA Tower, 4th	20427	JEA Appointed	United Way	970.0	2017	0	United Way
Mackey, Todd	8967	JEA Tower, 4th	20500	JEA Appointed	United Way	300.0	2015	0	United Way
Mackey, Todd	8967	JEA Tower, 4th	20600	JEA Appointed	United Way	200.0	2014	0	United Way
Madaffari, Nich	9577	NGS Northside	30309	Professional En	Community He	25.0	2017	0	Community Health Charities
Maginnis, Patri	8855	JEA Tower, 8th	31000	JEA Appointed	Community Se	340.7	2014	8	Community Service Leave
Maginnis, Patri	8855	JEA Tower, 8th	31000	JEA Appointed	Community Se	376.9	2015	8	Community Service Leave
Maginnis, Patri	8855	JEA Tower, 8th	31000	JEA Appointed	Community Se	146.4	2016	3	Community Service Leave
Maginnis, Sara	9495	CSC Meter Sho	40402	AFSCME	Community Se	74.2	2015	4	Community Service Leave
Maginnis, Sara	9495	CSC Meter Sho	40402	AFSCME	Community Se	79.0	2016	4	Community Service Leave
Maginnis, Sara	9495	JEA Tower, 6th	A0102	JEA Manageria	Community Se	91.4	2016	4	Community Service Leave
Maginnis, Sara	9495	JEA Tower, 6th	A0102	JEA Manageria	Community Se	185.5	2017	8	Community Service Leave
Maiden, Delph	7514	Customer Cent	40820	JEA Appointed	United Way	110.0	2013	0	United Way
Maiden, Delph	7514	JEA Tower, 3rd	A0302	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Maiden, Delph	7514	JEA Tower, 3rd	A0302	JEA Appointed	Community He	110.0	2016	0	Community Health Charities
Maiden, Delph	7514	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	241.2	2014	6	Community Service Leave
Maiden, Delph	7514	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	254.1	2016	6	Community Service Leave
Maiden, Delph	7514	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	211.8	2017	5	Community Service Leave
Maiden, Delph	7514	JEA Tower, 3rd	A0302	JEA Appointed	United Way	20.0	2013	0	United Way
Maiden, Delph	7514	JEA Tower, 3rd	A0302	JEA Appointed	United Way	230.0	2014	0	United Way
Maiden, Delph	7514	JEA Tower, 3rd	A0302	JEA Appointed	United Way	260.0	2015	0	United Way
Maiden, Delph	7514	JEA Tower, 3rd	A0302	JEA Appointed	United Way	260.0	2016	0	United Way
Maiden, Delph	7514	JEA Tower, 3rd	A0302	JEA Appointed	United Way	260.0	2017	0	United Way
Maillis, Patricia	9231	JEA Tower, 6th	A0200	JEA Appointed	Community Se	190.4	2015	3	Community Service Leave
Maillis, Patricia	9231	JEA Tower, 6th	A0200	JEA Appointed	Community Se	396.0	2017	8	Community Service Leave
Maillis, Patricia	9231	JEA Tower, 6th	A0200	JEA Appointed	United Way	700.0	2014	0	United Way
Maillis, Patricia	9231	JEA Tower, 6th	A0200	JEA Appointed	United Way	910.0	2015	0	United Way
Maillis, Patricia	9231	JEA Tower, 6th	A0200	JEA Appointed	United Way	976.5	2016	0	United Way
Maillis, Patricia	9231	JEA Tower, 6th	A0200	JEA Appointed	United Way	1029.5	2017	0	United Way
Maldonado, Jo	4327	CSC Commonw	40403	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Maldonado, Jo	4327	CSC Commonw	40403	JEA IBEW	Community He	44.0	2016	0	Community Health Charities
Maldonado, Jo	4327	CSC Commonw	40403	JEA IBEW	United Way	190.0	2014	0	United Way
Maldonado, Jo	4327	CSC Commonw	40403	JEA IBEW	United Way	260.0	2015	0	United Way
Maldonado, Jo	4327	CSC Commonw	40403	JEA IBEW	United Way	260.0	2016	0	United Way
Maldonado, Jo	4327	CSC Commonw	40403	JEA IBEW	United Way	70.0	2017	0	United Way
Maldonado, Jo	4327	CSC Meter Sho	40402	JEA IBEW	United Way	230.0	2013	0	United Way
Maldonado, Jo	4327	CSC Meter Sho	40402	JEA IBEW	United Way	70.0	2014	0	United Way
Malhotra, Vino	698	CSC Relay Shop	30703	Professional En	United Way	14.0	2013	0	United Way
Maltese, Philip	3627	WW/RT, North	30132	JEA Supervisors	Community He	20.0	2014	0	Community Health Charities
Maltese, Philip	3627	WW/RT, North	30132	JEA Supervisors	Community He	130.0	2015	0	Community Health Charities
Maltese, Philip	3627	WW/RT, North	30132	JEA Supervisors	Community He	130.0	2016	0	Community Health Charities
Maltese, Philip	3627	WW/RT, North	30132	JEA Supervisors	Community He	115.0	2017	0	Community Health Charities
Manansala, Re	7648	JEA Tower, 9th	20411	Professional En	Community He	83.1	2017	0	Community Health Charities
Manansala, Re	7648	JEA Tower, 9th	20411	Professional En	Community He	93.9	2017	0	Community Health Charities
Mankin, Jennif	9071	Customer Cent	40110	AFSCME	Community Se	75.6	2015	4	Community Service Leave
Mankin, Jennif	9071	Customer Cent	40110	AFSCME	Community Se	81.4	2016	4	Community Service Leave
Mann, Athena	1000	JEA Tower, 16t	D0000	JEA Appointed	United Way	200.0	2013	0	United Way
Manning, Jay S	1908	WW-RT, Core C	30134	LIUNA	Community He	8.0	2016	0	Community Health Charities
Manning, Jay S	1908	WW-RT, Core C	30134	LIUNA	Community He	18.0	2017	0	Community Health Charities
Manning, Jay S	1908	WW-RT, East G	30133	LIUNA	Community He	34.0	2017	0	Community Health Charities
Manning, Meli	8727	JEA Tower, 14t	C0200	JEA Appointed	Community He	30.0	2016	0	Community Health Charities
Manning, Meli	8727	JEA Tower, 14t	C0200	JEA Appointed	United Way	30.0	2016	0	United Way
Manning, Meli	8727	JEA Tower, 15t	C0200	JEA Appointed	Community He	260.0	2013	0	Community Health Charities
Manning, Meli	8727	JEA Tower, 15t	C0200	JEA Appointed	Community He	260.0	2014	0	Community Health Charities
Manning, Meli	8727	JEA Tower, 15t	C0200	JEA Appointed	Community He	260.0	2015	0	Community Health Charities
Manning, Meli	8727	JEA Tower, 15t	C0200	JEA Appointed	Community He	120.0	2016	0	Community Health Charities
Manning, Meli	8727	JEA Tower, 15t	C0200	JEA Appointed	Community Se	279.7	2014	8	Community Service Leave
Manning, Meli	8727	JEA Tower, 15t	C0200	JEA Appointed	Community Se	293.7	2015	8	Community Service Leave
Manning, Meli	8727	JEA Tower, 15t	C0200	JEA Appointed	United Way	130.0	2013	0	United Way
Manning, Meli	8727	JEA Tower, 15t	C0200	JEA Appointed	United Way	230.0	2014	0	United Way
Manning, Meli	8727	JEA Tower, 15t	C0200	JEA Appointed	United Way	260.0	2015	0	United Way
Manning, Meli	8727	JEA Tower, 15t	C0200	JEA Appointed	United Way	120.0	2016	0	United Way
Marar, Ali Oma	9498	JEA Tower, 10t	20202	Professional En	Community Se	197.1	2015	8	Community Service Leave
Marchant, Bret	8825	WW/RT, North	30132	LIUNA	Community He	160.2	2015	0	Community Health Charities
Marchant, Bret	8825	WW/RT, North	30132	LIUNA	Community He	204.0	2016	0	Community Health Charities
Marchant, Bret	8825	WW/RT, North	30132	LIUNA	United Way	95.0	2016	0	United Way
Marchant, Bret	8825	WW/RT, North	30132	LIUNA	United Way	130.0	2017	0	United Way
Marcotte, Krist	9411	CSC Storeroom	A0411	AFSCME	Community He	100.0	2015	0	Community Health Charities
Marcotte, Krist	9411	CSC Storeroom	A0411	AFSCME	Community He	8.0	2016	0	Community Health Charities
Marcotte, Krist	9411	CSC Storeroom	A0411	AFSCME	Community He	52.0	2017	0	Community Health Charities
Marcotte, Krist	9411	CSC Storeroom	A0411	AFSCME	Community Se	83.5	2016	3	Community Service Leave
Marcotte, Krist	9411	CSC Storeroom	A0411	AFSCME	Community Se	74.9	2017	2.5	Community Service Leave

Marcotte, Krist	9411	CSC Storeroom	A0411	AFSCME	United Way	150.0	2016	0	United Way
Marcotte, Krist	9411	CSC Storeroom	A0411	AFSCME	United Way	57.0	2017	0	United Way
Marcus, Charle	6262	WW-RT, South	30131	LIUNA	Community He	8.0	2016	0	Community Health Charities
Marcus, Charle	6262	WW-RT, South	30131	LIUNA	Community He	46.0	2017	0	Community Health Charities
Marcus, Charle	6262	WW-RT, South	30131	LIUNA	United Way	42.0	2015	0	United Way
Marcus, Charle	6262	WW-RT, South	30131	LIUNA	United Way	38.0	2016	0	United Way
Marcus, Charle	6262	WW-RT, South	30131	LIUNA	United Way	14.0	2017	0	United Way
Marcus, Charle	6262	WW/RT, North	30132	LIUNA	United Way	22.0	2013	0	United Way
Marcus, Charle	6262	WW/RT, North	30132	LIUNA	United Way	40.0	2014	0	United Way
Marcus, Charle	6262	WW/RT, North	30132	LIUNA	United Way	2.0	2015	0	United Way
Marell, Sharon	4622	Customer Cent	40304	AFSCME	Community Se	200.1	2013	8	Community Service Leave
Marell, Sharon	4622	Customer Cent	40304	AFSCME	Community Se	200.1	2014	8	Community Service Leave
Marell, Sharon	4622	Customer Cent	40304	AFSCME	Community Se	175.1	2015	7	Community Service Leave
Marell, Sharon	4622	Customer Cent	40304	AFSCME	Community Se	203.1	2016	8	Community Service Leave
Marell, William	7531	WW/RT, North	30132	LIUNA	Community He	105.1	2015	0	Community Health Charities
Marell, William	7531	WW/RT, North	30132	LIUNA	Community Se	237.3	2015	8	Community Service Leave
Marino, Paulet	2430	JEA Tower, 12t	10500	JEA Appointed	United Way	1500.2	2013	0	United Way
Marino, Paulet	2430	JEA Tower, 12t	10500	JEA Appointed	United Way	403.9	2014	0	United Way
Marino, Paulet	2430	JEA Tower, 12t	10700	JEA Appointed	United Way	1038.6	2014	0	United Way
Markley, Russe	2359	SOCC	40308	JEA Supervisor	United Way	30.0	2013	0	United Way
Marlowe, Wari	5319	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2013	0	United Way
Marlowe, Wari	5319	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2014	0	United Way
Marlowe, Wari	5319	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2015	0	United Way
Marlowe, Wari	5319	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2016	0	United Way
Marlowe, Wari	5319	SJRPP Plant	00439	SJRPP IBEW	United Way	52.0	2017	0	United Way
Marquart, Barr	9641	JEA Tower, 10t	20200	JEA Appointed	Community He	25.0	2016	0	Community Health Charities
Marquart, Barr	9641	JEA Tower, 10t	20200	JEA Appointed	Community Se	388.2	2017	8	Community Service Leave
Martin Stedma	6402	Customer Cent	20203	LIUNA	Community He	8.0	2015	0	Community Health Charities
Martin Stedma	6402	Customer Cent	20203	LIUNA	Community He	34.0	2016	0	Community Health Charities
Martin Stedma	6402	Customer Cent	20203	LIUNA	United Way	4.0	2014	0	United Way
Martin Stedma	6402	Customer Cent	20203	LIUNA	United Way	12.0	2015	0	United Way
Martin Stedma	6402	Customer Cent	20203	LIUNA	United Way	20.0	2016	0	United Way
Martin Stedma	6402	JEA Tower, 5th	20203	LIUNA	Community He	44.0	2013	0	Community Health Charities
Martin Stedma	6402	JEA Tower, 5th	20203	LIUNA	United Way	40.0	2013	0	United Way
Martin Stedma	6402	JEA Tower, 5th	20203	LIUNA	United Way	48.0	2014	0	United Way
Martin Stedma	6402	SSC Southside	20203	LIUNA	Community He	18.0	2016	0	Community Health Charities
Martin Stedma	6402	SSC Southside	20203	LIUNA	Community He	46.0	2017	0	Community Health Charities
Martin Stedma	6402	SSC Southside	20203	LIUNA	Community Se	91.3	2017	4	Community Service Leave
Martin Stedma	6402	SSC Southside	20203	LIUNA	United Way	18.0	2016	0	United Way
Martin Stedma	6402	SSC Southside	20203	LIUNA	United Way	14.0	2017	0	United Way
Martin, Christi	3062	Customer Cent	40304	AFSCME	Community Se	200.1	2013	8	Community Service Leave
Martin, Christi	3062	Customer Cent	40304	AFSCME	Community Se	200.1	2014	8	Community Service Leave
Martin, Christi	3062	Customer Cent	40304	AFSCME	Community Se	200.1	2015	8	Community Service Leave
Martin, Christi	3062	Customer Cent	40304	AFSCME	Community Se	208.2	2017	8	Community Service Leave
Martin, Francis	72	SJRPP Plant	00443	SJRPP IBEW	Community He	22.0	2013	0	Community Health Charities
Martin, Francis	72	SJRPP Plant	00443	SJRPP IBEW	United Way	26.0	2013	0	United Way
Martin, Francis	72	SJRPP Plant	00443	SJRPP IBEW	United Way	26.0	2014	0	United Way
Martin, Francis	72	SJRPP Plant	00443	SJRPP IBEW	United Way	6.0	2015	0	United Way
Martin, Mark A	7017	WW-RT, East G	30133	LIUNA	Community He	20.0	2017	0	Community Health Charities
Martin, Robert	6925	WSC Westside	30704	JEA IBEW	United Way	26.0	2013	0	United Way
Martin, Robert	6925	WSC Westside	30704	JEA IBEW	United Way	26.0	2014	0	United Way
Martin, Robert	6925	WSC Westside	30704	JEA IBEW	United Way	26.0	2015	0	United Way
Martin, Robert	6925	WSC Westside	30704	JEA IBEW	United Way	26.0	2016	0	United Way
Martin, Robert	6925	WSC Westside	30704	JEA IBEW	United Way	26.0	2017	0	United Way
Martin, Steven	1731	WSC Westside	A0104	JEA Appointed	Community Se	186.4	2016	2	Community Service Leave
Martin, Steven	1731	WSC Westside	A0104	JEA Appointed	United Way	45.0	2016	0	United Way
Martin, Steven	1731	WSC Westside	A0104	JEA Appointed	United Way	105.0	2017	0	United Way
Martin, Steven	1731	WSC Westside	A0104	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Martin, Steven	1731	WSC Westside	A0104	JEA IBEW	Community He	110.0	2014	0	Community Health Charities
Martin, Steven	1731	WSC Westside	A0104	JEA IBEW	Community Se	126.9	2016	2	Community Service Leave
Martin, Steven	1731	WSC Westside	A0104	JEA IBEW	United Way	390.0	2013	0	United Way
Martin, Steven	1731	WSC Westside	A0104	JEA IBEW	United Way	285.0	2014	0	United Way
Martin, Steven	1731	WSC Westside	A0104	JEA IBEW	United Way	390.0	2015	0	United Way
Martin, Steven	1731	WSC Westside	A0104	JEA IBEW	United Way	285.0	2016	0	United Way
Maskell, Cliffor	4888	JEA Tower, 11t	C0401	Professional En	United Way	130.0	2013	0	United Way
Maskell, Cliffor	4888	JEA Tower, 11t	C0401	Professional En	United Way	50.0	2014	0	United Way
Maskell, Cliffor	4888	JEA Tower, 14t	C0401	Professional En	United Way	80.0	2014	0	United Way
Maskell, Cliffor	4888	JEA Tower, 14t	C0401	Professional En	United Way	130.0	2015	0	United Way
Maskell, Cliffor	4888	JEA Tower, 14t	C0401	Professional En	United Way	60.0	2016	0	United Way
Massey, Jeffer	9546	SJRPP Plant	00436	SJRPP IBEW	Community He	80.0	2015	0	Community Health Charities
Massey, Jeffer	9546	SJRPP Plant	00436	SJRPP IBEW	Community He	440.0	2016	0	Community Health Charities

Massey, Micha	7773	CSC Commonw	40402	JEA IBEW	Community Se	191.1	2013	8	Community Service Leave
Masters, Jame	4160	NGS Northside	30205	JEA IBEW	Community He	40.0	2014	0	Community Health Charities
Masters, Jame	4160	NGS Northside	30205	JEA IBEW	Community He	220.0	2015	0	Community Health Charities
Masters, Jame	4160	NGS Northside	30205	JEA IBEW	United Way	52.0	2013	0	United Way
Masters, Jame	4160	NGS Northside	30205	JEA IBEW	United Way	52.0	2014	0	United Way
Masters, Jame	4160	NGS Northside	30205	JEA IBEW	United Way	52.0	2015	0	United Way
Masters, Jame	4160	NGS Northside	30205	JEA IBEW	United Way	52.0	2016	0	United Way
Masters, Jame	4160	NGS Northside	30205	JEA IBEW	United Way	52.0	2017	0	United Way
Masters, Sande	9570	WW-RT, West (	30135	LIUNA	Community He	75.0	2016	0	Community Health Charities
Masters, Sande	9570	WW-RT, West (	30135	LIUNA	United Way	38.0	2016	0	United Way
Masters, Sande	9570	WW-RT, West (	30135	LIUNA	United Way	109.0	2017	0	United Way
Masters, Sande	9570	WW/RT, North	30132	LIUNA	Community He	20.0	2015	0	Community Health Charities
Masters, Sande	9570	WW/RT, North	30132	LIUNA	Community He	35.0	2016	0	Community Health Charities
Mastronardi, A	5616	WW-RT, Core C	30140	LIUNA	Community He	25.0	2014	0	Community Health Charities
Mastronardi, A	5616	WW-RT, Core C	30140	LIUNA	United Way	52.0	2013	0	United Way
Mastronardi, A	5616	WW-RT, Core C	30140	LIUNA	United Way	12.0	2014	0	United Way
Mathews, Jere	523	SSC Southside	40305	JEA Appointed	United Way	202.8	2014	0	United Way
Mathews, Jere	523	SSC Southside	40305	JEA Appointed	United Way	209.9	2015	0	United Way
Mathews, Jere	523	SSC Southside	40305	JEA Appointed	United Way Special Inputs		2015	0	United Way
Mathews, Jere	523	WSC Westside	40305	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Mathews, Jere	523	WSC Westside	40305	JEA Appointed	Community He	134.0	2016	0	Community Health Charities
Mathews, Jere	523	WSC Westside	40305	JEA Appointed	Community He	168.0	2017	0	Community Health Charities
Mathews, Jere	523	WSC Westside	40305	JEA Appointed	United Way	405.2	2016	0	United Way
Mathews, Jere	523	WSC Westside	40305	JEA Appointed	United Way Or	466.1	2017	0	United Way
Mathis, Kent O	5309	JEA Tower, 12t	10001	JEA Appointed	Community Se	246.5	2013	5	Community Service Leave
Mattox, James	1714	Customer Cent	40820	JEA Appointed	Community He	4.0	2013	0	Community Health Charities
Mattox, James	1714	Customer Cent	40820	JEA Appointed	Community He	22.0	2014	0	Community Health Charities
Mauro, Philip D	9431	NGS Northside	30300	Professional En	Community Se	237.0	2017	8	Community Service Leave
Maxwell, Elizat	8912	CSC Storeroom	A0400	AFSCME	Community He	4.0	2013	0	Community Health Charities
Maxwell, Elizat	8912	CSC Storeroom	A0400	AFSCME	Community He	1.0	2014	0	Community Health Charities
Maxwell, Elizat	8912	CSC Storeroom	A0400	AFSCME	United Way	6.0	2013	0	United Way
Maxwell, Elizat	8912	CSC Storeroom	A0411	AFSCME	Community He	29.0	2014	0	Community Health Charities
Maxwell, Elizat	8912	CSC Storeroom	A0411	AFSCME	Community He	30.0	2015	0	Community Health Charities
Maxwell, Elizat	8912	CSC Storeroom	A0411	AFSCME	Community Se	257.0	2014	11	Community Service Leave
Mayer, Andrew	1780	SOCC	30700	JEA Appointed	Community Se	229.2	2016	4	Community Service Leave
Mayer, Andrew	1780	SOCC	30700	JEA Appointed	Community Se	549.9	2017	9	Community Service Leave
Mayo, Bradley	9373	SSC Southside	30704	JEA IBEW	Community Se	105.7	2017	4	Community Service Leave
Mays, William	1161	SOCC	40307	JEA IBEW	Community He	8.0	2014	0	Community Health Charities
Mays, William	1161	SOCC	40307	JEA IBEW	Community He	44.0	2015	0	Community Health Charities
Mays, William	1161	SOCC	40307	JEA IBEW	United Way	52.0	2013	0	United Way
Mays, William	1161	SOCC	40307	JEA IBEW	United Way	52.0	2014	0	United Way
Mays, William	1161	SOCC	40307	JEA IBEW	United Way	52.0	2015	0	United Way
Mays, William	1161	SOCC	40307	JEA IBEW	United Way	42.0	2016	0	United Way
Mazza, Barbara	1528	SOCC	40306	AFSCME	United Way	52.0	2013	0	United Way
Mazza, Barbara	1528	SOCC	40306	AFSCME	United Way	52.0	2014	0	United Way
Mazza, Barbara	1528	SOCC	40306	AFSCME	United Way	52.0	2015	0	United Way
Mazza, Barbara	1528	SOCC	40306	AFSCME	United Way	14.0	2016	0	United Way
McAlister, Jam	8735	SJRPP Plant	00437	SJRPP IBEW	Community He	40.0	2013	0	Community Health Charities
McAlister, Jam	8735	SJRPP Plant	00437	SJRPP IBEW	Community He	220.0	2014	0	Community Health Charities
McBride, Debo	4972	Customer Cent	A0301	JEA Appointed	Community Se	258.5	2014	8	Community Service Leave
McBride, Debo	4972	Customer Cent	A0301	JEA Appointed	Community Se	132.5	2015	4	Community Service Leave
McBride, Debo	4972	JEA Tower, 3rd	A0301	JEA Manageria	Community Se	80.3	2013	3	Community Service Leave
McCarthy, Johi	4349	Customer Cent	A0500	JEA Appointed	Community He	40.0	2014	0	Community Health Charities
McCarthy, Johi	4349	Customer Cent	A0500	JEA Appointed	Community He	220.0	2015	0	Community Health Charities
McCarthy, Johi	4349	Customer Cent	A0500	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
McCarthy, Johi	4349	Customer Cent	A0500	JEA Appointed	Community He	260.0	2017	0	Community Health Charities
McCarthy, Johi	4349	Customer Cent	A0500	JEA Appointed	Community Se	261.5	2014	4	Community Service Leave
McCarthy, Johi	4349	Customer Cent	A0500	JEA Appointed	Community Se	762.9	2017	8	Community Service Leave
McCarthy, Johi	4349	Customer Cent	A0500	JEA Appointed	United Way	2384.6	2013	0	United Way
McCarthy, Johi	4349	Customer Cent	A0500	JEA Appointed	United Way	2499.9	2014	0	United Way
McCarthy, Johi	4349	Customer Cent	A0500	JEA Appointed	United Way	2884.5	2015	0	United Way
McCarthy, Johi	4349	Customer Cent	A0500	JEA Appointed	United Way	3730.8	2016	0	United Way
McCarthy, Johi	4349	Customer Cent	A0500	JEA Appointed	United Way	4731.0	2017	0	United Way
McCharen, Kev	108	SJRPP Plant	00436	SJRPP IBEW	United Way	130.0	2013	0	United Way
McCharen, Kev	108	SJRPP Plant	00436	SJRPP IBEW	United Way	25.0	2014	0	United Way
McCleary, Johi	4333	NGS Northside	30205	JEA IBEW	Community Se	278.0	2017	8	Community Service Leave
McClung, Josep	6260	JEA Tower, 10t	20200	Professional En	Community Se	322.1	2014	8	Community Service Leave
McClung, Josep	6260	JEA Tower, 10t	20200	Professional En	Community Se	328.7	2015	8	Community Service Leave
McClung, Josep	6260	JEA Tower, 5th	20200	Professional En	Community Se	316.2	2013	8	Community Service Leave
McClung, Josep	6260	JEA Tower, 7th	30014	JEA Appointed	Community Se	347.0	2016	8	Community Service Leave
McClung, Josep	6260	JEA Tower, 7th	30014	JEA Appointed	Community Se	347.0	2017	8	Community Service Leave

McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	Community He	390.0	2013	0	Community Health Charities
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	Community He	390.0	2014	0	Community Health Charities
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	Community He	350.0	2015	0	Community Health Charities
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	Community He	150.0	2016	0	Community Health Charities
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	Community He	260.0	2017	0	Community Health Charities
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	Community Se	299.5	2014	6	Community Service Leave
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	Community Se	403.8	2015	8	Community Service Leave
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	Community Se	423.3	2016	8	Community Service Leave
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	United Way	1001.0	2013	0	United Way
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	United Way	1078.0	2014	0	United Way
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	United Way	1101.1	2015	0	United Way
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	United Way	1101.1	2016	0	United Way
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	United Way	942.5	2017	0	United Way
McCollum, Jen	7420	Customer Cent	A0501	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
McCollum, Jen	7420	Customer Cent	A0501	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
McCollum, Jen	7420	Customer Cent	A0501	JEA Appointed	Community Se	325.5	2014	8	Community Service Leave
McCollum, Jen	7420	Customer Cent	A0501	JEA Appointed	Community Se	180.0	2016	4	Community Service Leave
McCollum, Jen	7420	Customer Cent	A0501	JEA Appointed	United Way	60.0	2014	0	United Way
McCollum, Jen	7420	Customer Cent	A0501	JEA Appointed	United Way	230.0	2015	0	United Way
McCollum, Jen	7420	Customer Cent	A0501	JEA Appointed	United Way	260.0	2016	0	United Way
McCollum, Jen	7420	Customer Cent	A0501	JEA Appointed	United Way	260.0	2017	0	United Way
McCollum, Jen	7420	Customer Cent	A0501	JEA Appointed	United Way Or	119.6	2017	0	United Way
McCollum, Jen	7420	Customer Cent	A0506	JEA Appointed	Community Se	277.4	2013	8	Community Service Leave
McCollum, Jen	7420	Customer Cent	A0506	JEA Appointed	United Way	100.0	2013	0	United Way
McCollum, Jen	7420	Customer Cent	A0506	JEA Appointed	United Way	70.0	2014	0	United Way
McCormack, P	1861	JEA Tower, 3rd	A0102	JEA Manageria	United Way	55.0	2013	0	United Way
McCormack, P	1861	JEA Tower, 3rd	A0102	JEA Manageria	United Way	5.0	2014	0	United Way
McCormack, P	1861	JEA Tower, 3rd	A0300	JEA Manageria	Community Se	280.9	2014	8	Community Service Leave
McCormack, P	1861	JEA Tower, 3rd	A0300	JEA Manageria	United Way	125.0	2014	0	United Way
McCormack, P	1861	JEA Tower, 3rd	A0301	JEA Manageria	Community Se	143.2	2015	4	Community Service Leave
McCormack, P	1861	JEA Tower, 3rd	A0301	JEA Manageria	United Way	130.0	2015	0	United Way
McCormack, P	1861	JEA Tower, 6th	A0102	JEA Manageria	United Way	75.0	2013	0	United Way
McCoy, Kim All	2792	Customer Cent	40120	AFSCME	Community He	8.0	2014	0	Community Health Charities
McCoy, Kim All	2792	Customer Cent	40120	AFSCME	Community He	44.0	2015	0	Community Health Charities
McCoy, Kim All	2792	Customer Cent	40120	AFSCME	Community He	6.0	2017	0	Community Health Charities
McCoy, Kim All	2792	Customer Cent	40120	AFSCME	Community Se	130.1	2017	5	Community Service Leave
McCoy, Kim All	2792	Customer Cent	40120	AFSCME	United Way	52.0	2013	0	United Way
McCoy, Kim All	2792	Customer Cent	40120	AFSCME	United Way	52.0	2014	0	United Way
McCoy, Kim All	2792	Customer Cent	40120	AFSCME	United Way	52.0	2015	0	United Way
McCoy, Kim All	2792	Customer Cent	40120	AFSCME	United Way	14.0	2016	0	United Way
McCully, James	4304	W&S Treatmer	30122	LIUNA	Community He	20.0	2014	0	Community Health Charities
McCully, James	4304	W&S Treatmer	30122	LIUNA	Community He	110.0	2015	0	Community Health Charities
McCully, James	4304	W&S Treatmer	30122	LIUNA	Community He	120.0	2016	0	Community Health Charities
McCully, James	4304	W&S Treatmer	30122	LIUNA	Community He	115.0	2017	0	Community Health Charities
McCully, James	4304	W&S Treatmer	30122	LIUNA	Community Se	118.6	2015	4	Community Service Leave
McCully, James	4304	W&S Treatmer	30122	LIUNA	United Way	95.0	2013	0	United Way
McCully, James	4304	W&S Treatmer	30122	LIUNA	United Way	130.0	2014	0	United Way
McCully, James	4304	W&S Treatmer	30122	LIUNA	United Way	130.0	2015	0	United Way
McCully, James	4304	W&S Treatmer	30122	LIUNA	United Way	130.0	2016	0	United Way
McCully, James	4304	W&S Treatmer	30122	LIUNA	United Way	130.0	2017	0	United Way
McCully, James	4304	WW-RT, South	30131	LIUNA	United Way	35.0	2013	0	United Way
McDonald, Mic	486	CSC Commonw	40403	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
McDonald, Mic	486	CSC Commonw	40403	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
McDonald, Mic	486	CSC Commonw	40403	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
McDonald, Tho	2897	JEA Tower, 14t	C0100	JEA Appointed	Community Se	305.8	2013	8	Community Service Leave
McDonald, Tho	2897	JEA Tower, 14t	C0100	JEA Appointed	Community Se	305.8	2014	8	Community Service Leave
McDonald, Tho	2897	JEA Tower, 14t	C0100	JEA Appointed	Community Se	315.0	2015	8	Community Service Leave
McDonald, Tho	2897	JEA Tower, 14t	C0100	JEA Appointed	Community Se	315.0	2016	8	Community Service Leave
McDonald, Tho	2897	JEA Tower, 14t	C0100	JEA Appointed	Community Se	322.2	2017	8	Community Service Leave
McDonald, Tho	2897	JEA Tower, 14t	C0100	JEA Appointed	United Way	230.0	2013	0	United Way
McDonald, Tho	2897	JEA Tower, 14t	C0100	JEA Appointed	United Way	260.0	2014	0	United Way
McDonald, Tho	2897	JEA Tower, 14t	C0100	JEA Appointed	United Way	260.0	2015	0	United Way
McDonald, Tho	2897	JEA Tower, 14t	C0100	JEA Appointed	United Way	389.9	2016	0	United Way
McDonald, Tho	2897	JEA Tower, 14t	C0100	JEA Appointed	United Way	390.0	2017	0	United Way
McDonough, E	545	JEA Brandy Bra	30401	JEA IBEW	United Way	58.3	2013	0	United Way
McDonough, E	545	NGS Northside	30203	JEA IBEW	Community He	36.0	2014	0	Community Health Charities
McDonough, E	545	NGS Northside	30203	JEA IBEW	Community He	234.0	2015	0	Community Health Charities
McDonough, E	545	NGS Northside	30203	JEA IBEW	Community He	81.0	2016	0	Community Health Charities
McDonough, E	545	NGS Northside	30203	JEA IBEW	United Way	44.0	2013	0	United Way
McDonough, E	545	NGS Northside	30203	JEA IBEW	United Way	104.0	2014	0	United Way
McDonough, E	545	NGS Northside	30203	JEA IBEW	United Way	104.0	2015	0	United Way

McDonough, E	545	NGS Northside	30203	JEA IBEW	United Way	36.0	2016	0	United Way
McDougald, Ry	9456	JEA Brandy Bra	30401	JEA IBEW	United Way	95.0	2017	0	United Way
McDowell, Dar	5064	NGS Northside	30205	JEA IBEW	Community Se	94.4	2016	3	Community Service Leave
McDowell, Dar	5064	NGS Northside	30205	JEA IBEW	Community Se	94.4	2017	3	Community Service Leave
McDowell, Mic	1726	JEA Tower, 4th	20501	Professional En	Community He	20.0	2013	0	Community Health Charities
McDowell, Mic	1726	JEA Tower, 4th	20501	Professional En	Community He	130.0	2014	0	Community Health Charities
McDowell, Mic	1726	JEA Tower, 4th	20501	Professional En	Community He	130.0	2015	0	Community Health Charities
McDowell, Mic	1726	JEA Tower, 4th	20501	Professional En	Community He	110.0	2016	0	Community Health Charities
McDowell, Mic	1726	JEA Tower, 4th	20501	Professional En	United Way	12.0	2013	0	United Way
McElhinney, Th	548	JEA Tower, 7th	30014	JEA Appointed	Community Se	800.8	2013	16	Community Service Leave
McElhinney, Th	548	JEA Tower, 7th	30014	JEA Appointed	Community Se	400.4	2014	8	Community Service Leave
McElhinney, Th	548	JEA Tower, 7th	30014	JEA Appointed	Community Se	412.4	2016	8	Community Service Leave
McElroy, Alan	9506	Customer Cent	A0800	JEA Appointed	Community Se	171.3	2016	6	Community Service Leave
McElroy, Alan	9506	Customer Cent	A0800	JEA Appointed	Community Se	650.9	2017	8	Community Service Leave
McElroy, Alan	9506	Customer Cent	A0800	JEA Appointed	United Way	190.0	2016	0	United Way
McElroy, Alan	9506	Customer Cent	A0800	JEA Appointed	United Way	260.0	2017	0	United Way
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	Community He	100.0	2013	0	Community Health Charities
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	Community He	710.0	2014	0	Community Health Charities
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	Community He	1080.0	2015	0	Community Health Charities
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	Community He	1320.0	2016	0	Community Health Charities
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	Community He	1490.0	2017	0	Community Health Charities
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	Community Se	1465.4	2013	8	Community Service Leave
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	United Way	9110.0	2013	0	United Way
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	United Way	10310.0	2014	0	United Way
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	United Way	11258.0	2015	0	United Way
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	United Way	13313.9	2016	0	United Way
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	United Way	3325.0	2017	0	United Way
McElroy, Paul	4414	JEA Tower, 16t	50000	JEA Appointed	United Way Special Inputs		2015	0	United Way
McEwen, Joel	9636	NGS Northside	30300	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
McEwen, Joel	9636	NGS Northside	30300	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
McEwen, Joel	9636	NGS Northside	30300	JEA IBEW	Community Se	264.9	2016	8	Community Service Leave
McEwen, Joel	9636	NGS Northside	30300	JEA IBEW	Community Se	290.5	2017	8	Community Service Leave
McFadden, Pa	9994	JEA Tower, 6th	A0000	JEA Appointed	Community Se	125.9	2017	3	Community Service Leave
McFarlin, Tina	9830	JEA Tower, 14t	C0200	JEA Appointed	Community Se	261.6	2016	8	Community Service Leave
McFarlin, Tina	9830	JEA Tower, 14t	C0200	JEA Appointed	Community Se	261.6	2017	8	Community Service Leave
McGee, Mark	5312	SJRPP Plant	00436	SJRPP IBEW	United Way	52.0	2013	0	United Way
McGee, Mark	5312	SJRPP Plant	00436	SJRPP IBEW	United Way	46.0	2014	0	United Way
McGee, Mark	5312	SJRPP Plant	00436	SJRPP IBEW	United Way	52.0	2015	0	United Way
McGee, Mark	5312	SJRPP Plant	00436	SJRPP IBEW	United Way	6.0	2016	0	United Way
McGee, Mark	5312	SJRPP Plant	00436	SJRPP Manage	United Way	46.0	2016	0	United Way
McGee, Mark	5312	SJRPP Plant	00436	SJRPP Manage	United Way	18.0	2017	0	United Way
McGee, Mark	5312	SJRPP Plant	00436	SJRPP NBU	United Way	34.0	2017	0	United Way
McGee, Mark	5312	WW/RT, North	30132	LIUNA	United Way	6.0	2014	0	United Way
McGlothlin, Ad	9120	WW/RT, North	30132	LIUNA	Community Se	237.3	2015	8	Community Service Leave
McGlothlin, Th	3504	Customer Cent	A0500	JEA IBEW	United Way	4.0	2014	0	United Way
McGlothlin, Th	3504	Customer Cent	A0800	JEA Appointed	United Way	6.0	2016	0	United Way
McGlothlin, Th	3504	Customer Cent	A0800	JEA Appointed	United Way	109.0	2017	0	United Way
McGlothlin, Th	3504	Customer Cent	A0800	JEA IBEW	Community Se	246.3	2014	8	Community Service Leave
McGlothlin, Th	3504	Customer Cent	A0800	JEA IBEW	Community Se	253.7	2015	8	Community Service Leave
McGlothlin, Th	3504	Customer Cent	A0800	JEA IBEW	Community Se	97.0	2016	3	Community Service Leave
McGlothlin, Th	3504	Customer Cent	A0800	JEA IBEW	United Way	52.0	2013	0	United Way
McGlothlin, Th	3504	Customer Cent	A0800	JEA IBEW	United Way	48.0	2014	0	United Way
McGlothlin, Th	3504	Customer Cent	A0800	JEA IBEW	United Way	52.0	2015	0	United Way
McGlothlin, Th	3504	Customer Cent	A0800	JEA IBEW	United Way	46.0	2016	0	United Way
McInall, Steven	8866	JEA Tower, 10t	10220	JEA Appointed	Community He	113.8	2015	0	Community Health Charities
McInall, Steven	8866	JEA Tower, 10t	10220	JEA Appointed	Community He	137.5	2017	0	Community Health Charities
McInall, Steven	8866	JEA Tower, 10t	10220	JEA Appointed	Community He	121.8	2017	0	Community Health Charities
McInall, Steven	8866	JEA Tower, 10t	10220	JEA Appointed	Community Se	124.8	2014	2	Community Service Leave
McInall, Steven	8866	JEA Tower, 10t	10220	JEA Appointed	Community Se	130.5	2016	2	Community Service Leave
McInall, Steven	8866	JEA Tower, 10t	10220	JEA Appointed	Community Se	137.5	2017	2	Community Service Leave
McInall, Steven	8866	JEA Tower, 10t	10220	JEA Appointed	United Way	32.0	2014	0	United Way
McInall, Steven	8866	JEA Tower, 10t	10220	JEA Appointed	United Way	52.0	2015	0	United Way
McInall, Steven	8866	JEA Tower, 10t	10220	JEA Appointed	United Way	279.6	2016	0	United Way
McInall, Steven	8866	JEA Tower, 10t	10220	JEA Appointed	United Way	744.9	2017	0	United Way
McInall, Steven	8866	JEA Tower, 10t	10220	JEA Appointed	United Way Or	924.3	2017	0	United Way
McInall, Steven	8866	JEA Tower, 11t	10220	JEA Appointed	United Way	52.0	2013	0	United Way
McInall, Steven	8866	JEA Tower, 11t	10220	JEA Appointed	United Way	20.0	2014	0	United Way
McIntosh, John	837	NGS Northside	30202	JEA IBEW	United Way	10.0	2013	0	United Way
McIntosh, John	837	NGS Northside	30202	JEA IBEW	United Way	3.0	2014	0	United Way
McKee, Willian	2694	JEA Tower, 8th	D0400	JEA Appointed	Community Se	390.0	2015	11	Community Service Leave
McKee, Willian	2694	JEA Tower, 8th	D0400	JEA Appointed	Community Se	217.5	2017	6	Community Service Leave

McKenzie, Mic	1299	JEA Tower, 4th	20411	Professional En	Community Se	313.4	2013	8	Community Service Leave
McKenzie, Mic	1299	JEA Tower, 4th	20411	Professional En	United Way	40.0	2013	0	United Way
McKenzie, Mic	1299	JEA Tower, 4th	20600	Professional En	United Way	35.0	2013	0	United Way
McKenzie, Mic	1299	JEA Tower, 9th	20411	Professional En	United Way	55.0	2013	0	United Way
McKenzie, Mic	1299	JEA Tower, 9th	20411	Professional En	United Way	10.0	2014	0	United Way
McKenzie, Mic	1299	JEA Tower, 9th	20422	Professional En	Community He	75.7	2016	0	Community Health Charities
McKenzie, Mic	1299	JEA Tower, 9th	20422	Professional En	United Way	120.0	2014	0	United Way
McKenzie, Mic	1299	JEA Tower, 9th	20422	Professional En	United Way	130.0	2015	0	United Way
McKenzie, Mic	1299	JEA Tower, 9th	20422	Professional En	United Way	130.0	2016	0	United Way
McKenzie, Mic	1299	JEA Tower, 9th	20422	Professional En	United Way	40.0	2017	0	United Way
McKenzie, Mic	1299	JEA Tower, 9th	40230	Professional En	United Way	90.0	2017	0	United Way
McLeod, Thom	9038	NGS Northside	30300	JEA IBEW	Community He	40.0	2015	0	Community Health Charities
McLeod, Thom	9038	NGS Northside	30300	JEA IBEW	Community He	260.0	2016	0	Community Health Charities
McLeod, Thom	9038	NGS Northside	30300	JEA IBEW	Community He	260.0	2017	0	Community Health Charities
McLeod, Thom	9038	NGS Northside	30300	JEA IBEW	Community He	72.6	2017	0	Community Health Charities
McLeod, Thom	9038	NGS Northside	30300	JEA IBEW	Community He	64.3	2017	0	Community Health Charities
McManaway, I	2009	W&S Wastewa	30602	JEA Supervisor	Community He	40.0	2015	0	Community Health Charities
McManaway, I	2009	W&S Wastewa	30602	JEA Supervisor	Community He	130.0	2016	0	Community Health Charities
McManaway, I	2009	W&S Wastewa	30602	JEA Supervisor	Community He	130.0	2017	0	Community Health Charities
McManaway, I	2009	W&S Wastewa	30602	JEA Supervisor	Community He	80.8	2017	0	Community Health Charities
McManaway, I	2009	W&S Wastewa	30602	JEA Supervisor	Community He	69.5	2017	0	Community Health Charities
McManaway, I	2009	W&S Wastewa	30602	JEA Supervisor	United Way	40.0	2015	0	United Way
McManaway, I	2009	W&S Wastewa	30602	JEA Supervisor	United Way	130.0	2016	0	United Way
McManaway, I	2009	W&S Wastewa	30602	JEA Supervisor	United Way	130.0	2017	0	United Way
McManaway, I	2009	W&S Wastewa	30607	JEA Supervisor	Community He	110.0	2013	0	Community Health Charities
McManaway, I	2009	W&S Wastewa	30607	JEA Supervisor	Community He	20.0	2014	0	Community Health Charities
McManaway, I	2009	W&S Wastewa	30607	JEA Supervisor	Community He	90.0	2015	0	Community Health Charities
McManaway, I	2009	W&S Wastewa	30607	JEA Supervisor	United Way	130.0	2013	0	United Way
McManaway, I	2009	W&S Wastewa	30607	JEA Supervisor	United Way	130.0	2014	0	United Way
McManaway, I	2009	W&S Wastewa	30607	JEA Supervisor	United Way	90.0	2015	0	United Way
McQuaid, Bria	6872	W&S Wastewa	30606	LIUNA	Community He	8.0	2014	0	Community Health Charities
McQuaid, Bria	6872	W&S Wastewa	30606	LIUNA	Community He	52.0	2015	0	Community Health Charities
McQuaid, Bria	6872	W&S Wastewa	30606	LIUNA	Community He	44.0	2016	0	Community Health Charities
McQuaid, Bria	6872	W&S Wastewa	30606	LIUNA	Community He	6.0	2017	0	Community Health Charities
McQuaid, Bria	6872	W&S Wastewa	30606	LIUNA	United Way	22.0	2014	0	United Way
McQuaid, Bria	6872	W&S Wastewa	30606	LIUNA	United Way	52.0	2015	0	United Way
McQuaid, Bria	6872	W&S Wastewa	30606	LIUNA	United Way	52.0	2016	0	United Way
McQuaid, Bria	6872	W&S Wastewa	30606	LIUNA	United Way	52.0	2017	0	United Way
McQuaid, Bria	6872	W&S Wastewa	30607	LIUNA	United Way	52.0	2013	0	United Way
McQuaid, Bria	6872	W&S Wastewa	30607	LIUNA	United Way	30.0	2014	0	United Way
McQuaig, Lynn	485	CSC Storeroom	A0411	Professional En	Community Se	121.7	2016	3	Community Service Leave
McQuaig, Lynn	485	CSC Storeroom	A0411	Professional En	Community Se	85.5	2017	2	Community Service Leave
Meadows, Ran	9524	JEA Tower, 6th	A0102	JEA Appointed	Community Se	253.9	2015	8	Community Service Leave
Meadows, Ran	9524	JEA Tower, 6th	A0102	JEA Appointed	Community Se	258.4	2016	8	Community Service Leave
Meadows, Ran	9524	JEA Tower, 6th	A0102	JEA Appointed	United Way	73.6	2016	0	United Way
Mechum, Timr	5193	WW-RT, West (	30135	JEA Supervisor	Community He	8.0	2014	0	Community Health Charities
Mechum, Timr	5193	WW-RT, West (	30135	JEA Supervisor	Community He	52.0	2015	0	Community Health Charities
Mechum, Timr	5193	WW-RT, West (	30135	JEA Supervisor	Community He	44.0	2016	0	Community Health Charities
Mechum, Timr	5193	WW-RT, West (	30135	JEA Supervisor	United Way	100.0	2014	0	United Way
Mechum, Timr	5193	WW-RT, West (	30135	JEA Supervisor	United Way	130.0	2015	0	United Way
Mechum, Timr	5193	WW-RT, West (	30135	JEA Supervisor	United Way	130.0	2016	0	United Way
Mechum, Timr	5193	WW-RT, West (	30135	JEA Supervisor	United Way	73.0	2017	0	United Way
Medina, Jessic	9516	Customer Cent	A0103	JEA Appointed	Community He	63.6	2017	0	Community Health Charities
Medina, Jessic	9516	Customer Cent	A0103	JEA Appointed	Community He	71.8	2017	0	Community Health Charities
Medina, Jessic	9516	Customer Cent	A0103	JEA Appointed	Community Se	143.6	2017	8	Community Service Leave
Medina, Jessic	9516	Customer Cent	ZE000	JEA Appointed	Community Se	246.2	2015	8	Community Service Leave
Medina, Jessic	9516	Customer Cent	ZE000	JEA Appointed	Community Se	276.1	2016	8	Community Service Leave
Medina, Jessic	9516	Customer Cent	ZE000	JEA Appointed	United Way	17.5	2016	0	United Way
Mehler, Craig	8914	Customer Cent	30803	JEA IBEW	Community Se	210.7	2013	8	Community Service Leave
Mehler, Craig	8914	Customer Cent	30803	JEA IBEW	United Way	30.0	2014	0	United Way
Mehler, Craig	8914	JEA Tower, 5th	30803	JEA IBEW	Community Se	126.0	2015	4	Community Service Leave
Mehler, Craig	8914	JEA Tower, 5th	30803	JEA IBEW	United Way	10.0	2014	0	United Way
Mehler, Craig	8914	JEA Tower, 5th	30803	JEA IBEW	United Way	52.0	2015	0	United Way
Mehler, Craig	8914	JEA Tower, 5th	30803	JEA IBEW	United Way	52.0	2016	0	United Way
Mehler, Craig	8914	JEA Tower, 5th	30803	JEA IBEW	United Way	44.0	2017	0	United Way
Mehler, Craig	8914	WW-RT, Core (	30803	JEA IBEW	United Way	2.0	2017	0	United Way
Mehler, Craig	8914	WW-RT, Core (	30803	LIUNA	Community He	6.0	2017	0	Community Health Charities
Mehler, Craig	8914	WW-RT, Core (	30803	LIUNA	United Way	6.0	2017	0	United Way
Melnik, French	9018	SSC Southside	20203	LIUNA	Community Se	87.4	2017	4	Community Service Leave
Merrell, John M	6263	NGS Northside	30202	JEA IBEW	Community He	28.0	2017	0	Community Health Charities
Merrell, John M	6263	NGS Northside	30202	JEA IBEW	United Way	28.0	2017	0	United Way

Merrell, John M	6263	NGS Northside	30300	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Merrell, John M	6263	NGS Northside	30300	JEA IBEW	Community He	24.0	2017	0	Community Health Charities
Merrell, John M	6263	NGS Northside	30300	JEA IBEW	Community Se	513.8	2013	16	Community Service Leave
Merrell, John M	6263	NGS Northside	30300	JEA IBEW	Community Se	139.0	2016	4	Community Service Leave
Merrell, John M	6263	NGS Northside	30300	JEA IBEW	United Way	12.0	2013	0	United Way
Merrell, John M	6263	NGS Northside	30300	JEA IBEW	United Way	38.0	2016	0	United Way
Merrell, John M	6263	NGS Northside	30300	JEA IBEW	United Way	24.0	2017	0	United Way
Metz, William T	4095	NGS Northside	30202	JEA Supervisor	United Way	52.0	2013	0	United Way
Metz, William T	4095	NGS Northside	30202	JEA Supervisor	United Way	52.0	2014	0	United Way
Metz, William T	4095	NGS Northside	30202	JEA Supervisor	United Way	52.0	2015	0	United Way
Metz, William T	4095	NGS Northside	30202	JEA Supervisor	United Way	52.0	2016	0	United Way
Metz, William T	4095	NGS Northside	30202	JEA Supervisor	United Way	52.0	2017	0	United Way
Michael, Victo	395	SJRPP Plant	00439	SJRPP Manage	Community Se	136.6	2017	0	Community Service Leave
Michael, Victo	395	SJRPP Plant	00439	SJRPP Manage	United Way	650.0	2013	0	United Way
Michael, Victo	395	SJRPP Plant	00439	SJRPP Manage	United Way	650.0	2014	0	United Way
Michael, Victo	395	SJRPP Plant	00439	SJRPP Manage	United Way	650.0	2015	0	United Way
Michael, Victo	395	SJRPP Plant	00439	SJRPP Manage	United Way	650.0	2016	0	United Way
Michael, Victo	395	SJRPP Plant	00439	SJRPP Manage	United Way	225.0	2017	0	United Way
Michael, Victo	395	SJRPP Plant	00439	SJRPP NBU	United Way	425.0	2017	0	United Way
Micke, Jonatha	9584	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	213.9	2015	8	Community Service Leave
Micke, Jonatha	9584	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	324.6	2016	12	Community Service Leave
Micke, Jonatha	9584	JEA Tower, 3rd	A0301	JEA Appointed	Community Se	123.1	2017	4	Community Service Leave
Middleton, Tar	4227	JEA Tower, 13t	20700	JEA Appointed	Community He	230.0	2017	0	Community Health Charities
Middleton, Tar	4227	JEA Tower, 13t	20700	JEA Appointed	Community Se	330.5	2017	8	Community Service Leave
Middleton, Tar	4227	JEA Tower, 13t	20700	JEA Appointed	United Way	972.9	2017	0	United Way
Middleton, Tar	4227	JEA Tower, 13t	B0011	JEA Appointed	Community He	110.0	2015	0	Community Health Charities
Middleton, Tar	4227	JEA Tower, 13t	B0011	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Middleton, Tar	4227	JEA Tower, 13t	B0011	JEA Appointed	Community He	30.0	2017	0	Community Health Charities
Middleton, Tar	4227	JEA Tower, 13t	B0011	JEA Appointed	Community Se	328.0	2015	8	Community Service Leave
Middleton, Tar	4227	JEA Tower, 13t	B0011	JEA Appointed	Community Se	328.0	2016	8	Community Service Leave
Middleton, Tar	4227	JEA Tower, 13t	B0011	JEA Appointed	United Way	465.3	2015	0	United Way
Middleton, Tar	4227	JEA Tower, 13t	B0011	JEA Appointed	United Way	1172.4	2016	0	United Way
Middleton, Tar	4227	JEA Tower, 13t	B0011	JEA Appointed	United Way	126.9	2017	0	United Way
Middleton, Tar	4227	JEA Tower, 13t	B0900	JEA Appointed	Community He	150.0	2013	0	Community Health Charities
Middleton, Tar	4227	JEA Tower, 13t	B0900	JEA Appointed	Community He	260.0	2014	0	Community Health Charities
Middleton, Tar	4227	JEA Tower, 13t	B0900	JEA Appointed	Community He	150.0	2015	0	Community Health Charities
Middleton, Tar	4227	JEA Tower, 13t	B0900	JEA Appointed	Community Se	312.2	2013	8	Community Service Leave
Middleton, Tar	4227	JEA Tower, 13t	B0900	JEA Appointed	Community Se	321.6	2014	8	Community Service Leave
Middleton, Tar	4227	JEA Tower, 13t	B0900	JEA Appointed	United Way	1099.8	2013	0	United Way
Middleton, Tar	4227	JEA Tower, 13t	B0900	JEA Appointed	United Way	1099.8	2014	0	United Way
Middleton, Tar	4227	JEA Tower, 13t	B0900	JEA Appointed	United Way	634.5	2015	0	United Way
Midkiff, Brian M	9491	SSC Southside	40305	JEA IBEW	Community Se	226.0	2017	8	Community Service Leave
Midkiff, Brian M	9491	SSC Southside	ZE000	JEA IBEW	Community Se	153.2	2015	8	Community Service Leave
Midkiff, Brian M	9491	SSC Southside	ZE000	JEA IBEW	Community Se	172.3	2016	8	Community Service Leave
Miller, Frederic	5915	NGS Northside	30300	JEA IBEW	United Way	60.0	2013	0	United Way
Miller, Jason D	5216	JEA Tower, 15t	C0500	JEA Appointed	Community He	195.0	2014	0	Community Health Charities
Miller, Jason D	5216	JEA Tower, 15t	C0500	JEA Appointed	Community Se	281.9	2014	8	Community Service Leave
Milligan, Ronal	5449	SSC Southside	30704	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Milligan, Ronal	5449	SSC Southside	30704	JEA IBEW	Community He	110.0	2015	0	Community Health Charities
Milligan, Ronal	1751	SOCC	40307	JEA IBEW	Community He	160.0	2013	0	Community Health Charities
Milligan, Ronal	1751	SOCC	40307	JEA IBEW	Community He	50.0	2014	0	Community Health Charities
Milligan, Ronal	1751	SOCC	40307	JEA IBEW	United Way	190.0	2013	0	United Way
Milligan, Ronal	1751	SOCC	40307	JEA IBEW	United Way	52.0	2014	0	United Way
Milligan, Ronal	1751	SOCC	40307	JEA IBEW	United Way	52.0	2015	0	United Way
Milligan, Ronal	1751	SOCC	40307	JEA IBEW	United Way	40.0	2016	0	United Way
Milligan, Ronal	1751	SOCC	40307	JEA Supervisor	United Way	12.0	2016	0	United Way
Milligan, Ronal	1751	SOCC	40307	JEA Supervisor	United Way	52.0	2017	0	United Way
Millis, David M	508	Customer Cent	30801	JEA IBEW	Community Se	256.9	2013	8	Community Service Leave
Millis, David M	508	Customer Cent	30801	JEA IBEW	United Way	12.0	2013	0	United Way
Mills, Luciana M	8669	JEA Tower, 7th	40303	AFSCME	Community He	10.0	2013	0	Community Health Charities
Mills, Luciana M	8669	JEA Tower, 7th	40303	AFSCME	Community He	25.0	2015	0	Community Health Charities
Mills, Luciana M	8669	JEA Tower, 7th	40303	AFSCME	United Way Or	25.0	2017	0	United Way
Mills, Rheutelia	1439	Customer Cent	40111	AFSCME	Community Se	50.8	2016	3.5	Community Service Leave
Mills, Rheutelia	1439	Customer Cent	40111	AFSCME	Community Se	167.6	2017	4	Community Service Leave
Mills, Rheutelia	1439	Customer Cent	40400	AFSCME	Community Se	63.5	2016	3.5	Community Service Leave
Mills, Tucker Ja	9851	JEA Tower, 14t	C0401	JEA Appointed	Community Se	69.8	2017	3	Community Service Leave
Mincey, Jerom	6192	CSC Commonw	40402	JEA IBEW	Community He	260.0	2013	0	Community Health Charities
Mincey, Jerom	6192	CSC Commonw	40402	JEA IBEW	Community He	260.0	2014	0	Community Health Charities
Mincey, Jerom	6192	CSC Commonw	40402	JEA IBEW	Community He	240.0	2015	0	Community Health Charities
Mincey, Jerom	6192	CSC Commonw	40402	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Mincey, Jerom	6192	CSC Commonw	40402	JEA IBEW	Community He	115.0	2017	0	Community Health Charities

Mincey, Jerom	6192	CSC Commonw	40402	JEA IBEW	United Way	130.0	2013	0	United Way
Mincey, Jerom	6192	CSC Commonw	40402	JEA IBEW	United Way	130.0	2014	0	United Way
Mincey, Jerom	6192	CSC Commonw	40402	JEA IBEW	United Way	30.0	2015	0	United Way
Mincey, Jerom	6192	CSC Commonw	40402	JEA IBEW	United Way	95.0	2016	0	United Way
Mincey, Jerom	6192	CSC Commonw	40402	JEA IBEW	United Way	130.0	2017	0	United Way
Minton, Phillip	5364	W&S Wastewa	30601	AFSCME	Community He	8.0	2014	0	Community Health Charities
Minton, Phillip	5364	W&S Wastewa	30601	AFSCME	Community He	44.0	2015	0	Community Health Charities
Minton, Phillip	5364	W&S Wastewa	30601	AFSCME	Community He	6.0	2017	0	Community Health Charities
Minton, Phillip	5364	W&S Wastewa	30601	AFSCME	United Way	12.0	2013	0	United Way
Minton, Phillip	5364	W&S Wastewa	30601	AFSCME	United Way	38.0	2016	0	United Way
Minton, Phillip	5364	W&S Wastewa	30601	AFSCME	United Way	14.0	2017	0	United Way
Mishra, Daniel	9188	JEA Tower, 7th	B0012	JEA Appointed	Community He	15.0	2013	0	Community Health Charities
Mishra, Daniel	9188	JEA Tower, 7th	B0012	JEA Appointed	Community He	15.0	2017	0	Community Health Charities
Mishra, Daniel	9188	JEA Tower, 7th	B0012	JEA Appointed	Community He	50.0	2016	0	Community Health Charities
Mishra, Daniel	9188	JEA Tower, 7th	B0012	JEA Appointed	Community Se	515.0	2015	8	Community Service Leave
Mishra, Daniel	9188	JEA Tower, 7th	B0012	JEA Appointed	Community Se	530.6	2016	8	Community Service Leave
Mishra, Daniel	9188	JEA Tower, 7th	B0012	JEA Appointed	United Way	150.0	2016	0	United Way
Mishra, Daniel	9188	JEA Tower, 7th	B0012	JEA Appointed	United Way Or	100.0	2017	0	United Way
Mitchell, Dont	9384	W&S Treatmer	40308	LIUNA	Community He	15.0	2016	0	Community Health Charities
Mitchell, Dont	9384	W&S Wastewa	30601	LIUNA	Community He	24.0	2015	0	Community Health Charities
Mitchell, Dont	9384	W&S Wastewa	30604	LIUNA	Community He	12.0	2014	0	Community Health Charities
Mitchell, Dont	9384	W&S Wastewa	30604	LIUNA	Community He	42.0	2015	0	Community Health Charities
Mitchell, Dont	9384	W&S Wastewa	30604	LIUNA	Community He	39.0	2016	0	Community Health Charities
Mitchell, Dont	9384	W&S Wastewa	30604	LIUNA	United Way	25.0	2015	0	United Way
Mitchell, Dont	9384	W&S Wastewa	30606	LIUNA	Community He	12.0	2015	0	Community Health Charities
Mitchell, Dont	9384	W&S Wastewa	30606	LIUNA	Community He	12.0	2016	0	Community Health Charities
Mitchell, Dont	9384	W&S Wastewa	30606	LIUNA	Community He	6.0	2017	0	Community Health Charities
Mitchell, Dont	9384	W&S Wastewa	30606	LIUNA	Community He	22.1	2017	0	Community Health Charities
Mitchell, Dont	9384	W&S Wastewa	30606	LIUNA	Community He	16.2	2017	0	Community Health Charities
Mitchell, Eva K	1562	W&S Wastewa	30601	AFSCME	Community He	8.0	2015	0	Community Health Charities
Mitchell, Eva K	1562	W&S Wastewa	30601	AFSCME	Community He	44.0	2016	0	Community Health Charities
Mitchell, Eva K	1562	W&S Wastewa	30601	AFSCME	United Way	52.0	2013	0	United Way
Mitchell, Eva K	1562	W&S Wastewa	30601	AFSCME	United Way	52.0	2014	0	United Way
Mitchell, Eva K	1562	W&S Wastewa	30601	AFSCME	United Way	52.0	2015	0	United Way
Mitchell, Eva K	1562	W&S Wastewa	30601	AFSCME	United Way	52.0	2016	0	United Way
Mitchell, Eva K	1562	W&S Wastewa	30601	AFSCME	United Way	12.0	2017	0	United Way
Mitchell, ReSha	9178	JEA Tower, 6th	A0102	JEA Appointed	Community He	26.0	2014	0	Community Health Charities
Mitchell, Willie	2159	SOCC	40308	LIUNA	United Way	52.0	2013	0	United Way
Mitchell, Willie	2159	SOCC	40308	LIUNA	United Way	52.0	2014	0	United Way
Mitchell, Willie	2159	SOCC	40308	LIUNA	United Way	52.0	2015	0	United Way
Mitchell, Willie	2159	SOCC	40308	LIUNA	United Way	52.0	2016	0	United Way
Mitchell, Willie	2159	SOCC	40308	LIUNA	United Way	52.0	2017	0	United Way
Mjoen, Timoth	68	SJRPP Plant	00439	SJRPP IBEW	United Way	208.0	2013	0	United Way
Mjoen, Timoth	68	SJRPP Plant	00439	SJRPP IBEW	United Way	208.0	2014	0	United Way
Mjoen, Timoth	68	SJRPP Plant	00439	SJRPP IBEW	United Way	208.0	2015	0	United Way
Mjoen, Timoth	68	SJRPP Plant	00439	SJRPP IBEW	United Way	80.0	2016	0	United Way
Mock, Cheryl V	9316	Customer Cent	A0504	AFSCME	Community He	20.0	2014	0	Community Health Charities
Mock, Cheryl V	9316	Customer Cent	A0504	AFSCME	Community He	90.0	2015	0	Community Health Charities
Mock, Cheryl V	9316	Customer Cent	A0504	AFSCME	Community Se	143.2	2014	7	Community Service Leave
Mock, Cheryl V	9316	Customer Cent	A0504	AFSCME	United Way	100.0	2014	0	United Way
Mock, Cheryl V	9316	Customer Cent	A0504	AFSCME	United Way	150.0	2015	0	United Way
Mock, Cheryl V	9316	JEA Tower, 16t	50000	JEA Appointed	Community He	125.0	2017	0	Community Health Charities
Mock, Cheryl V	9316	JEA Tower, 16t	50000	JEA Appointed	Community He	52.6	2017	0	Community Health Charities
Mock, Cheryl V	9316	JEA Tower, 16t	50000	JEA Appointed	Community He	46.5	2017	0	Community Health Charities
Mock, Cheryl V	9316	JEA Tower, 16t	50000	JEA Appointed	Community Se	78.8	2017	3	Community Service Leave
Mock, Cheryl V	9316	JEA Tower, 16t	50000	JEA Appointed	United Way	72.0	2017	0	United Way
Mock, Cheryl V	9316	JEA Tower, 16t	50000	JEA Appointed	United Way Or	993.9	2017	0	United Way
Mock, Cheryl V	9316	JEA Tower, 16t	A0000	JEA Appointed	Community He	35.0	2015	0	Community Health Charities
Mock, Cheryl V	9316	JEA Tower, 16t	A0000	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Mock, Cheryl V	9316	JEA Tower, 16t	A0000	JEA Appointed	Community He	5.0	2017	0	Community Health Charities
Mock, Cheryl V	9316	JEA Tower, 16t	A0000	JEA Appointed	Community Se	204.1	2016	8	Community Service Leave
Mock, Cheryl V	9316	JEA Tower, 16t	A0000	JEA Appointed	United Way	70.0	2015	0	United Way
Mock, Cheryl V	9316	JEA Tower, 16t	A0000	JEA Appointed	United Way	731.4	2016	0	United Way
Mock, Cheryl V	9316	JEA Tower, 16t	A0000	JEA Appointed	United Way	12.0	2017	0	United Way
Mock, Cheryl V	9316	JEA Tower, 16t	ZE000	JEA Appointed	Community He	5.0	2015	0	Community Health Charities
Mock, Cheryl V	9316	JEA Tower, 16t	ZE000	JEA Appointed	United Way	10.0	2015	0	United Way
Mock, Sarah E	3020	JEA Tower, 7th	40000	Professional En	United Way	112.0	2013	0	United Way
Mock, Sarah E	3020	JEA Tower, 7th	40000	Professional En	United Way	105.0	2014	0	United Way
Monfort, Victo	1564	JEA Tower, 7th	40700	JEA Appointed	United Way	1480.0	2014	0	United Way
Monfort, Victo	1564	JEA Tower, 7th	40900	JEA Appointed	Community Se	232.5	2013	4	Community Service Leave
Monfort, Victo	1564	JEA Tower, 7th	40900	JEA Appointed	United Way	1600.0	2013	0	United Way

Monfort, Victo	1564	JEA Tower, 7th	40900	JEA Appointed	United Way	62.0	2014	0	United Way
Montana-Ulbri	8819	W&S Wastewa	30603	LIUNA	United Way	65.0	2013	0	United Way
Montana-Ulbri	8819	W&S Wastewa	30604	LIUNA	United Way	65.0	2013	0	United Way
Montana-Ulbri	8819	W&S Wastewa	30606	LIUNA	Community He	105.0	2016	0	Community Health Charities
Montana-Ulbri	8819	W&S Wastewa	30606	LIUNA	United Way	75.0	2014	0	United Way
Montana-Ulbri	8819	W&S Wastewa	30606	LIUNA	United Way	30.0	2016	0	United Way
Montana-Ulbri	8819	W&S Wastewa	30607	LIUNA	Community He	20.0	2015	0	Community Health Charities
Montana-Ulbri	8819	W&S Wastewa	30607	LIUNA	Community He	5.0	2016	0	Community Health Charities
Montana-Ulbri	8819	W&S Wastewa	30607	LIUNA	United Way	55.0	2014	0	United Way
Montana-Ulbri	8819	W&S Wastewa	30607	LIUNA	United Way	130.0	2015	0	United Way
Montana-Ulbri	8819	W&S Wastewa	30607	LIUNA	United Way	5.0	2016	0	United Way
Montanez, Elis	8922	JEA Tower, 15t	C0500	JEA Appointed	Community Se	302.9	2013	8	Community Service Leave
Montanez, Elis	8922	JEA Tower, 15t	C0500	JEA Appointed	Community Se	321.6	2014	8	Community Service Leave
Montanez, Elis	8922	JEA Tower, 15t	C0500	JEA Appointed	Community Se	124.2	2015	3	Community Service Leave
Montanez, Elis	8922	JEA Tower, 15t	C0500	JEA Appointed	Community Se	193.0	2017	4	Community Service Leave
Monteiro, Paul	6111	NGS Northside	30202	JEA Supervisor	Community He	40.0	2013	0	Community Health Charities
Monteiro, Paul	6111	NGS Northside	30202	JEA Supervisor	Community He	220.0	2014	0	Community Health Charities
Montgomery, (	1853	Customer Cent	40404	AFSCME	Community Se	100.0	2015	4	Community Service Leave
Moody, Adam	6860	Customer Cent	30800	JEA Appointed	Community Se	123.1	2016	4	Community Service Leave
Moody, Adam	6860	Customer Cent	30800	JEA Appointed	United Way	77.0	2016	0	United Way
Moody, Adam	6860	Customer Cent	30800	JEA Appointed	United Way	609.7	2017	0	United Way
Moody, Adam	6860	W&S Wastewa	30604	LIUNA	United Way	12.0	2013	0	United Way
Moody, Adam	6860	W&S Wastewa	30604	LIUNA	United Way	30.0	2014	0	United Way
Moody, Adam	6860	W&S Wastewa	30606	LIUNA	Community He	15.0	2014	0	Community Health Charities
Moody, Adam	6860	W&S Wastewa	30606	LIUNA	Community He	10.0	2015	0	Community Health Charities
Moody, Adam	6860	W&S Wastewa	30606	LIUNA	Community Se	406.2	2015	16	Community Service Leave
Moody, Adam	6860	W&S Wastewa	30606	LIUNA	United Way	70.0	2014	0	United Way
Moody, Adam	6860	W&S Wastewa	30606	LIUNA	United Way	130.0	2015	0	United Way
Moody, Adam	6860	W&S Wastewa	30606	LIUNA	United Way	323.6	2016	0	United Way
Moody, Cynthi	850	Customer Cent	40111	AFSCME	United Way	110.0	2013	0	United Way
Moody, Cynthi	850	Customer Cent	40110	AFSCME	Community He	10.0	2016	0	Community Health Charities
Moody, Cynthi	850	Customer Cent	40110	AFSCME	Community He	20.0	2017	0	Community Health Charities
Moody, Cynthi	850	Customer Cent	40110	AFSCME	United Way	20.0	2013	0	United Way
Moody, Cynthi	850	Customer Cent	40110	AFSCME	United Way	130.0	2014	0	United Way
Moody, Cynthi	850	Customer Cent	40110	AFSCME	United Way	130.0	2015	0	United Way
Moody, Cynthi	850	Customer Cent	40110	AFSCME	United Way	130.0	2016	0	United Way
Moody, Cynthi	850	Customer Cent	40110	AFSCME	United Way	130.0	2017	0	United Way
Moody, Leasto	847	CSC Meter Sho	40402	JEA IBEW	Community He	9.0	2017	0	Community Health Charities
Moody, Leasto	847	CSC Meter Sho	40402	JEA IBEW	United Way	260.0	2013	0	United Way
Moody, Leasto	847	CSC Meter Sho	40402	JEA IBEW	United Way	260.0	2014	0	United Way
Moody, Leasto	847	CSC Meter Sho	40402	JEA IBEW	United Way	260.0	2015	0	United Way
Moody, Leasto	847	CSC Meter Sho	40402	JEA IBEW	United Way	260.0	2016	0	United Way
Moody, Leasto	847	CSC Meter Sho	40402	JEA IBEW	United Way	260.0	2017	0	United Way
Moody, Ruth A	9647	CSC Commonw	30707	AFSCME	Community He	20.0	2016	0	Community Health Charities
Moody, Ruth A	9647	CSC Commonw	30707	AFSCME	Community He	130.0	2017	0	Community Health Charities
Moody, Ruth A	9647	CSC Commonw	30707	AFSCME	Community Se	154.2	2016	8	Community Service Leave
Moody, Ruth A	9647	CSC Commonw	30707	AFSCME	Community Se	160.0	2017	8	Community Service Leave
Moody, Ruth A	9647	CSC Commonw	30707	AFSCME	United Way	365.6	2016	0	United Way
Moody, Ruth A	9647	CSC Commonw	30707	AFSCME	United Way	609.7	2017	0	United Way
Moon, Gerald (	5785	JEA Tower, 15t	40406	AFSCME	Community He	39.7	2015	0	Community Health Charities
Moon, Gerald (	5785	JEA Tower, 15t	40406	AFSCME	Community He	5.0	2017	0	Community Health Charities
Moore, Elizabe	826	Customer Cent	A0501	AFSCME	Community Se	101.4	2016	3	Community Service Leave
Moore, Garry L	1432	SSC Southside	30706	Professional En	Community Se	426.4	2017	8	Community Service Leave
Moore, Jacque	8987	Customer Cent	40110	AFSCME	Community He	130.0	2013	0	Community Health Charities
Moore, Jacque	8987	Customer Cent	40110	AFSCME	Community He	130.0	2014	0	Community Health Charities
Moore, Jacque	8987	Customer Cent	40110	AFSCME	Community He	30.0	2015	0	Community Health Charities
Moore, James	3064	JEA Tower, 10t	20202	Professional En	Community He	25.0	2016	0	Community Health Charities
Moore, James	3064	JEA Tower, 10t	20202	Professional En	Community He	15.0	2017	0	Community Health Charities
Moore, James	3064	JEA Tower, 10t	20202	Professional En	United Way	45.0	2016	0	United Way
Moore, James	3064	JEA Tower, 10t	20202	Professional En	United Way	130.0	2017	0	United Way
Moore, James	3064	WW-RT, West (	30135	LIUNA	Community He	130.0	2013	0	Community Health Charities
Moore, James	3064	WW-RT, West (	30135	LIUNA	Community He	130.0	2014	0	Community Health Charities
Moore, James	3064	WW-RT, West (	30135	LIUNA	Community He	130.0	2015	0	Community Health Charities
Moore, James	3064	WW-RT, West (	30135	LIUNA	Community He	85.0	2016	0	Community Health Charities
Moore, James	3064	WW-RT, West (	30135	LIUNA	United Way	130.0	2013	0	United Way
Moore, James	3064	WW-RT, West (	30135	LIUNA	United Way	130.0	2014	0	United Way
Moore, James	3064	WW-RT, West (	30135	LIUNA	United Way	130.0	2015	0	United Way
Moore, James	3064	WW-RT, West (	30135	LIUNA	United Way	85.0	2016	0	United Way
Moore, Julie A	9541	JEA Tower, 15t	C0500	JEA Appointed	Community Se	112.5	2015	3	Community Service Leave
Moore, Julie A	9541	JEA Tower, 15t	C0500	JEA Appointed	Community Se	143.7	2016	3.5	Community Service Leave
Moore, Julie A	9541	JEA Tower, 15t	C0500	JEA Appointed	Community Se	328.5	2017	8	Community Service Leave

Moore, Julie A	9541	JEA Tower, 15t	C0500	JEA Appointed	United Way	38.0	2016	0	United Way
Moore, Julie A	9541	JEA Tower, 15t	C0500	JEA Appointed	United Way	52.0	2017	0	United Way
Moore, Vaness	701	Customer Cent	40111	AFSCME	Community He	16.0	2013	0	Community Health Charities
Moore, Vaness	701	Customer Cent	40111	AFSCME	Community He	104.0	2014	0	Community Health Charities
Moore, Vaness	701	Customer Cent	40111	AFSCME	Community He	88.0	2015	0	Community Health Charities
Moore, Vaness	701	Customer Cent	40111	AFSCME	Community He	6.0	2017	0	Community Health Charities
Moore, Vaness	701	Customer Cent	40111	AFSCME	Community Se	100.0	2015	4	Community Service Leave
Moore, Vaness	701	Customer Cent	40111	AFSCME	Community Se	104.1	2017	4	Community Service Leave
Moore, Vaness	701	Customer Cent	40111	AFSCME	United Way	52.0	2013	0	United Way
Moore, Vaness	701	Customer Cent	40111	AFSCME	United Way	12.0	2014	0	United Way
Moore, Vaness	701	Customer Cent	40111	AFSCME	United Way	40.0	2015	0	United Way
Moore, Vaness	701	Customer Cent	40111	AFSCME	United Way	46.0	2016	0	United Way
Moore, Vaness	701	Customer Cent	40111	AFSCME	United Way	52.0	2017	0	United Way
Moore, Vaness	701	Customer Cent	40400	AFSCME	Community Se	101.6	2016	4	Community Service Leave
Moore, Vaness	701	Customer Cent	40400	AFSCME	United Way	6.0	2016	0	United Way
Moran, Mary L	1575	JEA Tower, 10t	10220	Professional En	Community Se	288.8	2014	6	Community Service Leave
Moran, Mary L	1575	JEA Tower, 10t	10220	Professional En	Community Se	0.0	2016	5.5	Community Service Leave
Moran, Mary L	1575	JEA Tower, 11t	10210	Professional En	Community Se	186.0	2013	12	Community Service Leave
Moran, Mary L	1575	JEA Tower, 11t	10220	Professional En	Community Se	945.4	2013	12	Community Service Leave
Morecraft, Jan	9824	JEA Tower, 14t	C0400	JEA Appointed	Community Se	108.2	2017	8	Community Service Leave
Morecraft, Jan	9824	JEA Tower, 14t	C0400	JEA Appointed	United Way	38.0	2017	0	United Way
Moreland, Cha	8807	JEA Tower, 15t	40406	AFSCME	Community He	1.0	2013	0	Community Health Charities
Moreland, Cha	8807	JEA Tower, 15t	40406	AFSCME	Community Se	138.5	2014	8	Community Service Leave
Moreland, Cha	8807	JEA Tower, 15t	40406	AFSCME	Community Se	154.7	2015	8	Community Service Leave
Moreland, Cha	8807	JEA Tower, 15t	40406	AFSCME	Community Se	169.0	2016	8	Community Service Leave
Moreland, Cha	8807	JEA Tower, 15t	40406	AFSCME	Community Se	175.3	2017	8	Community Service Leave
Morgan, Alyso	436	SJRPP Plant	00410	SJRPP NBU	Community He	110.0	2013	0	Community Health Charities
Morgan, Alyso	436	SJRPP Plant	00410	SJRPP NBU	United Way	650.0	2013	0	United Way
Morgan, Alyso	436	SJRPP Plant	00410	SJRPP NBU	United Way	250.0	2014	0	United Way
Morgan, Tomn	1063	JEA Brandy Bra	30401	JEA Supervisors	Community He	20.0	2014	0	Community Health Charities
Morgan, Tomn	1063	JEA Brandy Bra	30401	JEA Supervisors	Community He	130.0	2015	0	Community Health Charities
Morgan, Tomn	1063	JEA Brandy Bra	30401	JEA Supervisors	Community He	70.0	2016	0	Community Health Charities
Morgan, Tomn	1063	JEA Brandy Bra	30401	JEA Supervisors	United Way	130.0	2013	0	United Way
Morgan, Tomn	1063	JEA Brandy Bra	30401	JEA Supervisors	United Way	130.0	2014	0	United Way
Morgan, Tomn	1063	JEA Brandy Bra	30401	JEA Supervisors	United Way	130.0	2015	0	United Way
Morgan, Tomn	1063	JEA Brandy Bra	30401	JEA Supervisors	United Way	70.0	2016	0	United Way
Morris, Howell	1881	WW-RT, South	30131	LIUNA	United Way	130.0	2013	0	United Way
Morris, Howell	1881	WW-RT, South	30131	LIUNA	United Way	30.0	2014	0	United Way
Morris, Jon W	1436	JEA Brandy Bra	30401	JEA IBEW	United Way	26.0	2013	0	United Way
Morris, Jon W	1436	JEA Brandy Bra	30401	JEA IBEW	United Way	26.0	2014	0	United Way
Morris, Jon W	1436	JEA Brandy Bra	30401	JEA IBEW	United Way	26.0	2015	0	United Way
Morris, Jon W	1436	JEA Brandy Bra	30401	JEA IBEW	United Way	22.0	2016	0	United Way
Morrison, Dale	8680	NGS Northside	30205	JEA Appointed	Community Se	339.4	2016	8	Community Service Leave
Morrison, Dale	8680	NGS Northside	30205	JEA Appointed	Community Se	171.0	2017	4	Community Service Leave
Morrison, Shel	5180	NGS Northside	30300	JEA IBEW	Community Se	239.6	2013	8	Community Service Leave
Morrison, Shel	5180	NGS Northside	30300	JEA IBEW	United Way	30.0	2013	0	United Way
Morrow, Allen	7246	JEA Tower, 13t	B0010	Professional En	Community Se	177.4	2016	8	Community Service Leave
Morrow, Allen	7246	JEA Tower, 13t	B0010	Professional En	Community Se	88.7	2017	2	Community Service Leave
Morrow, Allen	7246	JEA Tower, 13t	B0010	Professional En	United Way	52.0	2013	0	United Way
Morrow, Allen	7246	JEA Tower, 13t	B0010	Professional En	United Way	52.0	2014	0	United Way
Morrow, Allen	7246	JEA Tower, 13t	B0010	Professional En	United Way	52.0	2015	0	United Way
Morrow, Allen	7246	JEA Tower, 13t	B0010	Professional En	United Way	52.0	2016	0	United Way
Morrow, Allen	7246	JEA Tower, 13t	B0010	Professional En	United Way	52.0	2017	0	United Way
Mortimer, Den	306	SJRPP Plant	00433	SJRPP IBEW	United Way	26.0	2013	0	United Way
Mortimer, Den	306	SJRPP Plant	00433	SJRPP IBEW	United Way	26.0	2014	0	United Way
Mortimer, Den	306	SJRPP Plant	00433	SJRPP IBEW	United Way	26.0	2015	0	United Way
Mortimer, Den	306	SJRPP Plant	00433	SJRPP IBEW	United Way	7.0	2016	0	United Way
Mortimer, Don	2026	WW-RT, South	30131	LIUNA	United Way	130.0	2013	0	United Way
Mortimer, Don	2026	WW-RT, South	30131	LIUNA	United Way	130.0	2014	0	United Way
Mortimer, Don	2026	WW-RT, South	30131	LIUNA	United Way	130.0	2015	0	United Way
Mortimer, Don	2026	WW-RT, South	30131	LIUNA	United Way	130.0	2016	0	United Way
Mortimer, Don	2026	WW-RT, South	30131	LIUNA	United Way	130.0	2017	0	United Way
Moser, Steven	784	Laboratory Ser	D0200	Professional En	Community He	20.0	2013	0	Community Health Charities
Moser, Steven	784	Laboratory Ser	D0200	Professional En	Community He	150.0	2014	0	Community Health Charities
Moser, Steven	784	Laboratory Ser	D0200	Professional En	Community He	220.0	2015	0	Community Health Charities
Moser, Steven	784	Laboratory Ser	D0200	Professional En	United Way	260.0	2013	0	United Way
Moser, Steven	784	Laboratory Ser	D0200	Professional En	United Way	260.0	2014	0	United Way
Moser, Steven	784	Laboratory Ser	D0200	Professional En	United Way	60.0	2015	0	United Way
Moses, Russell	5653	JEA Tower, 4th	40230	JEA Supervisors	United Way	12.0	2013	0	United Way
Mosley, Debra	1129	CSC Commonw	40402	JEA IBEW	Community He	30.0	2014	0	Community Health Charities
Mosley, Debra	1129	CSC Commonw	40402	JEA IBEW	United Way	30.0	2014	0	United Way

Mosley, Debra	1129	CSC Commonw	40405	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Mosley, Debra	1129	CSC Commonw	40405	JEA IBEW	United Way	20.0	2014	0	United Way
Mosley, Debra	1129	CSC Meter Sho	40402	JEA IBEW	Community He	130.0	2013	0	Community Health Charities
Mosley, Debra	1129	CSC Meter Sho	40402	JEA IBEW	Community He	5.0	2014	0	Community Health Charities
Mosley, Debra	1129	CSC Meter Sho	40402	JEA IBEW	United Way	130.0	2013	0	United Way
Mosley, Debra	1129	CSC Meter Sho	40402	JEA IBEW	United Way	5.0	2014	0	United Way
Mosley, Debra	1129	Customer Cent	40405	JEA IBEW	Community He	40.0	2014	0	Community Health Charities
Mosley, Debra	1129	Customer Cent	40405	JEA IBEW	United Way	40.0	2014	0	United Way
Mosley, Ryan A	502	SOCC	30701	Professional En	United Way	44.0	2017	0	United Way
Mosley, Ryan A	502	SOCC	40307	JEA IBEW	Community He	130.0	2013	0	Community Health Charities
Mosley, Ryan A	502	SOCC	40307	JEA IBEW	Community He	118.0	2014	0	Community Health Charities
Mosley, Ryan A	502	SOCC	40307	JEA IBEW	Community He	44.0	2015	0	Community Health Charities
Mosley, Ryan A	502	SOCC	40307	JEA IBEW	United Way	40.0	2013	0	United Way
Mosley, Ryan A	502	SOCC	40307	JEA IBEW	United Way	52.0	2014	0	United Way
Mosley, Ryan A	502	SOCC	40307	JEA IBEW	United Way	52.0	2015	0	United Way
Mosley, Ryan A	502	SOCC	40307	JEA IBEW	United Way	52.0	2016	0	United Way
Mosley, Ryan A	502	SOCC	40307	JEA IBEW	United Way	8.0	2017	0	United Way
Mosley, Scott I	8798	W&S Treatmer	30122	LIUNA	Community He	4.0	2014	0	Community Health Charities
Mosley, Scott I	8798	W&S Treatmer	30122	LIUNA	Community He	22.0	2015	0	Community Health Charities
Mosley, Scott I	8798	W&S Treatmer	30122	LIUNA	Community He	22.0	2016	0	Community Health Charities
Moss, Michael	124	SJRPP Plant	00433	SJRPP IBEW	United Way	70.0	2013	0	United Way
Motsinger, And	695	CSC Commonw	30707	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Motsinger, And	695	CSC Commonw	30707	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Motsinger, And	695	CSC Commonw	30707	JEA Appointed	United Way	30.0	2013	0	United Way
Motsinger, And	695	CSC Commonw	30707	JEA Appointed	United Way	130.0	2014	0	United Way
Motsinger, And	695	CSC Commonw	30707	JEA Appointed	United Way	130.0	2015	0	United Way
Motsinger, And	695	CSC Commonw	30707	JEA Appointed	United Way	20.0	2016	0	United Way
Motsinger, And	695	JEA Tower, 10t	30001	JEA Appointed	Community He	80.0	2017	0	Community Health Charities
Motsinger, And	695	JEA Tower, 10t	30001	JEA Appointed	United Way	80.0	2017	0	United Way
Motsinger, And	695	JEA Tower, 16t	ZE000	JEA Appointed	Community He	15.0	2016	0	Community Health Charities
Motsinger, And	695	JEA Tower, 16t	ZE000	JEA Appointed	United Way	15.0	2016	0	United Way
Motsinger, And	695	JEA Tower, 9th	30001	JEA Appointed	Community He	95.0	2016	0	Community Health Charities
Motsinger, And	695	JEA Tower, 9th	30001	JEA Appointed	Community He	50.0	2017	0	Community Health Charities
Motsinger, And	695	JEA Tower, 9th	30001	JEA Appointed	Community Se	415.5	2016	8	Community Service Leave
Motsinger, And	695	JEA Tower, 9th	30001	JEA Appointed	United Way	141.0	2016	0	United Way
Motsinger, And	695	JEA Tower, 9th	30001	JEA Appointed	United Way	50.0	2017	0	United Way
Motsinger, And	695	SOCC	30700	JEA Appointed	United Way	40.0	2013	0	United Way
Motsinger, And	695	SOCC	30707	JEA Appointed	Community Se	733.4	2013	8	Community Service Leave
Motsinger, And	695	SOCC	30707	JEA Appointed	United Way	30.0	2013	0	United Way
Mott, Shannon	9726	NGS Northside	30300	JEA IBEW	Community He	20.0	2016	0	Community Health Charities
Mott, Shannon	9726	NGS Northside	30300	JEA IBEW	Community He	80.0	2017	0	Community Health Charities
Mott, Shannon	9726	NGS Northside	30300	JEA IBEW	Community Se	264.9	2016	8	Community Service Leave
Mott, Shannon	9726	NGS Northside	30300	JEA IBEW	Community Se	278.0	2017	8	Community Service Leave
Mujahid, Muqs	8026	JEA Tower, 10t	20413	Professional En	Community He	50.0	2014	0	Community Health Charities
Mujahid, Muqs	8026	JEA Tower, 10t	20413	Professional En	Community He	50.0	2015	0	Community Health Charities
Mujahid, Muqs	8026	JEA Tower, 10t	20413	Professional En	Community He	84.9	2016	0	Community Health Charities
Mujahid, Muqs	8026	JEA Tower, 10t	20413	Professional En	United Way	50.0	2016	0	United Way
Mujahid, Muqs	8026	JEA Tower, 10t	20413	Professional En	United Way Or	50.0	2017	0	United Way
Mujahid, Muqs	8026	JEA Tower, 9th	20413	Professional En	Community He	50.0	2017	0	Community Health Charities
Mullis, Howard	2955	SSC Southside	30704	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Mullis, Howard	2955	SSC Southside	30704	JEA IBEW	Community He	150.0	2014	0	Community Health Charities
Mullis, Howard	2955	SSC Southside	30704	JEA IBEW	Community He	210.0	2015	0	Community Health Charities
Mullis, Howard	2955	SSC Southside	30704	JEA IBEW	Community Se	136.7	2015	4	Community Service Leave
Mullis, Howard	2955	SSC Southside	30704	JEA IBEW	United Way	100.0	2014	0	United Way
Mullis, Howard	2955	SSC Southside	30704	JEA IBEW	United Way	35.0	2015	0	United Way
Mullis, Howard	2955	WSC Westside	30704	JEA IBEW	Community He	10.0	2015	0	Community Health Charities
Mullis, Howard	2955	WSC Westside	30704	JEA IBEW	Community He	40.0	2016	0	Community Health Charities
Mullis, Howard	2955	WSC Westside	30704	JEA IBEW	Community He	230.0	2017	0	Community Health Charities
Mummaw, Ver	1215	SSC Southside	30705	JEA Supervisor	United Way	40.0	2013	0	United Way
Muniz, Jose H	414	SJRPP Plant	00467	SJRPP IBEW	United Way	52.0	2013	0	United Way
Muniz, Jose H	414	SJRPP Plant	00467	SJRPP IBEW	United Way	52.0	2014	0	United Way
Muniz, Jose H	414	SJRPP Plant	00467	SJRPP IBEW	United Way	52.0	2015	0	United Way
Muniz, Jose H	414	SJRPP Plant	00467	SJRPP IBEW	United Way	52.0	2016	0	United Way
Muniz, Jose H	414	SJRPP Plant	00467	SJRPP IBEW	United Way	52.0	2017	0	United Way
Murnahan, Ma	9396	JEA Tower, 6th	A0102	JEA Appointed	Community He	50.0	2015	0	Community Health Charities
Murnahan, Ma	9396	JEA Tower, 6th	A0102	JEA Appointed	Community He	25.0	2016	0	Community Health Charities
Murnahan, Ma	9396	JEA Tower, 6th	A0102	JEA Appointed	Community Se	307.5	2015	8	Community Service Leave
Murnahan, Ma	9396	JEA Tower, 6th	A0102	JEA Appointed	Community Se	323.1	2016	8	Community Service Leave
Murnahan, Ma	9396	JEA Tower, 6th	A0102	JEA Appointed	United Way	200.0	2015	0	United Way
Murnahan, Ma	9396	JEA Tower, 6th	A0102	JEA Appointed	United Way	70.0	2016	0	United Way
Murnahan, Ma	9396	JEA Tower, 6th	A0102	JEA Appointed	United Way Or	25.0	2017	0	United Way

Murphree, Wa	8651	JEA Brandy Bra	30401	JEA IBEW	Community He	241.4	2015	0	Community Health Charities
Murphree, Wa	8651	JEA Brandy Bra	30401	JEA Supervisor	Community He	4.0	2016	0	Community Health Charities
Murphree, Wa	8651	JEA Brandy Bra	30401	JEA Supervisor	Community He	80.8	2017	0	Community Health Charities
Murphree, Wa	8651	JEA Brandy Bra	30401	JEA Supervisor	Community He	71.6	2017	0	Community Health Charities
Murphree, Wa	8651	JEA Brandy Bra	30403	JEA IBEW	United Way	12.0	2013	0	United Way
Murphy-Roach	527	JEA Tower, 16t	40000	JEA Appointed	Community He	60.0	2013	0	Community Health Charities
Murphy-Roach	527	JEA Tower, 16t	40000	JEA Appointed	United Way	323.4	2013	0	United Way
Murray, Betty	1400	Customer Cent	40110	JEA Appointed	United Way	300.0	2013	0	United Way
Murray, Mark	1160	Customer Cent	A0500	JEA IBEW	United Way	2.0	2014	0	United Way
Murray, Mark	1160	Customer Cent	A0800	JEA IBEW	Community He	4.0	2016	0	Community Health Charities
Murray, Mark	1160	Customer Cent	A0800	JEA IBEW	Community He	26.0	2017	0	Community Health Charities
Murray, Mark	1160	Customer Cent	A0800	JEA IBEW	Community Se	87.2	2016	3	Community Service Leave
Murray, Mark	1160	Customer Cent	A0800	JEA IBEW	United Way	26.0	2013	0	United Way
Murray, Mark	1160	Customer Cent	A0800	JEA IBEW	United Way	24.0	2014	0	United Way
Murray, Mark	1160	Customer Cent	A0800	JEA IBEW	United Way	26.0	2015	0	United Way
Murray, Mark	1160	Customer Cent	A0800	JEA IBEW	United Way	26.0	2016	0	United Way
Murray, Mark	1160	Customer Cent	A0800	JEA IBEW	United Way	26.0	2017	0	United Way
Murrin, Denes	3681	KENNEDY PUM	30111	Professional En	Community Se	318.2	2014	8	Community Service Leave
Murrin, Denes	3681	KENNEDY PUM	30111	Professional En	Community Se	328.3	2015	8	Community Service Leave
Murzynsky, Jos	8757	Customer Cent	30801	JEA IBEW	Community He	62.4	2017	0	Community Health Charities
Murzynsky, Jos	8757	Customer Cent	30801	JEA IBEW	Community He	70.5	2017	0	Community Health Charities
Musah, Idris A	2641	Laboratory Ser	D0300	AFSCME	Community Se	133.2	2013	4	Community Service Leave
Musah, Idris A	2641	Laboratory Ser	D0300	AFSCME	Community Se	133.2	2014	4	Community Service Leave
Musah, Idris A	2641	Laboratory Ser	D0300	AFSCME	Community Se	266.5	2015	8	Community Service Leave
Musah, Idris A	2641	Laboratory Ser	D0300	AFSCME	Community Se	270.5	2016	8	Community Service Leave
Musah, Idris A	2641	NGS Northside	D0300	AFSCME	Community Se	277.3	2017	8	Community Service Leave
Musselwhite, J	9700	WW-RT, Core C	30140	LIUNA	Community He	6.0	2017	0	Community Health Charities
Musselwhite, J	9700	WW-RT, Core C	30140	LIUNA	Community He	25.0	2016	0	Community Health Charities
Musselwhite, J	9700	WW-RT, Core C	30140	LIUNA	Community Se	102.6	2016	6	Community Service Leave
Musselwhite, F	780	CSC Storeroom	A0411	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Musselwhite, F	780	CSC Storeroom	A0411	JEA Appointed	Community He	105.0	2017	0	Community Health Charities
Musselwhite, F	780	CSC Storeroom	A0411	JEA Appointed	Community Se	303.2	2016	8	Community Service Leave
Musselwhite, F	780	CSC Storeroom	A0411	JEA Appointed	United Way	66.0	2016	0	United Way
Musselwhite, F	780	Customer Cent	A0800	JEA Appointed	Community He	10.0	2017	0	Community Health Charities
Musselwhite, F	780	NGS Stores	A0412	JEA Appointed	United Way	130.0	2013	0	United Way
Musselwhite, F	780	NGS Stores	A0412	JEA Appointed	United Way	30.0	2014	0	United Way
Musta, Emiljan	9843	JEA Tower, 14t	C0200	JEA Appointed	Community Se	257.7	2017	8	Community Service Leave
Myers, James T	1656	JEA Tower, 10t	10220	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Myers, James T	1656	JEA Tower, 10t	10220	JEA Appointed	United Way	140.0	2016	0	United Way
Myers, James T	1656	JEA Tower, 10t	A0600	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Myers, James T	1656	JEA Tower, 10t	A0600	JEA Appointed	Community He	28.0	2016	0	Community Health Charities
Myers, James T	1656	JEA Tower, 10t	A0600	JEA Appointed	Community Se	183.0	2015	6	Community Service Leave
Myers, James T	1656	JEA Tower, 10t	A0600	JEA Appointed	Community Se	183.0	2016	3	Community Service Leave
Myers, James T	1656	JEA Tower, 10t	A0600	JEA Appointed	United Way	252.0	2014	0	United Way
Myers, James T	1656	JEA Tower, 10t	A0600	JEA Appointed	United Way	364.0	2015	0	United Way
Myers, James T	1656	JEA Tower, 10t	A0600	JEA Appointed	United Way	196.0	2016	0	United Way
Myers, James T	1656	JEA Tower, 11t	A0600	JEA Appointed	United Way	364.0	2013	0	United Way
Myers, James T	1656	JEA Tower, 11t	A0600	JEA Appointed	United Way	112.0	2014	0	United Way
Myrtolli, Lendi	9545	SJRPP Plant	00451	SJRPP Manage	Community Se	182.7	2015	8	Community Service Leave
Myrtolli, Lendi	9545	SJRPP Plant	00451	SJRPP Manage	Community Se	186.4	2016	8	Community Service Leave
Nasby, Donald	4553	CSC Commonw	40403	JEA Appointed	Community Se	83.2	2016	2	Community Service Leave
Nasby, Donald	4553	CSC Commonw	40403	JEA Appointed	United Way	130.0	2016	0	United Way
Nasby, Donald	4553	CSC Commonw	40403	JEA Appointed	United Way	35.0	2017	0	United Way
Nasby, Donald	4553	JEA Meter Rea	40400	JEA Appointed	United Way	130.0	2013	0	United Way
Nasby, Donald	4553	JEA Meter Rea	40400	JEA Appointed	United Way	35.0	2014	0	United Way
Nasby, Donald	4553	JEA Tower, 15t	40700	JEA Appointed	United Way	55.0	2014	0	United Way
Nasby, Donald	4553	JEA Tower, 7th	40700	JEA Appointed	United Way	40.0	2014	0	United Way
Nasby, Donald	4553	JEA Tower, 7th	40700	JEA Appointed	United Way	130.0	2015	0	United Way
Nealy, Stephan	8722	JEA Tower, 14t	C0400	JEA Appointed	Community Se	158.2	2015	4	Community Service Leave
Nealy, Stephan	8722	JEA Tower, 14t	C0400	JEA Appointed	Community Se	281.0	2016	7	Community Service Leave
Nealy, Stephan	8722	JEA Tower, 14t	C0400	JEA Appointed	Community Se	325.9	2017	8	Community Service Leave
Nechvatal, Dav	1463	CSC Commonw	40403	JEA Appointed	Community Se	108.4	2016	2	Community Service Leave
Nechvatal, Dav	1463	CSC Meter Sho	40402	JEA Appointed	United Way	102.0	2013	0	United Way
Nelson, Janice	916	JEA Tower, 14t	C0200	JEA Appointed	Community He	626.5	2017	0	Community Health Charities
Nelson, Janice	916	JEA Tower, 14t	C0200	JEA Appointed	Community He	554.8	2017	0	Community Health Charities
Nelson, Janice	916	JEA Tower, 14t	C0200	JEA Appointed	Community Se	608.2	2017	8	Community Service Leave
Nelson, Janice	916	JEA Tower, 14t	C0200	JEA Appointed	United Way	150.0	2016	0	United Way
Nelson, Janice	916	JEA Tower, 14t	C0200	JEA Appointed	United Way	1950.0	2017	0	United Way
Nelson, Janice	916	JEA Tower, 15t	C0200	JEA Appointed	Community He	520.0	2013	0	Community Health Charities
Nelson, Janice	916	JEA Tower, 15t	C0200	JEA Appointed	Community He	520.0	2014	0	Community Health Charities
Nelson, Janice	916	JEA Tower, 15t	C0200	JEA Appointed	Community He	520.0	2015	0	Community Health Charities

Nelson, Janice	916	JEA Tower, 15t	C0200	JEA Appointed	Community He	440.0	2016	0	Community Health Charities
Nelson, Janice	916	JEA Tower, 15t	C0200	JEA Appointed	Community Se	596.2	2014	8	Community Service Leave
Nelson, Janice	916	JEA Tower, 15t	C0200	JEA Appointed	Community Se	225.8	2015	8	Community Service Leave
Nelson, Janice	916	JEA Tower, 15t	C0200	JEA Appointed	Community Se	978.5	2016	8	Community Service Leave
Nelson, Janice	916	JEA Tower, 15t	C0200	JEA Appointed	United Way	1920.0	2013	0	United Way
Nelson, Janice	916	JEA Tower, 15t	C0200	JEA Appointed	United Way	1950.0	2014	0	United Way
Nelson, Janice	916	JEA Tower, 15t	C0200	JEA Appointed	United Way	1950.0	2015	0	United Way
Nelson, Janice	916	JEA Tower, 15t	C0200	JEA Appointed	United Way	1800.0	2016	0	United Way
Nelson, Leslie I	9525	JEA Tower, 7th	40301	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Nelson, Leslie I	9525	JEA Tower, 7th	40301	JEA Appointed	Community He	44.0	2016	0	Community Health Charities
Nelson, Leslie I	9525	JEA Tower, 7th	40301	JEA Appointed	Community He	6.0	2017	0	Community Health Charities
Nelson, Leslie I	9525	JEA Tower, 7th	40301	JEA Appointed	Community Se	110.4	2016	6	Community Service Leave
Nelson, Leslie I	9525	JEA Tower, 7th	40301	JEA Appointed	Community Se	276.1	2017	8	Community Service Leave
Nelson, Leslie I	9525	JEA Tower, 7th	40301	JEA Appointed	United Way	100.0	2015	0	United Way
Nelson, Leslie I	9525	JEA Tower, 7th	40301	JEA Appointed	United Way	168.0	2016	0	United Way
Nelson, Leslie I	9525	JEA Tower, 7th	40301	JEA Appointed	United Way	87.0	2017	0	United Way
Nelson, Marty	219	NGS Northside	30309	Professional En	Community He	20.0	2014	0	Community Health Charities
Nelson, Marty	219	NGS Northside	30309	Professional En	Community He	130.0	2015	0	Community Health Charities
Nelson, Marty	219	NGS Northside	30309	Professional En	Community He	130.0	2016	0	Community Health Charities
Nelson, Marty	219	NGS Northside	30309	Professional En	Community He	115.0	2017	0	Community Health Charities
Nelson, Marty	219	NGS Northside	30309	Professional En	Community Se	308.9	2013	8	Community Service Leave
Nelson, Marty	219	NGS Northside	30309	Professional En	Community Se	163.7	2017	4	Community Service Leave
Nelson, Patrici	2875	Laboratory Ser	D0300	AFSCME	Community Se	266.5	2013	8	Community Service Leave
Nelson, Patrici	2875	Laboratory Ser	D0300	AFSCME	Community Se	266.5	2014	8	Community Service Leave
Nelson, Paul W	6698	CSC Storeroom	A0411	JEA IBEW	Community Se	92.8	2016	4	Community Service Leave
Nelson, Paul W	6698	CSC Storeroom	A0411	JEA IBEW	Community Se	96.9	2017	4	Community Service Leave
Nelson, Paul W	6698	NGS Stores	A0412	JEA IBEW	Community Se	176.6	2014	8	Community Service Leave
Nelson, Ronald	1148	Laboratory Ser	D0300	JEA Supervisors	United Way	60.0	2013	0	United Way
Nesbitt, Justin	9072	Customer Cent	40110	AFSCME	Community Se	71.8	2015	4	Community Service Leave
Nessmith, Nan	2369	JEA Tower, 16t	A0000	JEA Appointed	Community He	390.0	2013	0	Community Health Charities
Nessmith, Nan	2369	JEA Tower, 16t	A0000	JEA Appointed	Community He	350.0	2014	0	Community Health Charities
Nessmith, Nan	2369	JEA Tower, 16t	A0000	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Nessmith, Nan	2369	JEA Tower, 16t	A0000	JEA Appointed	Community He	100.0	2016	0	Community Health Charities
Nessmith, Nan	2369	JEA Tower, 16t	A0000	JEA Appointed	Community Se	375.3	2013	13	Community Service Leave
Nessmith, Nan	2369	JEA Tower, 16t	A0000	JEA Appointed	Community Se	173.2	2014	6	Community Service Leave
Nessmith, Nan	2369	JEA Tower, 16t	A0000	JEA Appointed	Community Se	87.5	2015	3	Community Service Leave
Nessmith, Nan	2369	JEA Tower, 16t	A0000	JEA Appointed	United Way	590.0	2013	0	United Way
Nessmith, Nan	2369	JEA Tower, 16t	A0000	JEA Appointed	United Way	930.0	2014	0	United Way
Nessmith, Nan	2369	JEA Tower, 16t	A0000	JEA Appointed	United Way	1014.0	2015	0	United Way
Nessmith, Nan	2369	JEA Tower, 16t	A0000	JEA Appointed	United Way	780.0	2016	0	United Way
Nettles, Arthur	2899	Ridenour Train	30136	JEA Appointed	Community He	10.0	2017	0	Community Health Charities
Nettles, Arthur	2899	WW-RT, Core C	30134	JEA Appointed	Community He	100.0	2014	0	Community Health Charities
Nettles, Arthur	2899	WW-RT, Core C	30134	JEA Appointed	Community He	550.0	2015	0	Community Health Charities
Nettles, Arthur	2899	WW-RT, Core C	30134	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
Nettles, Arthur	2899	WW-RT, Core C	30134	JEA Appointed	Community He	220.0	2017	0	Community Health Charities
Nettles, Arthur	2899	WW-RT, Core C	30134	JEA Appointed	United Way	520.0	2013	0	United Way
Nettles, Arthur	2899	WW-RT, Core C	30134	JEA Appointed	United Way	120.0	2014	0	United Way
Neumann, Kim	8852	Laboratory Ser	D0100	Professional En	Community Se	62.4	2016	2.5	Community Service Leave
Neumann, Kim	8852	Laboratory Ser	D0200	Professional En	Community Se	153.9	2013	6	Community Service Leave
Neumann, Kim	8852	Laboratory Ser	D0200	Professional En	Community Se	191.0	2014	7	Community Service Leave
Neumann, Kim	8852	Laboratory Ser	D0200	Professional En	Community Se	121.2	2015	4	Community Service Leave
Neumann, Kim	8852	Laboratory Ser	D0300	Professional En	Community Se	93.6	2016	2.5	Community Service Leave
Neumann, Kim	8852	Laboratory Ser	D0300	Professional En	Community Se	218.4	2017	7	Community Service Leave
Neupane, Pran	7930	JEA Tower, 10t	10200	JEA Appointed	Community He	30.0	2017	0	Community Health Charities
Neupane, Pran	7930	JEA Tower, 10t	10200	JEA Appointed	United Way	30.0	2017	0	United Way
Neupane, Pran	7930	JEA Tower, 10t	10210	JEA Appointed	Community He	20.0	2014	0	Community Health Charities
Neupane, Pran	7930	JEA Tower, 10t	10210	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Neupane, Pran	7930	JEA Tower, 10t	10210	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Neupane, Pran	7930	JEA Tower, 10t	10210	JEA Appointed	Community He	100.0	2017	0	Community Health Charities
Neupane, Pran	7930	JEA Tower, 10t	10210	JEA Appointed	Community Se	207.5	2016	4	Community Service Leave
Neupane, Pran	7930	JEA Tower, 10t	10210	JEA Appointed	Community Se	415.0	2017	8	Community Service Leave
Neupane, Pran	7930	JEA Tower, 10t	10210	JEA Appointed	United Way	85.0	2014	0	United Way
Neupane, Pran	7930	JEA Tower, 10t	10210	JEA Appointed	United Way	130.0	2015	0	United Way
Neupane, Pran	7930	JEA Tower, 10t	10210	JEA Appointed	United Way	130.0	2016	0	United Way
Neupane, Pran	7930	JEA Tower, 10t	10210	JEA Appointed	United Way	100.0	2017	0	United Way
Neupane, Pran	7930	JEA Tower, 11t	10210	JEA Appointed	United Way	15.0	2014	0	United Way
Neupane, Pran	7930	JEA Tower, 11t	10210	Professional En	United Way	130.0	2013	0	United Way
Neupane, Pran	7930	JEA Tower, 11t	10210	Professional En	United Way	30.0	2014	0	United Way
Newcomb, And	8820	WW-RT, South	30131	LIUNA	Community He	40.0	2014	0	Community Health Charities
Newcomb, And	8820	WW-RT, South	30131	LIUNA	Community He	220.0	2015	0	Community Health Charities
Newcomb, And	8820	WW-RT, South	30131	LIUNA	Community He	8.0	2016	0	Community Health Charities

Newcomb, And	8820	WW-RT, South	30131	LIUNA	Community He	52.0	2017	0	Community Health Charities
Newcomb, And	8820	WW-RT, South	30131	LIUNA	United Way	38.0	2017	0	United Way
Newman, Marc	9875	W&S Wastewa	30607	LIUNA	Community He	34.0	2017	0	Community Health Charities
Newman, Marc	9875	W&S Wastewa	30607	LIUNA	Community He	16.5	2017	0	Community Health Charities
Newton-Green	9748	Customer Cent	A0501	AFSCME	Community He	8.0	2016	0	Community Health Charities
Newton-Green	9748	Customer Cent	A0501	AFSCME	Community He	52.0	2017	0	Community Health Charities
Nguyen, Duy-A	8919	JEA Tower, 13t	B0400	JEA Temporary	Community Se	353.8	2013	8	Community Service Leave
Nichols, Daniel	6036	W&S Treatmer	30136	LIUNA	Community He	40.0	2014	0	Community Health Charities
Nichols, Daniel	6036	W&S Treatmer	30136	LIUNA	Community He	220.0	2015	0	Community Health Charities
Nichols, Daniel	6036	W&S Treatmer	30136	LIUNA	United Way	500.0	2013	0	United Way
Nichols, Daniel	6036	W&S Treatmer	30136	LIUNA	United Way	500.0	2014	0	United Way
Nichols, Daniel	6036	W&S Treatmer	30136	LIUNA	United Way	480.8	2015	0	United Way
Nichols, David	472	SSC Southside	30704	JEA IBEW	United Way Or	254.4	2017	0	United Way
Nichols, Huber	473	SOCC	40307	JEA IBEW	Community He	80.0	2013	0	Community Health Charities
Nichols, Huber	473	SOCC	40307	JEA IBEW	Community He	440.0	2014	0	Community Health Charities
Nichols, Huber	473	SOCC	40307	JEA IBEW	Community Se	317.0	2017	0	Community Service Leave
Nichols, Huber	473	SOCC	40307	JEA IBEW	United Way	260.0	2013	0	United Way
Nichols, Huber	473	SOCC	40307	JEA IBEW	United Way	260.0	2014	0	United Way
Nichols, Huber	473	SOCC	40307	JEA IBEW	United Way	260.0	2015	0	United Way
Nichols, Huber	473	SOCC	40307	JEA IBEW	United Way	260.0	2016	0	United Way
Nichols, Huber	473	SOCC	40307	JEA IBEW	United Way	260.0	2017	0	United Way
Nichols, Vicki D	9937	JEA Tower, 12t	ZE000	JEA Appointed	Community He	100.0	2017	0	Community Health Charities
Nicklus, Paul W	2363	SOCC	40308	LIUNA	United Way	17.0	2013	0	United Way
Nikkola, Kenne	8207	NGS Northside	30300	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Nikkola, Kenne	8207	NGS Northside	30300	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Nikkola, Kenne	8207	NGS Northside	30300	JEA IBEW	Community He	115.0	2017	0	Community Health Charities
Nikkola, Kenne	8207	NGS Northside	30300	JEA IBEW	Community Se	264.6	2014	8	Community Service Leave
Nikkola, Kenne	8207	NGS Northside	30300	JEA IBEW	Community Se	272.6	2015	8	Community Service Leave
Nikkola, Kenne	8207	NGS Northside	30300	JEA IBEW	United Way	100.0	2014	0	United Way
Nikkola, Kenne	8207	NGS Northside	30300	JEA IBEW	United Way	130.0	2015	0	United Way
Nikkola, Kenne	8207	NGS Northside	30300	JEA IBEW	United Way	130.0	2016	0	United Way
Nikkola, Kenne	8207	NGS Northside	30300	JEA IBEW	United Way	130.0	2017	0	United Way
Ninos, Spyritho	9529	SSC Southside	30706	JEA Supervisor	Community Se	200.4	2015	8	Community Service Leave
Ninos, Spyritho	9529	SSC Southside	30706	JEA Supervisor	United Way Or	25.7	2017	0	United Way
Nixon, Darnell	9829	Customer Cent	20203	LIUNA	Community Se	60.8	2017	3	Community Service Leave
Nolan, Richard	8714	NGS Northside	30205	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Nolan, Richard	8714	NGS Northside	30205	JEA IBEW	Community He	44.0	2016	0	Community Health Charities
Nolan, Richard	8714	NGS Northside	30205	JEA IBEW	United Way	12.0	2013	0	United Way
Noland, Shann	4318	JEA Tower, 8th	D0400	JEA Supervisor	Community Se	156.7	2014	6	Community Service Leave
Noland, Shann	4318	JEA Tower, 8th	D0400	JEA Supervisor	Community Se	219.4	2017	4	Community Service Leave
Norse, David M	3040	JEA Tower, 8th	D0201	Professional En	Community Se	241.1	2015	8	Community Service Leave
Norse, David M	3040	JEA Tower, 8th	D0201	Professional En	United Way	52.0	2013	0	United Way
Norse, David M	3040	JEA Tower, 8th	D0201	Professional En	United Way	52.0	2014	0	United Way
Norse, David M	3040	JEA Tower, 8th	D0201	Professional En	United Way	52.0	2015	0	United Way
Norse, David M	3040	JEA Tower, 8th	D0201	Professional En	United Way	16.0	2016	0	United Way
Norse, David M	3040	JEA Tower, 8th	D0202	Professional En	Community He	112.5	2016	0	Community Health Charities
Norse, David M	3040	JEA Tower, 8th	D0202	Professional En	Community Se	95.3	2016	3	Community Service Leave
Norse, David M	3040	JEA Tower, 8th	D0202	Professional En	United Way	36.0	2016	0	United Way
Norse, David M	3040	JEA Tower, 8th	D0202	Professional En	United Way	52.0	2017	0	United Way
Norse, John W	1146	JEA Tower, 9th	20411	JEA Appointed	United Way	230.0	2013	0	United Way
Norse, John W	1146	JEA Tower, 9th	20411	JEA Appointed	United Way	160.0	2014	0	United Way
Norse, John W	1146	JEA Tower, 9th	20411	JEA Appointed	United Way	130.0	2015	0	United Way
Norse, John W	1146	JEA Tower, 9th	20411	JEA Appointed	United Way	130.0	2016	0	United Way
Norse, John W	1146	JEA Tower, 9th	20411	JEA Appointed	United Way	35.0	2017	0	United Way
Norton, Sean M	9122	Customer Cent	40110	AFSCME	Community He	10.0	2013	0	Community Health Charities
Norton, Sean M	9122	Customer Cent	40110	AFSCME	United Way	40.0	2015	0	United Way
Norton, Sean M	9122	Customer Cent	40110	AFSCME	United Way	109.0	2016	0	United Way
Norton, Sean M	9122	Customer Cent	40110	AFSCME	United Way	35.0	2017	0	United Way
Novak, Brian K	7814	JEA Tower, 7th	40000	JEA Appointed	Community Se	189.0	2014	4	Community Service Leave
Novak, Brian K	7814	JEA Tower, 7th	40000	JEA Appointed	United Way	1000.4	2013	0	United Way
Novak, Brian K	7814	JEA Tower, 7th	40000	JEA Appointed	United Way	1000.2	2014	0	United Way
Novak, Brian K	7814	JEA Tower, 7th	40000	JEA Appointed	United Way	192.4	2015	0	United Way
Nungester, Dar	9032	NGS Northside	30202	JEA IBEW	United Way	30.0	2016	0	United Way
Nungester, Dar	9032	NGS Northside	30309	JEA IBEW	Community He	15.0	2017	0	Community Health Charities
Nungester, Dar	9032	NGS Northside	30309	JEA IBEW	United Way	65.0	2016	0	United Way
Nungester, Dar	9032	NGS Northside	30309	JEA IBEW	United Way	130.0	2017	0	United Way
Nyman, Andrev	1920	SOCC	40308	JEA Supervisor	United Way	260.0	2013	0	United Way
Nyman, Andrev	1920	SOCC	40308	JEA Supervisor	United Way	260.0	2014	0	United Way
Nyman, Andrev	1920	SOCC	40308	JEA Supervisor	United Way	260.0	2015	0	United Way
Nyman, Andrev	1920	SOCC	40308	JEA Supervisor	United Way	260.0	2016	0	United Way
Nyman, Andrev	1920	SOCC	40308	JEA Supervisor	United Way	260.0	2017	0	United Way

O'Steen, James	2272	SOCC	40308	JEA Supervisor	United Way	12.0	2013	0	United Way
Oakes, Beverly	380	JEA Tower, 13t	B0600	Professional Er	Community Se	573.2	2013	12	Community Service Leave
Oakes, Beverly	380	JEA Tower, 13t	B0600	Professional Er	United Way	560.0	2013	0	United Way
Obermeyer, Ja	9048	JEA Tower, 6th	A0200	JEA Manageria	Community He	40.0	2015	0	Community Health Charities
Obermeyer, Ja	9048	JEA Tower, 6th	A0200	JEA Manageria	Community He	260.0	2016	0	Community Health Charities
Obermeyer, Ja	9048	JEA Tower, 6th	A0200	JEA Manageria	Community He	260.0	2017	0	Community Health Charities
Obermeyer, Ja	9048	JEA Tower, 6th	A0200	JEA Manageria	Community Se	160.6	2016	8	Community Service Leave
Odell, Johnny K	103	SJRPP Plant	00437	SJRPP Manage	United Way	52.0	2013	0	United Way
Odell, Johnny K	103	SJRPP Plant	00437	SJRPP Manage	United Way	52.0	2014	0	United Way
Odell, Johnny K	103	SJRPP Plant	00437	SJRPP Manage	United Way	12.0	2015	0	United Way
Oellerich, Kriss	6355	CSC Commonw	40403	JEA IBEW	United Way	38.0	2014	0	United Way
Oellerich, Kriss	6355	CSC Commonw	40403	JEA IBEW	United Way	52.0	2015	0	United Way
Oellerich, Kriss	6355	CSC Commonw	40403	JEA IBEW	United Way	52.0	2016	0	United Way
Oellerich, Kriss	6355	CSC Commonw	40403	JEA IBEW	United Way	52.0	2017	0	United Way
Oellerich, Kriss	6355	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Oellerich, Kriss	6355	CSC Meter Sho	40402	JEA IBEW	United Way	14.0	2014	0	United Way
Oellerich, Kryst	1020	Customer Cent	40110	AFSCME	Community He	16.0	2013	0	Community Health Charities
Oellerich, Kryst	1020	Customer Cent	40110	AFSCME	Community He	88.0	2014	0	Community Health Charities
Oellerich, Kryst	1020	Customer Cent	40110	AFSCME	Community He	8.0	2016	0	Community Health Charities
Oellerich, Kryst	1020	Customer Cent	40110	AFSCME	Community He	52.0	2017	0	Community Health Charities
Oellerich, Kryst	1020	Customer Cent	40110	AFSCME	United Way	26.0	2013	0	United Way
Oellerich, Kryst	1020	Customer Cent	40110	AFSCME	United Way	26.0	2014	0	United Way
Oellerich, Kryst	1020	Customer Cent	40110	AFSCME	United Way	26.0	2015	0	United Way
Oellerich, Kryst	1020	Customer Cent	40110	AFSCME	United Way	45.0	2016	0	United Way
Oellerich, Kryst	1020	Customer Cent	40110	AFSCME	United Way	52.0	2017	0	United Way
Olan Diaz, Rayn	2634	CSC Commonw	30702	JEA IBEW	Community He	40.0	2013	0	Community Health Charities
Olan Diaz, Rayn	2634	CSC Commonw	30702	JEA IBEW	Community He	240.0	2014	0	Community Health Charities
Olan Diaz, Rayn	2634	CSC Commonw	30702	JEA IBEW	Community He	130.0	2015	0	Community Health Charities
Olan Diaz, Rayn	2634	CSC Commonw	30702	JEA IBEW	Community He	150.0	2016	0	Community Health Charities
Olan Diaz, Rayn	2634	CSC Commonw	30702	JEA IBEW	Community He	260.0	2017	0	Community Health Charities
Olan Diaz, Rayn	2634	CSC Commonw	30702	JEA IBEW	United Way	95.0	2017	0	United Way
Opland, Consta	9199	JEA Tower, 5th	30137	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
Opland, Consta	9199	JEA Tower, 5th	30137	JEA IBEW	Community Se	107.6	2017	4	Community Service Leave
Opland, Consta	9199	JEA Tower, 5th	30137	JEA IBEW	United Way	8.0	2017	0	United Way
Opland, Consta	9199	JEA Tower, 5th	30137	JEA IBEW	United Way Or	95.3	2017	0	United Way
Opland, Consta	9199	JEA Tower, 5th	ZW000	JEA IBEW	Community He	4.0	2014	0	Community Health Charities
Opland, Consta	9199	JEA Tower, 5th	ZW000	JEA IBEW	Community He	52.0	2015	0	Community Health Charities
Opland, Consta	9199	JEA Tower, 5th	ZW000	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Opland, Consta	9199	JEA Tower, 5th	ZW000	JEA IBEW	Community He	6.0	2017	0	Community Health Charities
Opland, Consta	9199	JEA Tower, 5th	ZW000	JEA IBEW	Community Se	155.4	2015	6.5	Community Service Leave
Opland, Consta	9199	JEA Tower, 5th	ZW000	JEA IBEW	Community Se	76.8	2016	7	Community Service Leave
Opland, Consta	9199	JEA Tower, 5th	ZW000	JEA IBEW	United Way	38.0	2016	0	United Way
Opland, Consta	9199	JEA Tower, 5th	ZW000	JEA IBEW	United Way	6.0	2017	0	United Way
Opland, Consta	9199	Ridenour Train	ZW000	JEA IBEW	Community He	4.0	2014	0	Community Health Charities
Opland, Consta	9199	Ridenour Train	ZW000	JEA IBEW	Community Se	83.7	2014	4.5	Community Service Leave
Orfano, Joseph	9368	JEA Tower, 14t	C0100	JEA Appointed	Community Se	297.9	2016	4	Community Service Leave
Orfano, Joseph	9368	JEA Tower, 14t	C0100	JEA Appointed	Community Se	595.8	2017	8	Community Service Leave
Orfano, Joseph	9368	JEA Tower, 14t	C0100	JEA Appointed	United Way	769.4	2015	0	United Way
Orfano, Joseph	9368	JEA Tower, 14t	C0100	JEA Appointed	United Way	1000.2	2016	0	United Way
Orfano, Joseph	9368	JEA Tower, 14t	C0100	JEA Appointed	United Way	1000.2	2017	0	United Way
Orlandi, Peter	9016	WSC Westside	20203	LIUNA	Community Se	87.4	2017	4	Community Service Leave
Orozco, Alejan	9015	W&S Wastewa	30602	LIUNA	Community He	79.2	2017	0	Community Health Charities
Orozco, Alejan	9015	W&S Wastewa	30602	LIUNA	Community He	63.9	2017	0	Community Health Charities
Ortiz, Edgar A	553	SSC Southside	30705	JEA Supervisor	Community He	32.0	2013	0	Community Health Charities
Ortiz, Edgar A	553	SSC Southside	30705	JEA Supervisor	Community He	176.0	2014	0	Community Health Charities
Ortiz, Edgar A	553	SSC Southside	30705	JEA Supervisor	Community He	15.0	2017	0	Community Health Charities
Ortiz, Edgar A	553	SSC Southside	30705	JEA Supervisor	United Way	52.0	2013	0	United Way
Ortiz, Edgar A	553	SSC Southside	30705	JEA Supervisor	United Way	52.0	2014	0	United Way
Ortiz, Edgar A	553	SSC Southside	30705	JEA Supervisor	United Way	52.0	2015	0	United Way
Ortiz, Edgar A	553	SSC Southside	30705	JEA Supervisor	United Way	14.0	2016	0	United Way
Osborne, Charl	1392	SOCC	40307	JEA Supervisor	United Way	130.0	2013	0	United Way
Osborne, Charl	1392	SOCC	40307	JEA Supervisor	United Way	130.0	2014	0	United Way
Osborne, Charl	1392	SOCC	40307	JEA Supervisor	United Way	130.0	2015	0	United Way
Osborne, Charl	1392	SOCC	40307	JEA Supervisor	United Way	70.0	2016	0	United Way
Osborne, Jimm	2429	WW-RT, South	30131	LIUNA	Community He	8.0	2016	0	Community Health Charities
Osborne, Jimm	2429	WW-RT, South	30131	LIUNA	Community He	46.0	2017	0	Community Health Charities
Osborne, Jimm	2429	WW-RT, South	30131	LIUNA	Community Se	162.6	2016	5	Community Service Leave
Osborne, Jimm	2429	WW-RT, South	30131	LIUNA	United Way	52.0	2013	0	United Way
Osborne, Jimm	2429	WW-RT, South	30131	LIUNA	United Way	52.0	2014	0	United Way
Osborne, Jimm	2429	WW-RT, South	30131	LIUNA	United Way	52.0	2015	0	United Way
Osborne, Jimm	2429	WW-RT, South	30131	LIUNA	United Way	52.0	2016	0	United Way

Osborne, Jimm	2429	WW-RT, South	30131	LIUNA	United Way	52.0	2017	0	United Way
Osetkowski, St	2099	W&S Treatmer	30122	LIUNA	United Way	26.0	2013	0	United Way
Osetkowski, St	2099	W&S Treatmer	30122	LIUNA	United Way	6.0	2014	0	United Way
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	Community He	130.0	2013	0	Community Health Charities
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	Community He	130.0	2014	0	Community Health Charities
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	Community Se	1001.5	2013	24	Community Service Leave
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	Community Se	353.9	2015	8	Community Service Leave
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	Community Se	442.7	2016	8	Community Service Leave
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	United Way	1560.0	2013	0	United Way
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	United Way	1560.0	2014	0	United Way
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	United Way	1560.0	2015	0	United Way
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	United Way	1607.7	2016	0	United Way
Osner, Blake M	5861	Customer Cent	A0103	JEA Appointed	United Way	1560.0	2017	0	United Way
Otto, Victoria L	9698	JEA Tower, 8th	D0400	Professional En	Community Se	98.9	2017	4	Community Service Leave
Otto, Victoria L	9698	Laboratory Ser	D0300	AFSCME	Community He	10.0	2016	0	Community Health Charities
Otto, Victoria L	9698	Laboratory Ser	D0300	AFSCME	Community Se	130.1	2016	8	Community Service Leave
Ottomeyer, Ma	612	JEA Tower, 10t	20410	JEA Supervisor	United Way	18.0	2013	0	United Way
Ottomeyer, Ma	612	JEA Tower, 10t	20413	JEA Supervisor	United Way	34.0	2013	0	United Way
Ottomeyer, Ma	612	JEA Tower, 10t	20413	JEA Supervisor	United Way	52.0	2014	0	United Way
Ottomeyer, Ma	612	JEA Tower, 10t	20413	JEA Supervisor	United Way	32.0	2015	0	United Way
Owen, David M	2990	WW-RT, Core C	30140	LIUNA	United Way	100.0	2014	0	United Way
Owen, David M	2990	WW-RT, Core C	30140	LIUNA	United Way	130.0	2015	0	United Way
Owen, David M	2990	WW-RT, Core C	30140	LIUNA	United Way	130.0	2016	0	United Way
Owen, David M	2990	WW-RT, Core C	30140	LIUNA	United Way	130.0	2017	0	United Way
Owens, Donell	646	JEA Tower, 11t	40230	JEA IBEW	United Way	35.0	2017	0	United Way
Owens, Donell	646	JEA Tower, 11t	40230	JEA Manageria	United Way	75.0	2017	0	United Way
Owens, Donell	646	JEA Tower, 11t	40230	JEA Supervisor	United Way	15.0	2016	0	United Way
Owens, Donell	646	JEA Tower, 4th	40230	JEA Supervisor	United Way	130.0	2013	0	United Way
Owens, Donell	646	JEA Tower, 4th	40230	JEA Supervisor	United Way	40.0	2014	0	United Way
Owens, Donell	646	JEA Tower, 9th	40230	JEA Supervisor	United Way	90.0	2014	0	United Way
Owens, Donell	646	JEA Tower, 9th	40230	JEA Supervisor	United Way	130.0	2015	0	United Way
Owens, Donell	646	JEA Tower, 9th	40230	JEA Supervisor	United Way	115.0	2016	0	United Way
Owens, Gregor	5045	Customer Cent	40110	JEA Appointed	Community Se	244.3	2013	7	Community Service Leave
Owens, Gregor	5045	Customer Cent	40110	JEA Appointed	Community Se	279.2	2014	8	Community Service Leave
Owens, Gregor	5045	Customer Cent	40110	JEA Appointed	Community Se	279.2	2015	8	Community Service Leave
Owens, Gregor	5045	Customer Cent	40110	JEA Appointed	Community Se	286.2	2016	8	Community Service Leave
Owens, Gregor	5045	Customer Cent	40110	JEA Appointed	Community Se	301.3	2017	8	Community Service Leave
Owens, Gregor	5045	Customer Cent	40110	JEA Appointed	United Way	769.4	2014	0	United Way
Owens, Gregor	5045	Customer Cent	40110	JEA Appointed	United Way	1061.2	2015	0	United Way
Owens, Gregor	5045	Customer Cent	40110	JEA Appointed	United Way	886.9	2016	0	United Way
Owens, Gregor	5045	Customer Cent	40110	JEA Appointed	United Way Or	100.0	2017	0	United Way
Owens, Gregor	5045	Customer Cent	40110	JEA Appointed	United Way Special Inputs		2015	0	United Way
Owens, Katura	6782	JEA Tower, 13t	20700	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
Owens, Katura	6782	JEA Tower, 13t	20700	JEA Appointed	Community He	230.0	2017	0	Community Health Charities
Owens, Katura	6782	JEA Tower, 13t	20700	JEA Appointed	Community Se	393.3	2015	8	Community Service Leave
Owens, Katura	6782	JEA Tower, 13t	20700	JEA Appointed	Community Se	402.2	2016	8	Community Service Leave
Owens, Katura	6782	JEA Tower, 13t	20700	JEA Appointed	United Way	600.0	2015	0	United Way
Owens, Katura	6782	JEA Tower, 13t	20700	JEA Appointed	United Way	906.5	2016	0	United Way
Owens, Katura	6782	JEA Tower, 13t	20700	JEA Appointed	United Way	1000.4	2017	0	United Way
Owens, Katura	6782	JEA Tower, 13t	20700	Professional En	Community Se	220.1	2014	5	Community Service Leave
Owens, Katura	6782	JEA Tower, 13t	20700	Professional En	United Way	650.0	2013	0	United Way
Owens, Katura	6782	JEA Tower, 13t	20700	Professional En	United Way	650.0	2014	0	United Way
Owens, Katura	6782	JEA Tower, 13t	20700	Professional En	United Way	50.0	2015	0	United Way
Owens, Regina	328	NGS Stores	A0412	JEA IBEW	Community Se	304.3	2014	11	Community Service Leave
Owens, Veroni	1023	JEA Tower, 11t	10230	JEA Supervisor	United Way	52.0	2013	0	United Way
Owens, Veroni	1023	JEA Tower, 11t	10230	JEA Supervisor	United Way	20.0	2014	0	United Way
Owens, Veroni	1023	JEA Tower, 4th	10230	JEA Supervisor	United Way	10.0	2014	0	United Way
Owens, Veroni	1023	JEA Tower, 4th	20201	JEA Supervisor	Community He	20.0	2015	0	Community Health Charities
Owens, Veroni	1023	JEA Tower, 4th	20201	JEA Supervisor	Community He	110.0	2016	0	Community Health Charities
Owens, Veroni	1023	JEA Tower, 4th	20201	JEA Supervisor	United Way	22.0	2014	0	United Way
Owens, Veroni	1023	JEA Tower, 4th	20201	JEA Supervisor	United Way	52.0	2015	0	United Way
Owens, Veroni	1023	JEA Tower, 4th	20201	JEA Supervisor	United Way	109.0	2016	0	United Way
Owens, Veroni	1023	JEA Tower, 4th	20201	JEA Supervisor	United Way	130.0	2017	0	United Way
Padgett, Jonatl	9538	WW-RT, Core C	30134	LIUNA	Community He	42.0	2016	0	Community Health Charities
Padgett, Jonatl	9538	WW-RT, Core C	30134	LIUNA	Community He	5.0	2017	0	Community Health Charities
Padgett, Jonatl	9538	WW-RT, Core C	30140	LIUNA	Community He	8.0	2015	0	Community Health Charities
Padgett, Jonatl	9538	WW-RT, Core C	30140	LIUNA	Community He	2.0	2016	0	Community Health Charities
Palmer, Jonath	9073	JEA Tower, 7th	40303	AFSCME	Community He	20.0	2013	0	Community Health Charities

Palmer, Jonath	9073	JEA Tower, 7th	40303	AFSCME	Community He	31.8	2015	0	Community Health Charities
Pamplin, Kevin	4814	CSC Meter Sho	40402	JEA IBEW	United Way	40.0	2013	0	United Way
Pamplin, Kevin	4814	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2014	0	United Way
Pamplin, Kevin	4814	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2015	0	United Way
Pamplin, Kevin	4814	CSC Meter Sho	40402	JEA IBEW	United Way	14.0	2016	0	United Way
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	Community He	10.0	2013	0	Community Health Charities
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	Community He	4.0	2014	0	Community Health Charities
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	Community He	26.0	2015	0	Community Health Charities
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	Community He	22.0	2016	0	Community Health Charities
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	Community He	10.0	2016	0	Community Health Charities
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	Community Se	284.5	2015	8	Community Service Leave
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	Community Se	215.8	2016	5.5	Community Service Leave
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	United Way	52.0	2013	0	United Way
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	United Way	52.0	2014	0	United Way
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	United Way	52.0	2015	0	United Way
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	United Way	52.0	2016	0	United Way
Papa, Henry I	5841	Customer Cent	30801	JEA Supervisor	United Way	14.0	2017	0	United Way
Papa, Jowie F	467	JEA Tower, 11t	10230	Professional En	Community He	20.0	2013	0	Community Health Charities
Papa, Jowie F	467	JEA Tower, 11t	10230	Professional En	Community He	50.0	2014	0	Community Health Charities
Papa, Jowie F	467	JEA Tower, 11t	10230	Professional En	United Way	52.0	2013	0	United Way
Papa, Jowie F	467	JEA Tower, 11t	10230	Professional En	United Way	20.0	2014	0	United Way
Papa, Jowie F	467	JEA Tower, 4th	10230	Professional En	Community He	80.0	2014	0	Community Health Charities
Papa, Jowie F	467	JEA Tower, 4th	10230	Professional En	Community He	118.0	2015	0	Community Health Charities
Papa, Jowie F	467	JEA Tower, 4th	10230	Professional En	Community He	44.0	2016	0	Community Health Charities
Papa, Jowie F	467	JEA Tower, 4th	10230	Professional En	United Way	32.0	2014	0	United Way
Papa, Jowie F	467	JEA Tower, 4th	10230	Professional En	United Way	52.0	2015	0	United Way
Papa, Jowie F	467	JEA Tower, 4th	10230	Professional En	United Way	52.0	2016	0	United Way
Papa, Jowie F	467	JEA Tower, 4th	10230	Professional En	United Way	52.0	2017	0	United Way
Pappy, Bruce J	2155	WW-RT, South	30131	LIUNA	Community He	20.0	2014	0	Community Health Charities
Pappy, Bruce J	8688	WW/RT, North	30132	LIUNA	Community He	20.0	2013	0	Community Health Charities
Pappy, Bruce J	8688	WW/RT, North	30132	LIUNA	Community He	20.0	2014	0	Community Health Charities
Pappy, Bruce J	8688	WW/RT, North	30132	LIUNA	Community Se	237.3	2015	8	Community Service Leave
Pappy, Dallas R	8113	WW-RT, West	30135	LIUNA	Community He	24.0	2013	0	Community Health Charities
Pappy, Dallas R	8113	WW-RT, West	30135	LIUNA	Community He	152.0	2014	0	Community Health Charities
Pappy, Dallas R	8113	WW-RT, West	30135	LIUNA	Community He	110.0	2015	0	Community Health Charities
Para, P G (Bud	627	JEA Tower, 16t	E0000	JEA Appointed	Community He	248.0	2013	0	Community Health Charities
Para, P G (Bud	627	JEA Tower, 16t	E0000	JEA Appointed	Community He	182.0	2014	0	Community Health Charities
Para, P G (Bud	627	JEA Tower, 16t	E0000	JEA Appointed	Community He	140.0	2015	0	Community Health Charities
Para, P G (Bud	627	JEA Tower, 16t	E0000	JEA Appointed	United Way	2800.0	2013	0	United Way
Para, P G (Bud	627	JEA Tower, 16t	E0000	JEA Appointed	United Way	3556.9	2014	0	United Way
Para, P G (Bud	627	JEA Tower, 16t	E0000	JEA Appointed	United Way	2392.9	2015	0	United Way
Para, P G (Bud	627	JEA Tower, 16t	E0000	JEA Appointed	United Way Special Inputs		2015	0	United Way
Paratore, Nich	8118	WW-RT, Core C	30140	LIUNA	Community He	8.0	2016	0	Community Health Charities
Paratore, Nich	8118	WW-RT, Core C	30140	LIUNA	Community He	61.0	2017	0	Community Health Charities
Park, Russell J	6181	Customer Cent	30902	Professional En	Community Se	165.1	2013	4	Community Service Leave
Park, Russell J	6181	Customer Cent	30902	Professional En	Community Se	167.7	2014	4	Community Service Leave
Park, Russell J	6181	Customer Cent	30902	Professional En	Community Se	340.5	2015	8	Community Service Leave
Parker, Donna	5691	JEA Tower, 7th	40302	JEA Appointed	Community He	110.0	2013	0	Community Health Charities
Parker, Donna	5691	JEA Tower, 7th	40302	JEA Appointed	Community He	20.0	2014	0	Community Health Charities
Parker, Donna	5691	JEA Tower, 7th	40302	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Parker, Donna	5691	JEA Tower, 7th	40302	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Parker, Donna	5691	JEA Tower, 7th	40302	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Parker, Donna	5691	JEA Tower, 7th	40302	JEA Appointed	Community Se	113.6	2015	3	Community Service Leave
Parker, Donna	5691	JEA Tower, 7th	40302	JEA Appointed	United Way	130.0	2013	0	United Way
Parker, Donna	5691	JEA Tower, 7th	40302	JEA Appointed	United Way	130.0	2014	0	United Way
Parker, Donna	5691	JEA Tower, 7th	40302	JEA Appointed	United Way	130.0	2015	0	United Way
Parker, Donna	5691	JEA Tower, 7th	40302	JEA Appointed	United Way	130.0	2016	0	United Way
Parker, Donna	5691	JEA Tower, 7th	40302	JEA Appointed	United Way	130.0	2017	0	United Way
Parker, Josh E	2177	JEA Tower, 4th	20500	JEA Appointed	United Way	100.0	2017	0	United Way
Parker, Josh E	2177	W&S Wastewa	30604	JEA Appointed	Community Se	191.6	2017	0	Community Service Leave
Parker, Josh E	2177	W&S Wastewa	30604	JEA Appointed	United Way	260.0	2013	0	United Way
Parker, Josh E	2177	W&S Wastewa	30604	JEA Appointed	United Way	260.0	2014	0	United Way
Parker, Josh E	2177	W&S Wastewa	30604	JEA Appointed	United Way	260.0	2015	0	United Way
Parker, Josh E	2177	W&S Wastewa	30604	JEA Appointed	United Way	260.0	2016	0	United Way
Parker, Josh E	2177	W&S Wastewa	30604	JEA Appointed	United Way	160.0	2017	0	United Way
Parker, Kyle Ac	9332	SJRPP Plant	00461	SJRPP Manage	Community Se	152.9	2014	6	Community Service Leave
Parker, Rachea	9123	Customer Cent	40110	AFSCME	Community He	10.0	2013	0	Community Health Charities
Parker, Roger A	9201	WSC Westside	A0203	Professional En	Community Se	87.5	2014	3	Community Service Leave
Parker, Roger A	9201	WSC Westside	A0203	Professional En	Community Se	119.6	2015	4	Community Service Leave
Parker, Roger A	9201	WSC Westside	A0203	Professional En	Community Se	63.1	2016	2	Community Service Leave
Parker, Roger A	9201	WSC Westside	A0203	Professional En	Community Se	133.0	2017	4	Community Service Leave

Parker, Trevor	9813	JEA Tower, 10t	20200	Professional En	Community Se	214.6	2017	8	Community Service Leave
Parks, Robert M	8800	WW-RT, South	30131	JEA Appointed	Community He	40.0	2013	0	Community Health Charities
Parks, Robert M	8800	WW-RT, South	30131	JEA Appointed	Community He	220.0	2014	0	Community Health Charities
Parks, Robert M	8800	WW-RT, South	30131	JEA Appointed	United Way	230.0	2013	0	United Way
Parks, Robert M	8800	WW-RT, South	30131	JEA Appointed	United Way	360.0	2014	0	United Way
Parks, Robert M	8800	WW-RT, South	30131	JEA Appointed	United Way	490.0	2015	0	United Way
Parks, Robert M	8800	WW-RT, South	30131	JEA Appointed	United Way	260.0	2016	0	United Way
Parks, Robert V	6046	NGS Northside	30309	JEA IBEW	Community Se	264.6	2013	8	Community Service Leave
Parks, Robert V	6046	NGS Northside	30309	JEA IBEW	Community Se	264.6	2014	8	Community Service Leave
Parks, Robert V	6046	NGS Northside	30309	JEA IBEW	United Way	24.0	2013	0	United Way
Parks, Robert V	6046	NGS Northside	30309	JEA IBEW	United Way	24.0	2014	0	United Way
Parks, Robert V	6046	NGS Northside	30309	JEA IBEW	United Way	10.0	2015	0	United Way
Parks, Wayne L	3011	WW-RT, South	30131	JEA Supervisor	United Way	52.0	2013	0	United Way
Parks, Wayne L	3011	WW-RT, South	30131	JEA Supervisor	United Way	52.0	2014	0	United Way
Parks, Wayne L	3011	WW-RT, South	30131	JEA Supervisor	United Way	52.0	2015	0	United Way
Parks, Wayne L	3011	WW-RT, South	30131	JEA Supervisor	United Way	52.0	2016	0	United Way
Parks, Wayne L	3011	WW-RT, South	30131	JEA Supervisor	United Way	52.0	2017	0	United Way
Parnell, Robert	6150	Customer Cent	40110	AFSCME Temp	Community He	10.0	2014	0	Community Health Charities
Parnell, Shawn	4973	JEA Tower, 9th	20411	Professional En	Community He	5.0	2013	0	Community Health Charities
Parrish, John S	9382	W&S Treatmer	30607	LIUNA	Community He	6.0	2016	0	Community Health Charities
Parrish, John S	9382	W&S Treatmer	30607	LIUNA	Community He	50.0	2017	0	Community Health Charities
Parrish, John S	9382	W&S Wastewa	30601	LIUNA	Community He	55.0	2017	0	Community Health Charities
Parrish, John S	9382	W&S Wastewa	30602	LIUNA	Community He	35.0	2016	0	Community Health Charities
Parrish, John S	9382	W&S Wastewa	30602	LIUNA	Community He	5.0	2017	0	Community Health Charities
Parrish, John S	9382	W&S Wastewa	30604	LIUNA	Community He	12.0	2014	0	Community Health Charities
Parrish, John S	9382	W&S Wastewa	30604	LIUNA	Community He	42.0	2015	0	Community Health Charities
Parrish, John S	9382	W&S Wastewa	30606	LIUNA	Community He	36.0	2015	0	Community Health Charities
Parrish, John S	9382	W&S Wastewa	30606	LIUNA	Community He	12.0	2016	0	Community Health Charities
Parrish, John S	9382	W&S Wastewa	30607	LIUNA	Community He	33.0	2016	0	Community Health Charities
Parrish, John S	9382	W&S Wastewa	30607	LIUNA	Community He	5.0	2017	0	Community Health Charities
Parrish, Mike J	1478	JEA Brandy Bra	30401	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Parrish, Mike J	1478	JEA Brandy Bra	30401	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Parrish, Mike J	1478	JEA Brandy Bra	30401	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Parrish, Mike J	1478	JEA Brandy Bra	30401	JEA Appointed	United Way	200.0	2015	0	United Way
Parrish, Mike J	1478	JEA Brandy Bra	30401	JEA Appointed	United Way	260.0	2016	0	United Way
Parrish, Mike J	1478	JEA Brandy Bra	30401	JEA Appointed	United Way	260.0	2017	0	United Way
Parsons, Jason	7694	JEA Tower, 5th	20201	JEA IBEW	Community He	4.0	2013	0	Community Health Charities
Parsons, Jason	7694	JEA Tower, 5th	20201	JEA IBEW	Community He	26.0	2014	0	Community Health Charities
Parsons, Jason	7694	JEA Tower, 5th	20201	JEA IBEW	Community He	26.0	2015	0	Community Health Charities
Parsons, Jason	7694	JEA Tower, 5th	20201	JEA IBEW	Community He	26.0	2016	0	Community Health Charities
Parsons, Jason	7694	JEA Tower, 5th	20201	JEA IBEW	Community He	26.0	2017	0	Community Health Charities
Parsons, Jason	7694	JEA Tower, 5th	20201	JEA IBEW	Community Se	215.2	2017	8	Community Service Leave
Parsons, Jason	7694	JEA Tower, 5th	20201	JEA IBEW	United Way	24.0	2013	0	United Way
Parsons, Jason	7694	JEA Tower, 5th	20201	JEA IBEW	United Way	26.0	2014	0	United Way
Parsons, Jason	7694	JEA Tower, 5th	20201	JEA IBEW	United Way	26.0	2015	0	United Way
Parsons, Jason	7694	JEA Tower, 5th	20201	JEA IBEW	United Way	26.0	2016	0	United Way
Parsons, Jason	7694	JEA Tower, 5th	20201	JEA IBEW	United Way	26.0	2017	0	United Way
Parsons, Jason	7694	JEA Tower, 5th	30137	JEA IBEW	United Way	2.0	2013	0	United Way
Pate, Gerald R	4143	Customer Cent	40304	JEA Supervisor	Community He	20.0	2014	0	Community Health Charities
Pate, Gerald R	4143	Customer Cent	40304	JEA Supervisor	Community He	110.0	2015	0	Community Health Charities
Pate, Gerald R	4143	Customer Cent	40304	JEA Supervisor	Community He	53.9	2016	0	Community Health Charities
Pate, Gerald R	4143	Customer Cent	40304	JEA Supervisor	Community He	20.0	2017	0	Community Health Charities
Pate, Gerald R	4143	Customer Cent	40304	JEA Supervisor	United Way	650.0	2013	0	United Way
Pate, Gerald R	4143	Customer Cent	40304	JEA Supervisor	United Way	650.0	2014	0	United Way
Pate, Gerald R	4143	Customer Cent	40304	JEA Supervisor	United Way	650.0	2015	0	United Way
Pate, Gerald R	4143	Customer Cent	40304	JEA Supervisor	United Way	650.0	2016	0	United Way
Pate, Gerald R	4143	Customer Cent	40304	JEA Supervisor	United Way	650.0	2017	0	United Way
Pate, Mark A	1250	CSC Storeroom	A0411	JEA Supervisor	Community He	16.0	2013	0	Community Health Charities
Pate, Mark A	1250	CSC Storeroom	A0411	JEA Supervisor	Community He	96.0	2014	0	Community Health Charities
Pate, Mark A	1250	CSC Storeroom	A0411	JEA Supervisor	Community He	56.0	2015	0	Community Health Charities
Pate, Mark A	1250	CSC Storeroom	A0411	JEA Supervisor	Community He	78.0	2016	0	Community Health Charities
Pate, Mark A	1250	CSC Storeroom	A0411	JEA Supervisor	Community He	75.0	2017	0	Community Health Charities
Patterson, Pau	5692	JEA Tower, 2nd	30901	Professional En	Community Se	377.9	2013	8	Community Service Leave
Patterson, Sha	188	Customer Cent	A0100	JEA Appointed	Community He	260.0	2013	0	Community Health Charities
Patterson, Sha	188	Customer Cent	A0100	JEA Appointed	Community He	100.0	2014	0	Community Health Charities
Patterson, Sha	188	Customer Cent	A0100	JEA Appointed	United Way	520.0	2013	0	United Way
Patterson, Sha	188	Customer Cent	A0100	JEA Appointed	United Way	200.0	2014	0	United Way
Pauley, Charles	117	SJRPP Plant	00442	SJRPP IBEW	Community He	30.0	2013	0	Community Health Charities
Pauley, Charles	117	SJRPP Plant	00442	SJRPP IBEW	United Way	30.0	2013	0	United Way
Pauley, Charles	117	SJRPP Plant	00442	SJRPP Manage	Community He	100.0	2013	0	Community Health Charities
Pauley, Charles	117	SJRPP Plant	00442	SJRPP Manage	Community He	110.0	2014	0	Community Health Charities

Pauley, Charles	117	SJRPP Plant	00442	SJRPP Manage	United Way	100.0	2013	0	United Way
Pauley, Charles	117	SJRPP Plant	00442	SJRPP Manage	United Way	130.0	2014	0	United Way
Pauley, Charles	117	SJRPP Plant	00442	SJRPP Manage	United Way	130.0	2015	0	United Way
Pauley, Charles	117	SJRPP Plant	00442	SJRPP Manage	United Way	130.0	2016	0	United Way
Pauley, Charles	117	SJRPP Plant	00442	SJRPP Manage	United Way	45.0	2017	0	United Way
Pauley, Charles	117	SJRPP Plant	00442	SJRPP NBU	United Way	85.0	2017	0	United Way
Paulson, Elizab	9507	Customer Cent	40304	JEA Appointed	Community He	25.0	2016	0	Community Health Charities
Paulson, Elizab	9507	Customer Cent	40304	JEA Appointed	Community Se	102.8	2016	3	Community Service Leave
Paulson, Elizab	9507	Customer Cent	40304	JEA Appointed	Community Se	85.7	2017	2.5	Community Service Leave
Paulson, Elizab	9507	Customer Cent	40304	JEA Appointed	United Way	40.0	2015	0	United Way
Paulson, Elizab	9507	Customer Cent	40304	JEA Appointed	United Way	204.0	2016	0	United Way
Paulson, Elizab	9507	Customer Cent	40304	JEA Appointed	United Way	260.0	2017	0	United Way
Pawlowski, Ter	1830	JEA Tower, 14t	C0100	Professional En	United Way	52.0	2013	0	United Way
Pawlowski, Ter	1830	JEA Tower, 14t	C0100	Professional En	United Way	52.0	2014	0	United Way
Pawlowski, Ter	1830	JEA Tower, 14t	C0100	Professional En	United Way	12.0	2015	0	United Way
Pazzalia, Josep	8843	CSC Commonw	30703	Professional En	Community He	10.0	2016	0	Community Health Charities
Peacock, J Jaso	6316	Customer Cent	30902	Professional En	Community Se	220.4	2013	6	Community Service Leave
Peacock, J Jaso	6316	Customer Cent	30902	Professional En	Community Se	168.3	2016	4	Community Service Leave
Peacock, Jame	290	SJRPP Plant	00442	SJRPP NBU	Community Se	202.2	2016	4	Community Service Leave
Peacock, Jame	290	SJRPP Plant	00442	SJRPP NBU	United Way	52.0	2013	0	United Way
Peacock, Jame	290	SJRPP Plant	00442	SJRPP NBU	United Way	112.0	2014	0	United Way
Peacock, Jame	290	SJRPP Plant	00442	SJRPP NBU	United Way	130.0	2015	0	United Way
Peacock, Jame	290	SJRPP Plant	00442	SJRPP NBU	United Way	130.0	2016	0	United Way
Peacock, Jame	290	SJRPP Plant	00442	SJRPP NBU	United Way	130.0	2017	0	United Way
Pearl, Ida M	2838	KENNEDY PUM	30111	AFSCME	Community He	5.0	2014	0	Community Health Charities
Pearl, Ida M	2838	KENNEDY PUM	30111	AFSCME	Community Se	189.3	2015	8	Community Service Leave
Pearl, Ida M	2838	KENNEDY PUM	30111	AFSCME	United Way	18.0	2013	0	United Way
Pearl, Ida M	2838	KENNEDY PUM	30111	AFSCME	United Way	52.0	2014	0	United Way
Pearl, Ida M	2838	KENNEDY PUM	30111	AFSCME	United Way	14.0	2015	0	United Way
Pearl, Ida M	2838	Ridenour Train	30110	AFSCME	United Way	14.0	2013	0	United Way
Pearl, Ida M	2838	Ridenour Train	30111	AFSCME	United Way	20.0	2013	0	United Way
Pearson, Rutle	1567	WSC Westside	A0420	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Pearson, Rutle	1567	WSC Westside	A0420	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Pearson, Rutle	1567	WSC Westside	A0420	JEA IBEW	United Way	52.0	2013	0	United Way
Pearson, Rutle	1567	WSC Westside	A0420	JEA IBEW	United Way	52.0	2014	0	United Way
Pearson, Rutle	1567	WSC Westside	A0420	JEA IBEW	United Way	52.0	2015	0	United Way
Pearson, Rutle	1567	WSC Westside	A0420	JEA IBEW	United Way	52.0	2016	0	United Way
Pearson, Rutle	1567	WSC Westside	A0420	JEA IBEW	United Way	52.0	2017	0	United Way
Peavey, Terry L	9323	NGS Northside	30300	JEA IBEW	Community He	4.0	2014	0	Community Health Charities
Peavey, Terry L	9323	NGS Northside	30300	JEA IBEW	Community He	16.0	2015	0	Community Health Charities
Peavey, Terry L	9323	NGS Northside	30300	JEA IBEW	Community Se	259.0	2015	8	Community Service Leave
Peavey, Terry L	9323	NGS Northside	30300	JEA IBEW	United Way	20.0	2014	0	United Way
Peavey, Terry L	9323	NGS Northside	30300	JEA IBEW	United Way	26.0	2015	0	United Way
Pebenito, Artu	544	JEA Tower, 11t	A0600	Professional En	United Way	200.0	2013	0	United Way
Pebenito, Artu	544	JEA Tower, 11t	A0600	Professional En	United Way	60.0	2014	0	United Way
Peeples, Harol	9337	W&S Treatmer	30122	LIUNA	Community He	24.0	2014	0	Community Health Charities
Peeples, Harol	9337	W&S Treatmer	30122	LIUNA	Community He	132.0	2015	0	Community Health Charities
Peeples, Harol	9337	W&S Treatmer	30122	LIUNA	Community He	156.0	2016	0	Community Health Charities
Peeples, Harol	9337	W&S Treatmer	30122	LIUNA	Community He	156.0	2017	0	Community Health Charities
Peeples, Harol	9337	W&S Treatmer	30122	LIUNA	United Way	40.0	2015	0	United Way
Peeples, Harol	9337	W&S Treatmer	30122	LIUNA	United Way	52.0	2016	0	United Way
Peeples, Harol	9337	W&S Treatmer	30122	LIUNA	United Way	52.0	2017	0	United Way
Pelt, Cynthia Je	733	CSC Commonw	40405	JEA Supervisor	Community Se	146.1	2017	4	Community Service Leave
Pelt, David Lee	1503	Customer Cent	A0800	JEA IBEW	Community Se	97.0	2016	3	Community Service Leave
Pendleton, Luc	547	JEA Tower, 3rd	A0102	JEA Appointed	United Way	60.0	2014	0	United Way
Pendleton, Luc	547	JEA Tower, 3rd	A0302	JEA Appointed	Community He	110.0	2013	0	Community Health Charities
Pendleton, Luc	547	JEA Tower, 3rd	A0302	JEA Appointed	United Way	431.0	2013	0	United Way
Pendleton, Luc	547	JEA Tower, 3rd	A0302	JEA Appointed	United Way	10.0	2014	0	United Way
Peninger, Kurt	9854	JEA Tower, 12t	10300	JEA Appointed	Community Se	503.9	2017	8	Community Service Leave
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	Community He	8.0	2013	0	Community Health Charities
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	Community He	20.0	2014	0	Community Health Charities
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	United Way	52.0	2013	0	United Way
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	United Way	20.0	2014	0	United Way
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	Community He	24.0	2014	0	Community Health Charities
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	Community He	8.0	2016	0	Community Health Charities
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	Community He	42.0	2017	0	Community Health Charities
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	United Way	32.0	2014	0	United Way
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	United Way	52.0	2015	0	United Way
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	United Way	52.0	2016	0	United Way
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	United Way	42.0	2017	0	United Way
Perkins, Kenne	6136	Customer Cent	40810	AFSCME	Community He	10.0	2017	0	Community Health Charities

Perkins, Kenne	6136	Customer Cent	40810	AFSCME	United Way	10.0	2017	0	United Way
Perkins, Natasl	5958	JEA Tower, 6th	A0102	JEA Manageria	Community He	25.0	2014	0	Community Health Charities
Perkins, Natasl	5958	JEA Tower, 6th	A0102	JEA Manageria	Community Se	92.9	2015	4	Community Service Leave
Perrine, Grego	3578	JEA Tower, 16t	30003	JEA Appointed	United Way	300.0	2013	0	United Way
Perry, Diana R	1527	Customer Cent	40111	AFSCME	Community He	20.0	2013	0	Community Health Charities
Perry, Diana R	1527	Customer Cent	40111	AFSCME	Community He	110.0	2014	0	Community Health Charities
Perry, Diana R	1527	Customer Cent	40111	AFSCME	Community Se	100.0	2013	4	Community Service Leave
Perry, Diana R	1527	Customer Cent	40111	AFSCME	Community Se	112.6	2014	4.5	Community Service Leave
Perry, Diana R	1527	Customer Cent	40111	AFSCME	Community Se	112.6	2015	4.5	Community Service Leave
Perry, Diana R	1527	Customer Cent	40111	AFSCME	Community Se	156.1	2017	6	Community Service Leave
Perry, Diana R	1527	Customer Cent	40111	AFSCME	United Way	100.0	2014	0	United Way
Perry, Diana R	1527	Customer Cent	40111	AFSCME	United Way	130.0	2015	0	United Way
Perry, Diana R	1527	Customer Cent	40111	AFSCME	United Way	115.0	2016	0	United Way
Perry, Diana R	1527	Customer Cent	40111	AFSCME	United Way	130.0	2017	0	United Way
Perry, Diana R	1527	Customer Cent	40400	AFSCME	United Way	15.0	2016	0	United Way
Perry, George	2193	W&S Wastewa	30606	LIUNA	Community He	28.0	2014	0	Community Health Charities
Perry, George	2193	W&S Wastewa	30606	LIUNA	Community He	166.0	2015	0	Community Health Charities
Perry, George	2193	W&S Wastewa	30606	LIUNA	Community He	86.0	2016	0	Community Health Charities
Perry, George	2193	W&S Wastewa	30606	LIUNA	Community He	130.0	2017	0	Community Health Charities
Perry, George	2193	W&S Wastewa	30606	LIUNA	United Way	130.0	2013	0	United Way
Perry, George	2193	W&S Wastewa	30606	LIUNA	United Way	130.0	2014	0	United Way
Perry, George	2193	W&S Wastewa	30606	LIUNA	United Way	130.0	2015	0	United Way
Perry, George	2193	W&S Wastewa	30606	LIUNA	United Way	130.0	2016	0	United Way
Perry, George	2193	W&S Wastewa	30606	LIUNA	United Way	168.0	2017	0	United Way
Peters, James S	6658	SSC Southside	30704	JEA IBEW	Community He	8.0	2013	0	Community Health Charities
Peters, James S	6658	SSC Southside	30704	JEA IBEW	Community He	52.0	2014	0	Community Health Charities
Peters, James S	6658	SSC Southside	30704	JEA IBEW	Community He	44.0	2015	0	Community Health Charities
Peters, James S	6658	SSC Southside	30704	JEA IBEW	Community He	6.0	2017	0	Community Health Charities
Peters, James S	6658	SSC Southside	30704	JEA IBEW	United Way Or	31.8	2017	0	United Way
Peterson, Clare	175	SJRPP Plant	00439	SJRPP IBEW	United Way	130.0	2013	0	United Way
Peterson, Clare	175	SJRPP Plant	00439	SJRPP IBEW	United Way	110.0	2014	0	United Way
Peterson, Clare	175	SJRPP Plant	00439	SJRPP NBU	United Way	20.0	2014	0	United Way
Peterson, Clare	175	SJRPP Plant	00439	SJRPP NBU	United Way	130.0	2015	0	United Way
Peterson, Clare	175	SJRPP Plant	00439	SJRPP NBU	United Way	225.0	2016	0	United Way
Peterson, Clare	175	SJRPP Plant	00439	SJRPP NBU	United Way	70.0	2017	0	United Way
Peterson, Darr	9062	JEA Tower, 5th	20203	LIUNA	Community He	44.0	2013	0	Community Health Charities
Peterson, Davi	1927	Laboratory Ser	D0300	JEA Supervisor	Community He	220.0	2013	0	Community Health Charities
Peterson, Davi	1927	Laboratory Ser	D0300	JEA Supervisor	Community He	8.0	2015	0	Community Health Charities
Peterson, Davi	1927	Laboratory Ser	D0300	JEA Supervisor	Community He	44.0	2016	0	Community Health Charities
Peterson, Davi	1927	Laboratory Ser	D0300	JEA Supervisor	United Way	2554.4	2013	0	United Way
Peterson, Davi	1927	Laboratory Ser	D0300	JEA Supervisor	United Way	2500.2	2014	0	United Way
Peterson, Davi	1927	Laboratory Ser	D0300	JEA Supervisor	United Way	2500.2	2015	0	United Way
Peterson, Davi	1927	Laboratory Ser	D0300	JEA Supervisor	United Way	2573.1	2016	0	United Way
Peterson, Davi	1927	Laboratory Ser	D0300	JEA Supervisor	United Way	2142.5	2017	0	United Way
Peterson, Jami	8816	Customer Cent	40402	AFSCME	Community He	6.0	2013	0	Community Health Charities
Peterson, Jami	8816	Customer Cent	40402	AFSCME	Community He	14.0	2014	0	Community Health Charities
Peterson, Jami	8816	Customer Cent	40402	AFSCME	United Way	3.0	2013	0	United Way
Peterson, Jami	8816	Customer Cent	40402	AFSCME	United Way	7.0	2014	0	United Way
Peterson, Jami	8816	Customer Cent	40404	AFSCME	Community He	30.0	2014	0	Community Health Charities
Peterson, Jami	8816	Customer Cent	40404	AFSCME	Community He	4.0	2015	0	Community Health Charities
Peterson, Jami	8816	Customer Cent	40404	AFSCME	Community He	26.0	2016	0	Community Health Charities
Peterson, Jami	8816	Customer Cent	40404	AFSCME	Community He	26.0	2017	0	Community Health Charities
Peterson, Jami	8816	Customer Cent	40404	AFSCME	Community Se	230.9	2015	11.8	Community Service Leave
Peterson, Jami	8816	Customer Cent	40404	AFSCME	Community Se	84.5	2016	4	Community Service Leave
Peterson, Jami	8816	Customer Cent	40404	AFSCME	Community Se	131.4	2017	6	Community Service Leave
Peterson, Jami	8816	Customer Cent	40404	AFSCME	United Way	19.0	2014	0	United Way
Peterson, Jami	8816	Customer Cent	40404	AFSCME	United Way	6.0	2015	0	United Way
Peterson, Jami	8816	Customer Cent	40404	AFSCME	United Way	19.0	2017	0	United Way
Peterson, Jami	8816	Customer Cent	40110	AFSCME	Community He	2.0	2013	0	Community Health Charities
Peterson, Jami	8816	Customer Cent	40110	AFSCME	United Way	23.0	2013	0	United Way
Peterson, Jaso	8941	WW-RT, Core C	30140	LIUNA	Community He	51.0	2016	0	Community Health Charities
Peterson, Jaso	8941	WW-RT, Core C	ZW000	LIUNA	Community He	80.0	2013	0	Community Health Charities
Peterson, Step	7271	NGS Northside	30300	JEA IBEW	Community Se	1058.6	2013	32	Community Service Leave
Peterson, Tedo	2067	W/WW/RT Tec	30121	LIUNA	United Way	32.0	2013	0	United Way
Peterson, Tedo	2067	W/WW/RT Tec	30121	LIUNA	United Way	8.0	2014	0	United Way
Petteway, Gera	221	SJRPP Plant	00433	SJRPP Manage	Community He	20.0	2015	0	Community Health Charities
Petteway, Gera	221	SJRPP Plant	00433	SJRPP Manage	Community He	110.0	2016	0	Community Health Charities
Petteway, Gera	221	SJRPP Plant	00433	SJRPP Manage	United Way	130.0	2013	0	United Way
Petteway, Gera	221	SJRPP Plant	00433	SJRPP Manage	United Way	130.0	2014	0	United Way
Petteway, Gera	221	SJRPP Plant	00433	SJRPP Manage	United Way	130.0	2015	0	United Way
Petteway, Gera	221	SJRPP Plant	00433	SJRPP Manage	United Way	115.0	2016	0	United Way

Petty, Eric Glyr	3549	Customer Cent	30800	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Petty, Eric Glyr	3549	Customer Cent	30800	JEA IBEW	Community Se	644.6	2013	24	Community Service Leave
Petty, Eric Glyr	3549	Customer Cent	30800	JEA IBEW	United Way	109.1	2015	0	United Way
Petty, Eric Glyr	3549	Customer Cent	30800	JEA IBEW	United Way Special Inputs		2015	0	United Way
Petty, Eric Glyr	3549	Customer Cent	30800	Professional En	Community He	49.0	2015	0	Community Health Charities
Petty, Eric Glyr	3549	Customer Cent	30800	Professional En	Community He	95.9	2017	0	Community Health Charities
Petty, Eric Glyr	3549	Customer Cent	30800	Professional En	Community He	107.5	2016	0	Community Health Charities
Petty, Eric Glyr	3549	Customer Cent	30800	Professional En	Community He	84.9	2017	0	Community Health Charities
Petty, Eric Glyr	3549	Customer Cent	30800	Professional En	Community Se	485.4	2016	16	Community Service Leave
Petty, Eric Glyr	3549	Customer Cent	30800	Professional En	Community Se	255.7	2017	8	Community Service Leave
Petty, Michelle	6630	JEA Tower, 12t	10500	AFSCME	Community Se	343.4	2013	16	Community Service Leave
Petty, Michelle	6630	JEA Tower, 12t	10500	AFSCME	Community Se	360.5	2014	16	Community Service Leave
Petty, Michelle	6630	JEA Tower, 12t	10500	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Petty, Michelle	6630	JEA Tower, 12t	10500	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Petty, Michelle	6630	JEA Tower, 12t	10500	JEA Appointed	Community Se	204.7	2016	8	Community Service Leave
Petty, Michelle	6630	JEA Tower, 12t	10500	JEA Appointed	United Way	95.0	2016	0	United Way
Petty, Michelle	6630	JEA Tower, 12t	10500	JEA Appointed	United Way	130.0	2017	0	United Way
Peugh, Gregor	9353	KENNEDY PUM	30111	JEA Appointed	United Way	200.0	2015	0	United Way
Peugh, Gregor	9353	KENNEDY PUM	30111	JEA Appointed	United Way	260.0	2016	0	United Way
Peugh, Gregor	9353	KENNEDY PUM	30111	JEA Appointed	United Way	240.0	2017	0	United Way
Phelan, Lori Ly	9615	JEA Tower, 10t	10221	JEA Appointed	Community Se	430.8	2017	10	Community Service Leave
Phelan, Lori Ly	9615	JEA Tower, 10t	10221	JEA Appointed	United Way	95.0	2016	0	United Way
Phelan, Lori Ly	9615	JEA Tower, 10t	10221	JEA Appointed	United Way	130.0	2017	0	United Way
Phelps, Charles	7706	NGS Northside	30205	JEA IBEW	Community He	20.0	2016	0	Community Health Charities
Phelps, Charles	7706	NGS Northside	30205	JEA IBEW	Community He	115.0	2017	0	Community Health Charities
Phelps, Charles	7706	NGS Northside	30205	JEA IBEW	Community Se	90.9	2016	2.5	Community Service Leave
Phelps, Charles	7706	NGS Northside	30205	JEA IBEW	Community Se	151.9	2017	4	Community Service Leave
Phifer, Paul G I	1653	CSC Commonw	30703	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Phifer, Paul G I	1653	CSC Commonw	30703	JEA IBEW	Community He	75.0	2015	0	Community Health Charities
Phifer, Paul G I	1653	CSC Commonw	30703	JEA IBEW	United Way	130.0	2013	0	United Way
Phifer, Paul G I	1653	CSC Commonw	30703	JEA IBEW	United Way	130.0	2014	0	United Way
Phifer, Paul G I	1653	CSC Commonw	30703	JEA IBEW	United Way	75.0	2015	0	United Way
Phillippo, Amy	8787	WW-RT, East G	30133	LIUNA	Community He	10.0	2017	0	Community Health Charities
Phillippo, Amy	8787	WW-RT, East G	30133	LIUNA	Community Se	181.5	2016	6	Community Service Leave
Phillips, Leroy	1720	SSC Southside	30704	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Phillips, Leroy	1720	SSC Southside	30704	JEA IBEW	Community He	110.0	2014	0	Community Health Charities
Phillips, Leroy	1720	SSC Southside	30704	JEA IBEW	United Way	130.0	2013	0	United Way
Phillips, Leroy	1720	SSC Southside	30704	JEA IBEW	United Way	130.0	2014	0	United Way
Phillips, Leroy	1720	SSC Southside	30704	JEA IBEW	United Way	35.0	2015	0	United Way
Phipps, Daryl D	1935	WW-RT, West	30135	LIUNA	Community He	20.0	2014	0	Community Health Charities
Phipps, Daryl D	1935	WW-RT, West	30135	LIUNA	Community He	130.0	2015	0	Community Health Charities
Phipps, Daryl D	1935	WW-RT, West	30135	LIUNA	Community He	110.0	2016	0	Community Health Charities
Phipps, Daryl D	1935	WW-RT, West	30135	LIUNA	United Way	390.0	2013	0	United Way
Phipps, Daryl D	1935	WW-RT, West	30135	LIUNA	United Way	90.0	2014	0	United Way
Pickett, Marior	3732	Customer Cent	40111	AFSCME	Community He	25.0	2013	0	Community Health Charities
Pickett, Marior	3732	Customer Cent	40111	AFSCME	United Way	40.0	2015	0	United Way
Pickett, Marior	3732	Customer Cent	40111	AFSCME	United Way	14.0	2016	0	United Way
Pine, John Bee	4281	JEA Tower, 8th	D0400	JEA Appointed	United Way	550.0	2013	0	United Way
Pine, John Bee	4281	JEA Tower, 8th	D0400	JEA Appointed	United Way	125.0	2014	0	United Way
Pineda, Gloria	9755	Laboratory Ser	D0300	AFSCME	Community Se	130.1	2017	8	Community Service Leave
Pineda, Joseph	554	JEA Brandy Bra	30200	JEA Appointed	Community He	180.0	2013	0	Community Health Charities
Pineda, Joseph	554	JEA Brandy Bra	30400	JEA Appointed	Community He	140.0	2013	0	Community Health Charities
Pineda, Joseph	554	JEA Brandy Bra	30400	JEA Appointed	Community He	10.0	2017	0	Community Health Charities
Pineda, Joseph	554	NGS Northside	30200	JEA Appointed	Community He	200.0	2013	0	Community Health Charities
Pineda, Joseph	554	NGS Northside	30200	JEA Appointed	Community He	440.0	2014	0	Community Health Charities
Pineda, Joseph	554	NGS Northside	30200	JEA Appointed	Community He	40.0	2015	0	Community Health Charities
Pineda, Joseph	554	NGS Northside	30200	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Pineda, Joseph	554	NGS Northside	30200	JEA Appointed	Community He	250.0	2017	0	Community Health Charities
Pineda, Joseph	554	NGS Northside	30200	JEA Appointed	Community Se	244.8	2017	4	Community Service Leave
Pinkstaff, Larry	4419	SJRPP Plant	30001	JEA Appointed	Community Se	192.2	2015	3	Community Service Leave
Pinkstaff, Larry	4419	SJRPP Plant	30001	JEA Appointed	United Way	1560.0	2013	0	United Way
Pinkstaff, Larry	4419	SJRPP Plant	30001	JEA Appointed	United Way	1560.0	2014	0	United Way
Pinkstaff, Larry	4419	SJRPP Plant	30001	JEA Appointed	United Way	1560.0	2015	0	United Way
Pinkstaff, Larry	4419	SJRPP Plant	30001	JEA Appointed	United Way	1560.0	2016	0	United Way
Pinkstaff, Larry	4419	SJRPP Plant	30001	JEA Appointed	United Way	1560.0	2017	0	United Way
Pippin, Brian C	5709	JEA Tower, 12t	10000	JEA Appointed	Community Se	332.9	2015	8	Community Service Leave
Pippin, Brian C	5709	JEA Tower, 12t	10000	JEA Appointed	Community Se	342.1	2016	8	Community Service Leave
Pippin, Brian C	5709	JEA Tower, 12t	10000	JEA Appointed	Community Se	177.9	2017	4	Community Service Leave
Pippin, Brian C	5709	JEA Tower, 12t	10000	JEA Appointed	United Way	330.0	2014	0	United Way
Pippin, Brian C	5709	JEA Tower, 12t	10000	JEA Appointed	United Way	960.0	2015	0	United Way
Pippin, Brian C	5709	JEA Tower, 12t	10000	JEA Appointed	United Way	1033.0	2016	0	United Way

Pippin, Brian C	5709	JEA Tower, 12t	10000	JEA Appointed	United Way	1040.0	2017	0	United Way
Pippin, Brian C	5709	JEA Tower, 12t	10500	JEA Appointed	United Way	620.0	2013	0	United Way
Pippin, Brian C	5709	JEA Tower, 12t	10500	JEA Appointed	United Way	420.0	2014	0	United Way
Pippin, Justin G	9193	CSC Storeroom	A0411	JEA IBEW	Community He	48.0	2013	0	Community Health Charities
Pippin, Justin G	9193	CSC Storeroom	A0411	JEA IBEW	Community He	264.0	2014	0	Community Health Charities
Pippin, Justin G	9193	CSC Storeroom	A0411	JEA IBEW	Community Se	131.8	2014	8	Community Service Leave
Pippin, Perry J	1965	WW/RT, North	30132	LIUNA	United Way	52.0	2013	0	United Way
Pippin, Perry J	1965	WW/RT, North	30132	LIUNA	United Way	52.0	2014	0	United Way
Pippin, Perry J	1965	WW/RT, North	30132	LIUNA	United Way	22.0	2015	0	United Way
Pirtle, Gordon	607	Customer Cent	30801	JEA Supervisors	Community He	4.0	2016	0	Community Health Charities
Pirtle, Gordon	607	Customer Cent	30801	JEA Supervisors	Community He	16.0	2017	0	Community Health Charities
Pirtle, Gordon	607	Customer Cent	30801	JEA Supervisors	United Way	4.0	2016	0	United Way
Pirtle, Gordon	607	Customer Cent	30801	JEA Supervisors	United Way	14.0	2017	0	United Way
Pirtle, Gordon	607	Customer Cent	30802	JEA Supervisors	Community He	8.0	2015	0	Community Health Charities
Pirtle, Gordon	607	Customer Cent	30802	JEA Supervisors	Community He	48.0	2016	0	Community Health Charities
Pirtle, Gordon	607	Customer Cent	30802	JEA Supervisors	United Way	16.0	2014	0	United Way
Pirtle, Gordon	607	Customer Cent	30802	JEA Supervisors	United Way	52.0	2015	0	United Way
Pirtle, Gordon	607	Customer Cent	30802	JEA Supervisors	United Way	48.0	2016	0	United Way
Pirtle, Gordon	607	Customer Cent	31000	JEA Supervisors	United Way	52.0	2013	0	United Way
Pirtle, Gordon	607	Customer Cent	31000	JEA Supervisors	United Way	36.0	2014	0	United Way
Plewniak, Robe	413	SJRPP Plant	00442	SJRPP IBEW	United Way	52.0	2013	0	United Way
Plewniak, Robe	413	SJRPP Plant	00442	SJRPP IBEW	United Way	52.0	2014	0	United Way
Plewniak, Robe	413	SJRPP Plant	00442	SJRPP IBEW	United Way	52.0	2015	0	United Way
Plewniak, Robe	413	SJRPP Plant	00442	SJRPP IBEW	United Way	52.0	2016	0	United Way
Plewniak, Robe	413	SJRPP Plant	00442	SJRPP IBEW	United Way	52.0	2017	0	United Way
Plicque, Jacob	629	Customer Cent	30800	Professional En	Community He	21.0	2016	0	Community Health Charities
Plicque, Jacob	629	Customer Cent	30800	Professional En	Community He	182.0	2017	0	Community Health Charities
Plicque, Jacob	629	Customer Cent	30800	Professional En	United Way	108.0	2016	0	United Way
Plicque, Jacob	629	Customer Cent	30800	Professional En	United Way	983.5	2017	0	United Way
Plicque, Jacob	629	Customer Cent	30802	Professional En	Community He	20.0	2014	0	Community Health Charities
Plicque, Jacob	629	Customer Cent	30802	Professional En	Community He	134.0	2015	0	Community Health Charities
Plicque, Jacob	629	Customer Cent	30802	Professional En	Community He	139.0	2016	0	Community Health Charities
Plicque, Jacob	629	Customer Cent	30802	Professional En	Community Se	167.8	2015	4	Community Service Leave
Plicque, Jacob	629	Customer Cent	30802	Professional En	United Way	888.5	2013	0	United Way
Plicque, Jacob	629	Customer Cent	30802	Professional En	United Way	832.0	2014	0	United Way
Plicque, Jacob	629	Customer Cent	30802	Professional En	United Way	842.0	2015	0	United Way
Plicque, Jacob	629	Customer Cent	30802	Professional En	United Way	803.5	2016	0	United Way
Pollard, Dougla	1149	NGS Northside	30203	JEA IBEW	United Way	260.0	2013	0	United Way
Pollard, Dougla	1149	NGS Northside	30203	JEA IBEW	United Way	260.0	2014	0	United Way
Pollard, Dougla	1149	NGS Northside	30203	JEA IBEW	United Way	260.0	2015	0	United Way
Pollard, Dougla	1149	NGS Northside	30203	JEA IBEW	United Way	260.0	2016	0	United Way
Pollard, Dougla	1149	NGS Northside	30203	JEA IBEW	United Way	260.0	2017	0	United Way
Pope, John D	827	JEA Brandy Bra	30200	JEA Appointed	Community He	40.0	2013	0	Community Health Charities
Pope, John D	827	JEA Brandy Bra	30200	JEA Appointed	Community He	200.0	2014	0	Community Health Charities
Pope, John D	827	JEA Brandy Bra	30200	JEA Appointed	United Way	380.0	2013	0	United Way
Pope, John D	827	JEA Brandy Bra	30200	JEA Appointed	United Way	120.0	2014	0	United Way
Pope, John D	827	JEA Brandy Bra	30400	JEA Appointed	Community He	20.0	2014	0	Community Health Charities
Pope, John D	827	JEA Brandy Bra	30400	JEA Appointed	United Way	140.0	2013	0	United Way
Pope, Jordan A	8695	Customer Cent	A0700	JEA Appointed	United Way	200.0	2014	0	United Way
Pope, Jordan A	8695	Customer Cent	A0700	JEA Appointed	United Way	50.0	2015	0	United Way
Pope, Jordan A	8695	JEA Tower, 11t	C0401	JEA Appointed	United Way	90.0	2015	0	United Way
Pope, Jordan A	8695	JEA Tower, 14t	C0401	JEA Appointed	United Way	120.0	2015	0	United Way
Pope, Jordan A	8695	JEA Tower, 14t	C0401	JEA Appointed	United Way	80.0	2016	0	United Way
Pope, Jordan A	8695	JEA Tower, 14t	ZE000	JEA Appointed	United Way	40.0	2016	0	United Way
Pope, Jordan A	8695	JEA Tower, 15t	ZE000	JEA Appointed	United Way	140.0	2016	0	United Way
Pope, Jordan A	8695	JEA Tower, 15t	ZE000	JEA Appointed	United Way	260.0	2017	0	United Way
Popielarz, Anne	6711	JEA Tower, 6th	A0102	JEA Appointed	United Way	40.0	2013	0	United Way
Popielarz, Anne	6711	JEA Tower, 6th	A0200	JEA Appointed	Community Se	335.6	2015	8	Community Service Leave
Popielarz, Anne	6711	JEA Tower, 6th	A0200	JEA Appointed	Community Se	339.0	2016	8	Community Service Leave
Popko, Ryan R	9397	KENNEDY PUM	30111	Professional En	Community He	50.0	2017	0	Community Health Charities
Popko, Ryan R	9397	KENNEDY PUM	ZW000	Professional En	Community He	10.0	2014	0	Community Health Charities
Poppell, Hugh	1209	JEA Tower, 4th	20425	AFSCME	United Way	18.0	2015	0	United Way
Poppell, Hugh	1209	JEA Tower, 4th	20426	AFSCME	United Way	26.0	2013	0	United Way
Poppell, Hugh	1209	JEA Tower, 4th	20426	AFSCME	United Way	26.0	2014	0	United Way
Poppell, Hugh	1209	JEA Tower, 4th	30603	AFSCME	United Way	8.0	2015	0	United Way
Poppell, Hugh	1209	JEA Tower, 4th	30603	AFSCME	United Way	26.0	2016	0	United Way
Poppell, Hugh	1209	JEA Tower, 4th	30603	AFSCME	United Way	19.0	2017	0	United Way
Porter, Woodr	8715	NGS Northside	30200	JEA IBEW	United Way	50.0	2014	0	United Way
Porter, Woodr	8715	NGS Northside	30202	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Porter, Woodr	8715	NGS Northside	30202	JEA IBEW	Community He	110.0	2016	0	Community Health Charities
Porter, Woodr	8715	NGS Northside	30202	JEA IBEW	United Way	30.0	2014	0	United Way

Porter, Woodr	8715	NGS Northside	30202	JEA IBEW	United Way	260.0	2015	0	United Way
Porter, Woodr	8715	NGS Northside	30202	JEA IBEW	United Way	260.0	2016	0	United Way
Porter, Woodr	8715	NGS Northside	30202	JEA IBEW	United Way	50.0	2017	0	United Way
Porter, Woodr	8715	NGS Northside	30202	JEA Supervisors	Community He	15.0	2017	0	Community Health Charities
Porter, Woodr	8715	NGS Northside	30202	JEA Supervisors	United Way	20.0	2017	0	United Way
Porter, Woodr	8715	NGS Northside	30205	JEA IBEW	United Way	260.0	2013	0	United Way
Porter, Woodr	8715	NGS Northside	30205	JEA IBEW	United Way	180.0	2014	0	United Way
Portis, Senovia	9556	JEA Tower, 11t	A0506	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
Portis, Senovia	9556	JEA Tower, 11t	A0506	JEA Appointed	Community He	230.0	2017	0	Community Health Charities
Portis, Senovia	9556	JEA Tower, 11t	A0506	JEA Appointed	Community Se	237.2	2016	8	Community Service Leave
Portis, Senovia	9556	JEA Tower, 11t	A0506	JEA Appointed	United Way	50.0	2016	0	United Way
Portis, Senovia	9556	JEA Tower, 11t	A0506	JEA Appointed	United Way	130.0	2017	0	United Way
Portis, Senovia	9556	JEA Tower, 8th	A0506	JEA Appointed	United Way	45.0	2016	0	United Way
Poteet, Matthe	5105	Customer Cent	30800	Professional En	Community Se	312.7	2017	8	Community Service Leave
Poteet, Matthe	5105	Customer Cent	30802	Professional En	Community Se	773.9	2013	24	Community Service Leave
Poteet, Matthe	5105	Customer Cent	30802	Professional En	Community Se	265.6	2014	16	Community Service Leave
Poteet, Matthe	5105	Customer Cent	30802	Professional En	Community Se	592.3	2015	16	Community Service Leave
Poteet, Matthe	5105	Customer Cent	30802	Professional En	Community Se	625.4	2016	16	Community Service Leave
Potter, James E	8876	JEA Tower, 7th	40303	AFSCME	Community He	20.0	2013	0	Community Health Charities
Potter, James E	8876	JEA Tower, 7th	40303	AFSCME	Community He	130.0	2014	0	Community Health Charities
Potter, James E	8876	JEA Tower, 7th	40303	AFSCME	Community He	130.0	2015	0	Community Health Charities
Potter, James E	8876	JEA Tower, 7th	40303	AFSCME	Community He	130.0	2016	0	Community Health Charities
Potter, James E	8876	JEA Tower, 7th	40303	AFSCME	Community He	130.0	2017	0	Community Health Charities
Potter, James E	8876	JEA Tower, 7th	40303	AFSCME	United Way	52.0	2013	0	United Way
Potter, James E	8876	JEA Tower, 7th	40303	AFSCME	United Way	52.0	2014	0	United Way
Potter, James E	8876	JEA Tower, 7th	40303	AFSCME	United Way	52.0	2015	0	United Way
Potter, James E	8876	JEA Tower, 7th	40303	AFSCME	United Way	52.0	2016	0	United Way
Potter, James E	8876	JEA Tower, 7th	40303	AFSCME	United Way	52.0	2017	0	United Way
Potts, William	184	SJRPP Plant	00442	SJRPP IBEW	Community He	10.0	2013	0	Community Health Charities
Potts, William	184	SJRPP Plant	00442	SJRPP IBEW	United Way	10.0	2013	0	United Way
Powell, Chad A	9439	JEA Tower, 13t	A0210	CO-OP	Community Se	104.0	2014	8	Community Service Leave
Poyadou, Lisa	9265	SSC Southside	40305	AFSCME	Community Se	148.3	2014	8	Community Service Leave
Prasad, Saurab	8200	JEA Tower, 2nd	30901	Professional En	Community Se	365.7	2013	8	Community Service Leave
Prasad, Saurab	8200	JEA Tower, 2nd	30901	Professional En	Community Se	380.2	2014	8	Community Service Leave
Prato, Branden	9492	SSC Southside	30706	JEA IBEW	Community He	5.0	2015	0	Community Health Charities
Prato, Branden	9492	SSC Southside	30706	JEA IBEW	Community He	5.0	2016	0	Community Health Charities
Prato, Branden	9492	SSC Southside	30706	JEA IBEW	Community Se	226.0	2017	8	Community Service Leave
Prato, Branden	9492	SSC Southside	30706	JEA IBEW	United Way Or	50.0	2017	0	United Way
Pratt, Steven M	9488	WSC Westside	40305	JEA IBEW	Community Se	153.2	2015	8	Community Service Leave
Pressley, Christ	7918	WSC Westside	30704	JEA IBEW	Community He	110.0	2013	0	Community Health Charities
Pressley, Christ	7918	WSC Westside	30704	JEA IBEW	United Way	52.0	2013	0	United Way
Pressley, Christ	7918	WSC Westside	30704	JEA IBEW	United Way	6.0	2014	0	United Way
Pressley, Kenn	1135	WSC Westside	30704	JEA Supervisors	United Way	52.0	2013	0	United Way
Pressley, Kenn	1135	WSC Westside	30704	JEA Supervisors	United Way	52.0	2014	0	United Way
Pressley, Kenn	1135	WSC Westside	30704	JEA Supervisors	United Way	52.0	2015	0	United Way
Pressley, Kenn	1135	WSC Westside	30704	JEA Supervisors	United Way	52.0	2016	0	United Way
Pressley, Kenn	1135	WSC Westside	30704	JEA Supervisors	United Way	52.0	2017	0	United Way
Pressley, Sheila	4763	JEA Tower, 15t	40400	JEA Appointed	Community He	260.0	2013	0	Community Health Charities
Pressley, Sheila	4763	JEA Tower, 15t	40400	JEA Appointed	Community He	260.0	2014	0	Community Health Charities
Pressley, Sheila	4763	JEA Tower, 15t	40400	JEA Appointed	Community He	260.0	2015	0	Community Health Charities
Pressley, Sheila	4763	JEA Tower, 15t	40400	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Pressley, Sheila	4763	JEA Tower, 15t	40400	JEA Appointed	Community He	260.0	2017	0	Community Health Charities
Pressley, Sheila	4763	JEA Tower, 15t	40400	JEA Appointed	United Way	460.0	2013	0	United Way
Pressley, Sheila	4763	JEA Tower, 15t	40400	JEA Appointed	United Way	520.0	2014	0	United Way
Pressley, Sheila	4763	JEA Tower, 15t	40400	JEA Appointed	United Way	720.0	2015	0	United Way
Pressley, Sheila	4763	JEA Tower, 15t	40400	JEA Appointed	United Way	780.0	2016	0	United Way
Pressley, Sheila	4763	JEA Tower, 15t	40400	JEA Appointed	United Way	940.9	2017	0	United Way
Preston, Grego	6340	SSC Southside	30706	JEA Supervisors	Community He	80.0	2013	0	Community Health Charities
Preston, Grego	6340	SSC Southside	30706	JEA Supervisors	Community He	440.0	2014	0	Community Health Charities
Preston, Grego	6340	SSC Southside	30706	JEA Supervisors	Community He	20.0	2016	0	Community Health Charities
Preston, Grego	6340	SSC Southside	30706	JEA Supervisors	Community He	115.0	2017	0	Community Health Charities
Prevatt, Kelli M	2433	JEA Tower, 7th	40050	Professional En	Community Se	298.1	2017	8	Community Service Leave
Price, Mollie Lo	9393	JEA Tower, 4th	10230	Professional En	Community He	40.0	2015	0	Community Health Charities
Price, Mollie Lo	9393	JEA Tower, 4th	10230	Professional En	Community He	220.0	2016	0	Community Health Charities
Price, Mollie Lo	9393	JEA Tower, 4th	10230	Professional En	Community Se	281.1	2016	8	Community Service Leave
Price, Ron Dou	4292	WW-RT, East G	30133	LIUNA	United Way	52.0	2013	0	United Way
Price, Ron Dou	4292	WW-RT, East G	30133	LIUNA	United Way	12.0	2014	0	United Way
Price, Ron Dou	4292	WW-RT, South	30131	LIUNA	Community He	100.0	2017	0	Community Health Charities
Pruitt, Christal	572	NGS Northside	30200	JEA Appointed	Community He	80.0	2014	0	Community Health Charities
Pruitt, Christal	572	NGS Northside	30200	JEA Appointed	Community He	480.0	2015	0	Community Health Charities
Pruitt, Christal	572	NGS Northside	30200	JEA Appointed	Community He	220.0	2016	0	Community Health Charities

Pruitt, Christal	572	NGS Northside	30200	JEA Appointed	Community Se	518.6	2014	12	Community Service Leave
Pruitt, Christal	572	NGS Northside	30200	JEA Appointed	Community Se	385.1	2015	7	Community Service Leave
Pruitt, Christal	572	NGS Northside	30200	JEA Appointed	Community Se	452.2	2016	8	Community Service Leave
Pruitt, Christal	572	NGS Northside	30200	JEA Appointed	United Way	212.0	2013	0	United Way
Pruitt, Christal	572	NGS Northside	30200	JEA Appointed	United Way	260.0	2014	0	United Way
Pruitt, Christal	572	NGS Northside	30200	JEA Appointed	United Way	260.0	2015	0	United Way
Pruitt, Christal	572	NGS Northside	30200	JEA Appointed	United Way	260.0	2016	0	United Way
Pruitt, Christal	572	NGS Northside	30200	JEA Appointed	United Way	260.0	2017	0	United Way
Pryce Jones, Sa	5490	Customer Cent	A0500	JEA Appointed	Community Se	807.8	2013	16	Community Service Leave
Pryce Jones, Sa	5490	Customer Cent	A0500	JEA Appointed	Community Se	807.8	2014	16	Community Service Leave
Pryce Jones, Sa	5490	Customer Cent	A0500	JEA Appointed	United Way	160.0	2013	0	United Way
Pryce Jones, Sa	5490	Customer Cent	A0500	JEA Appointed	United Way	460.0	2014	0	United Way
Pryce Jones, Sa	5490	Customer Cent	A0800	JEA Appointed	United Way	60.0	2014	0	United Way
Pryce Jones, Sa	5490	Customer Cent	A0800	JEA Appointed	United Way	220.0	2015	0	United Way
Pryce Jones, Sa	5490	NGS Northside	20300	JEA Appointed	United Way	80.0	2013	0	United Way
Pryce Jones, Sa	5490	NGS Northside	30200	JEA Appointed	United Way	20.0	2013	0	United Way
Pryce Jones, Sa	5490	NGS Northside	30309	JEA Appointed	United Way	260.0	2013	0	United Way
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Appointed	Community He	10.0	2016	0	Community Health Charities
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Appointed	Community He	26.0	2017	0	Community Health Charities
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Appointed	Community Se	156.0	2017	4	Community Service Leave
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Appointed	United Way	50.0	2016	0	United Way
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Appointed	United Way	765.9	2017	0	United Way
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	Community He	26.0	2013	0	Community Health Charities
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	Community He	26.0	2014	0	Community Health Charities
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	Community He	26.0	2015	0	Community Health Charities
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	Community He	16.0	2016	0	Community Health Charities
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	Community Se	342.6	2013	10.4	Community Service Leave
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	Community Se	269.6	2014	8	Community Service Leave
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	Community Se	104.3	2015	6	Community Service Leave
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	Community Se	388.0	2016	8	Community Service Leave
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	United Way	130.0	2013	0	United Way
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	United Way	130.0	2014	0	United Way
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	United Way	130.0	2015	0	United Way
Pugh, Nicole W	4621	JEA Tower, 7th	40303	JEA Supervisor	United Way	80.0	2016	0	United Way
Pugh, Timothy	1570	JEA Tower, 12t	40305	JEA Appointed	Community He	130.0	2013	0	Community Health Charities
Pugh, Timothy	1570	JEA Tower, 12t	40305	JEA Appointed	Community He	15.0	2014	0	Community Health Charities
Pugh, Timothy	1570	JEA Tower, 12t	40305	JEA Appointed	United Way	1001.0	2013	0	United Way
Pugh, Timothy	1570	JEA Tower, 12t	40305	JEA Appointed	United Way	115.5	2014	0	United Way
Pugh, Timothy	1570	WSC Westside	40305	JEA Appointed	Community He	95.0	2014	0	Community Health Charities
Pugh, Timothy	1570	WSC Westside	40305	JEA Appointed	United Way	885.5	2014	0	United Way
Pugh, Timothy	1570	WSC Westside	40305	JEA Appointed	United Way	423.5	2015	0	United Way
Pulling, Peter J	2013	WW-RT, East G	30133	LIUNA	United Way	130.0	2013	0	United Way
Pulling, Peter J	2013	WW-RT, East G	30133	LIUNA	United Way	130.0	2014	0	United Way
Pulling, Peter J	2013	WW-RT, East G	30133	LIUNA	United Way	130.0	2015	0	United Way
Pulling, Peter J	2013	WW-RT, East G	30133	LIUNA	United Way	130.0	2016	0	United Way
Pulling, Peter J	2013	WW-RT, East G	30133	LIUNA	United Way	45.0	2017	0	United Way
Putnam, Allen	4716	SOCC	30700	JEA Appointed	Community He	120.0	2013	0	Community Health Charities
Putnam, Allen	4716	SOCC	30700	JEA Appointed	Community He	500.0	2014	0	Community Health Charities
Putnam, Allen	4716	SOCC	30700	JEA Appointed	Community He	120.0	2015	0	Community Health Charities
Putnam, Allen	4716	SOCC	40307	JEA Appointed	Community He	70.0	2013	0	Community Health Charities
Quarterman, B	7861	CSC Commonw	30702	Professional En	Community He	8.0	2014	0	Community Health Charities
Quarterman, B	7861	CSC Commonw	30702	Professional En	Community He	52.0	2015	0	Community Health Charities
Quarterman, B	7861	CSC Commonw	30702	Professional En	Community He	52.0	2016	0	Community Health Charities
Quarterman, B	7861	CSC Commonw	30702	Professional En	Community He	46.0	2017	0	Community Health Charities
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	Community He	130.0	2013	0	Community Health Charities
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	Community He	110.0	2014	0	Community Health Charities
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	Community He	260.0	2017	0	Community Health Charities
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	Community Se	342.2	2013	8	Community Service Leave
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	Community Se	281.8	2014	8	Community Service Leave
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	Community Se	357.2	2015	8	Community Service Leave
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	Community Se	370.2	2016	8	Community Service Leave
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	Community Se	291.5	2017	6	Community Service Leave
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	United Way	390.0	2013	0	United Way
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	United Way	490.0	2014	0	United Way
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	United Way	720.0	2015	0	United Way
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	United Way	970.0	2016	0	United Way
Quarterman, D	6158	JEA Tower, 2nd	30902	JEA Appointed	United Way	1040.0	2017	0	United Way
Quarterman, K	7515	JEA Tower, 14t	C0400	JEA Appointed	Community Se	335.4	2016	8	Community Service Leave
Quarterman, K	7515	JEA Tower, 14t	C0400	JEA Appointed	Community Se	344.7	2017	8	Community Service Leave
Quarterman, K	7515	JEA Tower, 14t	C0400	JEA Appointed	United Way	130.0	2013	0	United Way

Quarterman, K	7515	JEA Tower, 14t	C0400	JEA Appointed	United Way	130.0	2014	0	United Way
Quarterman, K	7515	JEA Tower, 14t	C0400	JEA Appointed	United Way	130.0	2016	0	United Way
Quarterman, K	7515	JEA Tower, 14t	C0400	JEA Appointed	United Way	130.0	2017	0	United Way
Quarterman, K	7515	JEA Tower, 14t	ZE000	JEA Appointed	Community Se	293.5	2015	7	Community Service Leave
Quarterman, K	7515	JEA Tower, 14t	ZE000	JEA Appointed	United Way	130.0	2015	0	United Way
Rackley, Felita	2881	JEA Tower, 15t	40406	Professional En	Community He	11.0	2013	0	Community Health Charities
Rackley, Felita	2881	JEA Tower, 15t	40406	Professional En	Community Se	393.6	2013	16	Community Service Leave
Rackley, Felita	2881	JEA Tower, 15t	40406	Professional En	Community Se	615.2	2014	24	Community Service Leave
Rackley, Felita	2881	JEA Tower, 15t	40406	Professional En	Community Se	529.8	2015	20	Community Service Leave
Rackley, Felita	2881	JEA Tower, 15t	40406	Professional En	Community Se	671.3	2016	24	Community Service Leave
Rackley, Felita	2881	JEA Tower, 15t	40406	Professional En	Community Se	111.9	2017	8	Community Service Leave
Rager, Greg Da	5945	JEA Tower, 13t	20700	Professional En	Community Se	382.8	2015	8	Community Service Leave
Rager, Greg Da	5945	JEA Tower, 13t	20700	Professional En	Community Se	394.3	2016	8	Community Service Leave
Ragin, James II	2836	NGS Northside	30300	JEA IBEW	Community He	72.6	2017	0	Community Health Charities
Ragin, James II	2836	NGS Northside	30300	JEA IBEW	Community He	64.3	2017	0	Community Health Charities
Ragin, James II	2836	NGS Northside	30300	JEA IBEW	Community Se	264.6	2013	8	Community Service Leave
Rainbolt, Ryan	1884	W&S Wastewa	30607	JEA Supervisor	United Way	40.0	2014	0	United Way
Rainbolt, Ryan	1884	W&S Wastewa	30607	JEA Supervisor	United Way	52.0	2015	0	United Way
Rainbolt, Ryan	1884	W&S Wastewa	30607	JEA Supervisor	United Way	52.0	2016	0	United Way
Rainbolt, Ryan	1884	W&S Wastewa	30607	JEA Supervisor	United Way	52.0	2017	0	United Way
Ramirez, Samu	9898	JEA Tower, 4th	20421	Professional En	Community Se	357.8	2017	8	Community Service Leave
Ramsubhag, Ca	266	WSC Westside	A0420	JEA Appointed	Community He	65.3	2016	0	Community Health Charities
Ramsubhag, Ca	266	WSC Westside	A0420	JEA Appointed	Community Se	139.6	2013	4	Community Service Leave
Ramsubhag, Ca	266	WSC Westside	A0420	JEA Appointed	Community Se	104.9	2014	3	Community Service Leave
Ramsubhag, Ca	266	WSC Westside	A0420	JEA Appointed	United Way	260.0	2013	0	United Way
Ramsubhag, Ca	266	WSC Westside	A0420	JEA Appointed	United Way	260.0	2014	0	United Way
Ramsubhag, Ca	266	WSC Westside	A0420	JEA Appointed	United Way	260.0	2015	0	United Way
Ramsubhag, Ca	266	WSC Westside	A0420	JEA Appointed	United Way	260.0	2016	0	United Way
Ramsubhag, Ca	266	WSC Westside	A0420	JEA Appointed	United Way	260.0	2017	0	United Way
Ranga, Andrei	8049	W&S Treatmer	30136	LIUNA	Community Se	499.8	2013	16	Community Service Leave
Ranga, Andrei	8049	W&S Treatmer	30136	LIUNA	Community Se	256.2	2014	8	Community Service Leave
Rasor, Marc L	6092	JEA Tower, 10t	20200	Professional En	Community He	20.0	2014	0	Community Health Charities
Rasor, Marc L	6092	JEA Tower, 10t	20200	Professional En	Community He	110.0	2015	0	Community Health Charities
Rasor, Marc L	6092	JEA Tower, 10t	20200	Professional En	United Way	120.0	2014	0	United Way
Rasor, Marc L	6092	JEA Tower, 10t	20200	Professional En	United Way	48.0	2015	0	United Way
Rasor, Marc L	6092	JEA Tower, 5th	20200	Professional En	Community He	25.0	2013	0	Community Health Charities
Rasor, Marc L	6092	JEA Tower, 5th	20200	Professional En	United Way	208.0	2013	0	United Way
Rasor, Marc L	6092	JEA Tower, 5th	20200	Professional En	United Way	88.0	2014	0	United Way
Rau, Karl Frede	9039	Customer Cent	A0501	JEA Appointed	United Way	180.0	2013	0	United Way
Rau, Karl Frede	9039	Customer Cent	A0800	JEA Appointed	United Way	20.0	2013	0	United Way
Rau, Karl Frede	9039	Customer Cent	A0800	JEA Appointed	United Way	140.0	2014	0	United Way
Rauth, David T	9502	JEA Tower, 8th	D0400	JEA Appointed	Community He	80.0	2015	0	Community Health Charities
Rauth, David T	9502	JEA Tower, 8th	D0400	JEA Appointed	Community He	520.0	2016	0	Community Health Charities
Rauth, David T	9502	JEA Tower, 8th	D0400	JEA Appointed	Community He	520.0	2017	0	Community Health Charities
Rauth, David T	9502	JEA Tower, 8th	D0400	JEA Appointed	Community Se	149.6	2016	4	Community Service Leave
Rauth, David T	9502	JEA Tower, 8th	D0400	JEA Appointed	United Way	769.4	2015	0	United Way
Rauth, David T	9502	JEA Tower, 8th	D0400	JEA Appointed	United Way	1146.1	2016	0	United Way
Rauth, David T	9502	JEA Tower, 8th	D0400	JEA Appointed	United Way	1199.9	2017	0	United Way
Rauth, David T	9502	JEA Tower, 8th	D0400	JEA Appointed	United Way Or	270.9	2017	0	United Way
Ray, Michael D	5873	WSC Westside	30704	JEA IBEW	Community He	8.0	2013	0	Community Health Charities
Ray, Michael D	5873	WSC Westside	30704	JEA IBEW	Community He	44.0	2014	0	Community Health Charities
Ray, Michael D	5873	WSC Westside	30704	JEA IBEW	United Way	52.0	2013	0	United Way
Ray, Michael D	5873	WSC Westside	30704	JEA IBEW	United Way	52.0	2014	0	United Way
Ray, Michael D	5873	WSC Westside	30704	JEA IBEW	United Way	52.0	2015	0	United Way
Ray, Michael D	5873	WSC Westside	30704	JEA IBEW	United Way	52.0	2016	0	United Way
Ray, Michael D	5873	WSC Westside	30704	JEA IBEW	United Way	52.0	2017	0	United Way
Rayburn, Melis	5361	JEA Tower, 10t	20413	JEA Supervisor	Community Se	269.6	2015	8	Community Service Leave
Rayburn, Melis	5361	JEA Tower, 10t	20413	JEA Supervisor	Community Se	141.8	2016	4	Community Service Leave
Recker, Robert	65	SJRPP Plant	00439	SJRPP NBU	United Way	130.0	2013	0	United Way
Recker, Robert	65	SJRPP Plant	00439	SJRPP NBU	United Way	125.0	2014	0	United Way
Redd, Richard	516	SOCC	40307	JEA IBEW	Community Se	317.0	2017	0	Community Service Leave
Redd, Richard	516	SOCC	40307	JEA IBEW	United Way	130.0	2013	0	United Way
Redd, Richard	516	SOCC	40307	JEA IBEW	United Way	130.0	2014	0	United Way
Redd, Richard	516	SOCC	40307	JEA IBEW	United Way	130.0	2015	0	United Way
Redd, Richard	516	SOCC	40307	JEA IBEW	United Way	130.0	2016	0	United Way
Redd, Richard	516	SOCC	40307	JEA IBEW	United Way	130.0	2017	0	United Way
Reed, Andrew	9210	NGS Northside	30300	JEA IBEW	Community He	8.0	2014	0	Community Health Charities
Reed, Andrew	9210	NGS Northside	30300	JEA IBEW	Community He	44.0	2015	0	Community Health Charities
Reed, Andrew	9210	NGS Northside	30300	JEA IBEW	Community Se	259.0	2015	8	Community Service Leave
Reed, Andrew	9210	NGS Northside	30300	JEA IBEW	Community Se	468.6	2017	8	Community Service Leave
Reed, Andrew	9210	NGS Northside	30300	JEA IBEW	United Way	200.0	2014	0	United Way

Reed, Andrew	9210	NGS Northside	30300	JEA IBEW	United Way	260.0	2015	0	United Way
Reed, Andrew	9210	NGS Northside	30300	JEA IBEW	United Way	260.0	2016	0	United Way
Reed, Andrew	9210	NGS Northside	30300	JEA IBEW	United Way	260.0	2017	0	United Way
Reed, David M	7505	JEA Tower, 12t	10500	JEA Appointed	Community Se	626.2	2013	16	Community Service Leave
Reed, David M	7505	JEA Tower, 12t	10500	JEA Appointed	Community Se	482.4	2014	12	Community Service Leave
Reed, David M	7505	JEA Tower, 7th	40302	JEA Appointed	Community He	36.0	2015	0	Community Health Charities
Reed, David M	7505	JEA Tower, 7th	40302	JEA Appointed	Community He	44.0	2016	0	Community Health Charities
Reed, David M	7505	JEA Tower, 7th	40302	JEA Appointed	Community Se	643.2	2015	16	Community Service Leave
Reed, David M	7505	JEA Tower, 7th	40302	JEA Appointed	Community Se	321.6	2016	8	Community Service Leave
Reed, David M	7505	JEA Tower, 7th	40302	JEA Appointed	Community Se	160.8	2017	4	Community Service Leave
Reed, Joshua G	9412	NGS Northside	30309	Professional En	Community He	63.0	2017	0	Community Health Charities
Reed, Joshua G	9412	NGS Northside	30309	Professional En	Community He	55.8	2017	0	Community Health Charities
Reeder, Christ	6871	Ridenour Train	40308	LIUNA	United Way	20.0	2016	0	United Way
Reeder, Christ	6871	Ridenour Train	40308	LIUNA	United Way	35.0	2017	0	United Way
Reeder, Christ	6871	SOCC	40308	LIUNA	United Way	105.0	2016	0	United Way
Reeder, Christ	6871	W&S Wastewa	30607	LIUNA	United Way	130.0	2013	0	United Way
Reeder, Christ	6871	W&S Wastewa	30607	LIUNA	United Way	130.0	2014	0	United Way
Reeder, Christ	6871	W&S Wastewa	30607	LIUNA	United Way	130.0	2015	0	United Way
Reeder, Christ	6871	W&S Wastewa	30607	LIUNA	United Way	5.0	2016	0	United Way
Reeves, David	6041	SJRPP Plant	00436	SJRPP Manage	United Way	40.0	2013	0	United Way
Reeves, David	6041	SJRPP Plant	00443	SJRPP Manage	United Way	20.0	2013	0	United Way
Reeves, Larry F	1933	WW-RT, Core C	30140	JEA Supervisor	United Way	50.0	2013	0	United Way
Reeves, Larry F	1933	WW-RT, Core C	30140	JEA Supervisor	United Way	130.0	2014	0	United Way
Reeves, Larry F	1933	WW-RT, Core C	30140	JEA Supervisor	United Way	130.0	2015	0	United Way
Reeves, Larry F	1933	WW-RT, Core C	30140	JEA Supervisor	United Way	15.0	2016	0	United Way
Reeves, Larry F	1933	WW-RT, East G	30133	JEA Supervisor	United Way	115.0	2016	0	United Way
Reeves, Larry F	1933	WW-RT, East G	30133	JEA Supervisor	United Way	130.0	2017	0	United Way
Reeves, Larry F	1933	WW-RT, South	30131	JEA Supervisor	United Way	80.0	2013	0	United Way
Reeves, Miche	5223	Customer Cent	40111	AFSCME	Community Se	127.8	2014	5.5	Community Service Leave
Reeves, Shellin	8945	SSC Southside	40230	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Reeves, Shellin	8945	SSC Southside	40230	JEA IBEW	Community He	45.0	2016	0	Community Health Charities
Reeves, Shellin	8945	SSC Southside	40230	JEA IBEW	Community Se	232.6	2015	8	Community Service Leave
Reeves, Shellin	8945	SSC Southside	40230	JEA IBEW	United Way	20.0	2015	0	United Way
Reeves, Shellin	8945	SSC Southside	40230	JEA IBEW	United Way	45.0	2016	0	United Way
Reeves, Shellin	8945	SSC Southside	40305	JEA IBEW	Community He	41.0	2013	0	Community Health Charities
Reeves, Shellin	8945	SSC Southside	40305	JEA IBEW	Community He	110.0	2014	0	Community Health Charities
Reeves, Shellin	8945	SSC Southside	40305	JEA IBEW	Community He	65.0	2016	0	Community Health Charities
Reeves, Shellin	8945	SSC Southside	40305	JEA IBEW	Community Se	215.0	2014	8	Community Service Leave
Reeves, Shellin	8945	SSC Southside	40305	JEA IBEW	Community Se	237.3	2016	8	Community Service Leave
Reeves, Shellin	8945	SSC Southside	40305	JEA IBEW	Community Se	237.3	2017	8	Community Service Leave
Reeves, Shellin	8945	SSC Southside	40305	JEA IBEW	United Way	100.0	2014	0	United Way
Reeves, Shellin	8945	SSC Southside	40305	JEA IBEW	United Way	110.0	2015	0	United Way
Reeves, Shellin	8945	SSC Southside	40305	JEA IBEW	United Way	85.0	2016	0	United Way
Reeves, Shellin	8945	SSC Southside	40305	JEA IBEW	United Way	130.0	2017	0	United Way
Reeves, Shellin	8945	WSC Westside	30707	JEA IBEW	Community He	45.0	2013	0	Community Health Charities
Reeves, Shellin	8945	WSC Westside	30707	JEA IBEW	Community Se	164.0	2013	8	Community Service Leave
Register, Kenn	1268	W&S Wastewa	A0203	Professional En	Community He	68.4	2017	0	Community Health Charities
Register, Kenn	1268	W&S Wastewa	A0203	Professional En	Community He	77.3	2017	0	Community Health Charities
Register, Kenn	1268	W&S Wastewa	A0203	Professional En	Community Se	105.4	2014	3	Community Service Leave
Register, Kenn	1268	W&S Wastewa	A0203	Professional En	Community Se	247.8	2015	7	Community Service Leave
Register, Kenn	1268	W&S Wastewa	A0203	Professional En	Community Se	296.8	2016	8	Community Service Leave
Register, Kenn	1268	W&S Wastewa	A0203	Professional En	Community Se	264.3	2017	7	Community Service Leave
Register, Willia	2309	W&S Wastewa	30606	LIUNA	Community He	20.0	2014	0	Community Health Charities
Register, Willia	2309	W&S Wastewa	30606	LIUNA	Community He	130.0	2015	0	Community Health Charities
Register, Willia	2309	W&S Wastewa	30606	LIUNA	Community He	130.0	2016	0	Community Health Charities
Register, Willia	2309	W&S Wastewa	30606	LIUNA	Community He	115.0	2017	0	Community Health Charities
Register, Willia	2309	W&S Wastewa	30606	LIUNA	Community Se	76.5	2015	3	Community Service Leave
Register, Willia	2309	W&S Wastewa	30606	LIUNA	United Way	130.0	2014	0	United Way
Register, Willia	2309	W&S Wastewa	30606	LIUNA	United Way	130.0	2015	0	United Way
Register, Willia	2309	W&S Wastewa	30606	LIUNA	United Way	35.0	2016	0	United Way
Register, Willia	2309	W&S Wastewa	30606	LIUNA	United Way	95.0	2017	0	United Way
Register, Willia	2309	W&S Wastewa	30607	LIUNA	United Way	130.0	2013	0	United Way
Rehberg, Josep	2649	WW-RT, Core C	30134	JEA Supervisor	Community He	172.0	2013	0	Community Health Charities
Rehberg, Josep	2649	WW-RT, Core C	30134	JEA Supervisor	Community He	260.0	2014	0	Community Health Charities
Rehberg, Josep	2649	WW-RT, Core C	30134	JEA Supervisor	Community He	240.0	2015	0	Community Health Charities
Rehberg, Josep	2649	WW-RT, Core C	30134	JEA Supervisor	Community He	130.0	2016	0	Community Health Charities
Rehberg, Josep	2649	WW-RT, Core C	30134	JEA Supervisor	Community He	130.0	2017	0	Community Health Charities
Rehberg, Josep	2649	WW-RT, Core C	30134	JEA Supervisor	United Way	52.0	2013	0	United Way
Rehberg, Josep	2649	WW-RT, Core C	30134	JEA Supervisor	United Way	412.0	2014	0	United Way
Rehberg, Josep	2649	WW-RT, Core C	30134	JEA Supervisor	United Way	520.0	2015	0	United Way
Rehberg, Josep	2649	WW-RT, Core C	30134	JEA Supervisor	United Way	520.0	2016	0	United Way

Rehberg, Josep	2649	WW-RT, Core C	30134	JEA Supervisor	United Way	140.0	2017	0	United Way
Rehmel, Tina K	9576	JEA Tower, 14t	C0200	Professional En	Community He	28.0	2016	0	Community Health Charities
Rehmel, Tina K	9576	JEA Tower, 14t	C0200	Professional En	Community Se	166.8	2016	8	Community Service Leave
Rehmel, Tina K	9576	JEA Tower, 14t	C0200	Professional En	Community Se	179.1	2017	8	Community Service Leave
Rehmel, Tina K	9576	JEA Tower, 14t	C0200	Professional En	United Way	24.0	2016	0	United Way
Rehmel, Tina K	9576	JEA Tower, 14t	C0200	Professional En	United Way	38.0	2017	0	United Way
Rehmel, Tina K	9576	JEA Tower, 15t	C0200	Professional En	Community He	8.0	2015	0	Community Health Charities
Rehmel, Tina K	9576	JEA Tower, 15t	C0200	Professional En	Community He	10.0	2016	0	Community Health Charities
Rehmel, Tina K	9576	JEA Tower, 15t	C0200	Professional En	Community Se	79.3	2015	4	Community Service Leave
Reichart, Lisa M	5620	SOCC	40306	AFSCME	Community Se	208.2	2017	8	Community Service Leave
Reid, John E	5418	SJRPP Plant	00442	SJRPP NBU	Community He	550.0	2013	0	Community Health Charities
Reid, Juliet She	2656	JEA Tower, 14t	C0200	Professional En	Community Se	108.7	2016	4	Community Service Leave
Reid, Juliet She	2656	JEA Tower, 14t	C0200	Professional En	Community Se	226.4	2017	8	Community Service Leave
Reid, Juliet She	2656	JEA Tower, 15t	C0200	Professional En	Community Se	179.3	2014	7	Community Service Leave
Reid, Juliet She	2656	JEA Tower, 15t	C0200	Professional En	Community Se	105.5	2016	4	Community Service Leave
Reid, Juliet She	2656	JEA Tower, 15t	C0200	Professional En	United Way	12.0	2013	0	United Way
Reid, Linda Bel	341	Customer Cent	20100	JEA Manageria	United Way	100.0	2013	0	United Way
Reid, Linda Bel	341	Customer Cent	20500	JEA Manageria	United Way	80.0	2013	0	United Way
Reid, Linda Bel	341	JEA Tower, 3rd	30608	JEA Manageria	United Way	255.0	2014	0	United Way
Reid, Linda Bel	341	JEA Tower, 4th	20500	JEA Manageria	United Way	130.0	2015	0	United Way
Reid, Linda Bel	341	JEA Tower, 4th	20500	JEA Manageria	United Way	5.0	2016	0	United Way
Reid, Linda Bel	341	JEA Tower, 5th	30608	JEA Manageria	United Way	85.0	2014	0	United Way
Reid, Linda Bel	341	JEA Tower, 9th	20500	JEA Manageria	United Way	680.0	2013	0	United Way
Reinker, Nancy	3764	JEA Tower, 10t	A0600	JEA Temporary	Community He	74.0	2014	0	Community Health Charities
Reinker, Nancy	3764	JEA Tower, 10t	A0600	JEA Temporary	Community He	156.0	2015	0	Community Health Charities
Reinker, Nancy	3764	JEA Tower, 10t	A0600	JEA Temporary	Community He	156.0	2016	0	Community Health Charities
Reinker, Nancy	3764	JEA Tower, 10t	A0600	JEA Temporary	Community He	156.0	2017	0	Community Health Charities
Reinker, Nancy	3764	JEA Tower, 10t	A0600	JEA Temporary	United Way	35.0	2014	0	United Way
Reinker, Nancy	3764	JEA Tower, 10t	A0600	JEA Temporary	United Way	65.0	2015	0	United Way
Reinker, Nancy	3764	JEA Tower, 10t	A0600	JEA Temporary	United Way	65.0	2016	0	United Way
Reinker, Nancy	3764	JEA Tower, 10t	A0600	JEA Temporary	United Way	65.0	2017	0	United Way
Reinker, Nancy	3764	JEA Tower, 11t	A0600	JEA Temporary	Community He	130.0	2013	0	Community Health Charities
Reinker, Nancy	3764	JEA Tower, 11t	A0600	JEA Temporary	Community He	60.0	2014	0	Community Health Charities
Reinker, Nancy	3764	JEA Tower, 11t	A0600	JEA Temporary	United Way	65.0	2013	0	United Way
Reinker, Nancy	3764	JEA Tower, 11t	A0600	JEA Temporary	United Way	30.0	2014	0	United Way
Remsen, Ruth	696	Ridenour Train	30100	JEA Appointed	Community Se	289.2	2015	8	Community Service Leave
Resos, Mark	5669	JEA Tower, 11t	40230	JEA IBEW	Community He	36.8	2017	0	Community Health Charities
Resos, Mark	5669	JEA Tower, 11t	40230	JEA IBEW	Community He	41.6	2017	0	Community Health Charities
Resos, Mark	5669	JEA Tower, 4th	40230	JEA Supervisor	Community Se	770.2	2013	24	Community Service Leave
Resos, Mark	5669	JEA Tower, 9th	40230	JEA Supervisor	Community Se	106.1	2015	3	Community Service Leave
Reyes, Camilo	2623	Customer Cent	A0504	AFSCME	United Way	52.0	2013	0	United Way
Reyes, Camilo	2623	Customer Cent	A0504	AFSCME	United Way	52.0	2014	0	United Way
Reyes, Camilo	2623	Customer Cent	A0504	AFSCME	United Way	52.0	2015	0	United Way
Reyes, Camilo	2623	Customer Cent	A0504	AFSCME	United Way	20.0	2016	0	United Way
Rhoden, Timot	943	CSC Storeroom	A0411	JEA Supervisor	United Way	6.0	2013	0	United Way
Ricafrente, Ric	346	SJRPP Plant	00433	SJRPP Manage	United Way	130.0	2013	0	United Way
Ricafrente, Ric	346	SJRPP Plant	00433	SJRPP Manage	United Way	130.0	2014	0	United Way
Ricafrente, Ric	346	SJRPP Plant	00433	SJRPP Manage	United Way	120.0	2015	0	United Way
Rice, Larry Dale	2823	JEA Brandy Bra	30401	JEA IBEW	United Way	8.0	2013	0	United Way
Rice, Larry Dale	2823	JEA Brandy Bra	30401	JEA Supervisor	Community He	20.0	2015	0	Community Health Charities
Rice, Larry Dale	2823	JEA Brandy Bra	30401	JEA Supervisor	Community He	130.0	2016	0	Community Health Charities
Rice, Larry Dale	2823	JEA Brandy Bra	30401	JEA Supervisor	Community He	130.0	2017	0	Community Health Charities
Rice, Larry Dale	2823	JEA Brandy Bra	30401	JEA Supervisor	United Way	17.0	2013	0	United Way
Rice, Larry Dale	2823	JEA Brandy Bra	30401	JEA Supervisor	United Way	26.0	2014	0	United Way
Rice, Larry Dale	2823	JEA Brandy Bra	30401	JEA Supervisor	United Way	106.0	2015	0	United Way
Rice, Larry Dale	2823	JEA Brandy Bra	30401	JEA Supervisor	United Way	130.0	2016	0	United Way
Rice, Larry Dale	2823	JEA Brandy Bra	30401	JEA Supervisor	United Way	130.0	2017	0	United Way
Rice, Larry Dale	2823	NGS Northside	30200	JEA Supervisor	United Way	1.0	2013	0	United Way
Rice, Paul C	2327	Laboratory Ser	D0300	Professional En	United Way	105.0	2013	0	United Way
Richardson, Ch	1013	WSC Westside	30704	JEA Supervisor	United Way	52.0	2013	0	United Way
Richardson, Ch	1013	WSC Westside	30704	JEA Supervisor	United Way	52.0	2014	0	United Way
Richardson, Ch	1013	WSC Westside	30704	JEA Supervisor	United Way	14.0	2015	0	United Way
Richardson, Lir	1066	CSC Storeroom	A0411	AFSCME	Community Se	61.3	2016	2	Community Service Leave
Richardson, Mi	2257	W&S Treatmer	30122	JEA Supervisor	Community He	44.0	2016	0	Community Health Charities
Richardson, Mi	2257	W&S Treatmer	30122	JEA Supervisor	Community He	6.0	2017	0	Community Health Charities
Richardson, Mi	2257	W&S Treatmer	30122	JEA Supervisor	United Way	52.0	2013	0	United Way
Richardson, Mi	2257	W&S Treatmer	30122	JEA Supervisor	United Way	52.0	2014	0	United Way
Richardson, Mi	2257	W&S Treatmer	30122	JEA Supervisor	United Way	52.0	2015	0	United Way
Richardson, Mi	2257	W&S Treatmer	30122	JEA Supervisor	United Way	52.0	2016	0	United Way
Richardson, Mi	2257	W&S Treatmer	30122	JEA Supervisor	United Way	52.0	2017	0	United Way
Richardson, Ta	8671	Customer Cent	40110	AFSCME	Community He	10.0	2013	0	Community Health Charities

Richardson, Ta	8671	Customer Cent	40110	AFSCME	Community He	8.0	2016	0	Community Health Charities
Richardson, Ta	8671	Customer Cent	40110	AFSCME	Community He	52.0	2017	0	Community Health Charities
Richardson, Ta	8671	Customer Cent	40110	AFSCME	United Way	100.0	2014	0	United Way
Richardson, Ta	8671	Customer Cent	40110	AFSCME	United Way	130.0	2015	0	United Way
Richardson, Ta	8671	Customer Cent	40110	AFSCME	United Way	130.0	2016	0	United Way
Richardson, Ta	8671	Customer Cent	40110	AFSCME	United Way	35.0	2017	0	United Way
Richardson, Ta	8671	Customer Cent	40110	AFSCME	United Way Or	10.0	2017	0	United Way
Richardson, W	7457	WW-RT, Core C	30140	LIUNA	United Way	104.0	2013	0	United Way
Richardson, W	7457	WW-RT, Core C	30140	LIUNA	United Way	76.0	2014	0	United Way
Richardson, W	7457	WW-RT, West (	30135	LIUNA	United Way	28.0	2014	0	United Way
Richardson, W	7457	WW-RT, West (	30135	LIUNA	United Way	104.0	2015	0	United Way
Richardson, W	7457	WW-RT, West (	30135	LIUNA	United Way	104.0	2016	0	United Way
Richardson, W	7457	WW-RT, West (	30135	LIUNA	United Way	28.0	2017	0	United Way
Ricker, Virginia	4260	Customer Cent	40820	AFSCME	Community He	24.0	2014	0	Community Health Charities
Ricker, Virginia	4260	Customer Cent	40820	AFSCME	Community He	90.0	2015	0	Community Health Charities
Ricker, Virginia	4260	Customer Cent	40820	AFSCME	Community Se	210.1	2013	8	Community Service Leave
Ricker, Virginia	4260	Customer Cent	40820	AFSCME	Community Se	210.1	2014	8	Community Service Leave
Ricker, Virginia	4260	Customer Cent	40820	AFSCME	United Way	18.0	2015	0	United Way
Ricker, Virginia	4260	Customer Cent	40820	JEA Appointed	Community He	42.0	2015	0	Community Health Charities
Ricker, Virginia	4260	Customer Cent	40820	JEA Appointed	United Way	14.0	2015	0	United Way
Ricker, Virginia	4260	Customer Cent	40820	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Ricker, Virginia	4260	Customer Cent	40820	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Ricker, Virginia	4260	Customer Cent	40820	JEA Appointed	Community Se	252.8	2016	8	Community Service Leave
Ricker, Virginia	4260	Customer Cent	40820	JEA Appointed	Community Se	199.1	2017	6	Community Service Leave
Ricker, Virginia	4260	Customer Cent	40820	JEA Appointed	United Way	8.0	2015	0	United Way
Ricker, Virginia	4260	Customer Cent	40820	JEA Appointed	United Way	52.0	2016	0	United Way
Ricker, Virginia	4260	Customer Cent	40820	JEA Appointed	United Way	52.0	2017	0	United Way
Ricketts, Crysta	5150	Customer Cent	40810	AFSCME	United Way	26.0	2013	0	United Way
Ricketts, Crysta	5150	Customer Cent	40810	AFSCME	United Way	10.0	2014	0	United Way
Ricketts, Crysta	5150	Customer Cent	40810	AFSCME	Community He	8.0	2016	0	Community Health Charities
Ricketts, Crysta	5150	Customer Cent	40810	AFSCME	Community He	42.0	2017	0	Community Health Charities
Ricketts, Crysta	5150	Customer Cent	40810	AFSCME	United Way	16.0	2014	0	United Way
Ricketts, Crysta	5150	Customer Cent	40810	AFSCME	United Way	46.0	2015	0	United Way
Ricketts, Crysta	5150	Customer Cent	40810	AFSCME	United Way	52.0	2016	0	United Way
Ricketts, Crysta	5150	Customer Cent	40810	AFSCME	United Way	14.0	2017	0	United Way
Ricketts, Crysta	5150	Customer Cent	40810	AFSCME	Community He	10.0	2017	0	Community Health Charities
Riens, William	2055	WW-RT, West (	30135	LIUNA	Community He	23.0	2013	0	Community Health Charities
Riens, William	2055	WW-RT, West (	30135	LIUNA	Community He	1.0	2014	0	Community Health Charities
Riens, William	2055	WW-RT, West (	30135	LIUNA	Community He	6.0	2017	0	Community Health Charities
Riens, William	2055	WW-RT, West (	30135	LIUNA	United Way	46.0	2013	0	United Way
Riens, William	2055	WW-RT, West (	30135	LIUNA	United Way	52.0	2014	0	United Way
Riens, William	2055	WW-RT, West (	30135	LIUNA	United Way	52.0	2015	0	United Way
Riens, William	2055	WW-RT, West (	30135	LIUNA	United Way	52.0	2016	0	United Way
Riens, William	2055	WW-RT, West (	30135	LIUNA	United Way	14.0	2017	0	United Way
Riley, Johnny E	1153	CSC Commonw	30702	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Riley, Peggy	682	Customer Cent	40111	AFSCME	United Way	10.0	2013	0	United Way
Riley, Peggy	682	Customer Cent	40110	AFSCME	Community Se	100.0	2015	4	Community Service Leave
Riley, Peggy	682	Customer Cent	40110	AFSCME	United Way	2.0	2013	0	United Way
Rinehart, Chris	9852	JEA Tower, 12t	10500	JEA Appointed	Community Se	144.2	2017	4	Community Service Leave
Rinehart, Jason	8027	JEA Tower, 9th	20410	Professional En	Community He	10.0	2017	0	Community Health Charities
Rinehart, Jason	8027	JEA Tower, 9th	20410	Professional En	Community Se	274.2	2015	8	Community Service Leave
Rinehart, Jason	8027	JEA Tower, 9th	20410	Professional En	Community Se	315.4	2017	8	Community Service Leave
Ring, Joshua Ry	9691	NGS Northside	30205	JEA IBEW	Community Se	251.8	2017	8	Community Service Leave
Ring, Robert Sh	7258	W&S Wastewa	30606	LIUNA	Community He	45.0	2015	0	Community Health Charities
Ring, Robert Sh	7258	W&S Wastewa	30606	LIUNA	Community He	15.0	2017	0	Community Health Charities
Ring, Robert Sh	7258	W&S Wastewa	30606	LIUNA	United Way	95.0	2016	0	United Way
Ring, Robert Sh	7258	W&S Wastewa	30606	LIUNA	United Way	130.0	2017	0	United Way
Ritter, Joseph I	2814	NGS Northside	30200	JEA Supervisor	United Way	18.0	2014	0	United Way
Ritter, Joseph I	2814	NGS Northside	30202	JEA Supervisor	Community He	8.0	2015	0	Community Health Charities
Ritter, Joseph I	2814	NGS Northside	30202	JEA Supervisor	Community He	52.0	2016	0	Community Health Charities
Ritter, Joseph I	2814	NGS Northside	30202	JEA Supervisor	Community He	52.0	2017	0	Community Health Charities
Ritter, Joseph I	2814	NGS Northside	30202	JEA Supervisor	United Way	52.0	2013	0	United Way
Ritter, Joseph I	2814	NGS Northside	30202	JEA Supervisor	United Way	34.0	2014	0	United Way
Ritter, Joseph I	2814	NGS Northside	30202	JEA Supervisor	United Way	52.0	2015	0	United Way
Ritter, Joseph I	2814	NGS Northside	30202	JEA Supervisor	United Way	52.0	2016	0	United Way
Ritter, Joseph I	2814	NGS Northside	30202	JEA Supervisor	United Way	52.0	2017	0	United Way
Rivera, Zasha D	8107	Customer Cent	40100	JEA Appointed	Community Se	134.7	2015	2.666666667	Community Service Leave
Rivera, Zasha D	8107	Customer Cent	40100	JEA Appointed	Community Se	0.0	2015	2.666666667	Community Service Leave
Rivera, Zasha D	8107	WW-RT, Core C	30140	LIUNA	Community Se	227.0	2014	8	Community Service Leave
Rivera, Zasha D	8107	WW-RT, Core C	30140	LIUNA	Community Se	116.3	2015	2.666666667	Community Service Leave
Rivera-Clapp, N	535	CSC Commonw	40700	JEA Appointed	Community He	190.0	2016	0	Community Health Charities

Rivera-Clapp, M	535	CSC Commonw	40700	JEA Appointed	Community He	145.0	2017	0	Community Health Charities
Rivera-Clapp, M	535	CSC Commonw	40700	JEA Appointed	Community He	195.8	2016	0	Community Health Charities
Rivera-Clapp, M	535	CSC Commonw	40700	JEA Appointed	Community He	204.4	2017	0	Community Health Charities
Rivera-Clapp, M	535	CSC Commonw	40700	JEA Appointed	Community He	230.8	2017	0	Community Health Charities
Rivera-Clapp, M	535	CSC Commonw	40700	JEA Appointed	Community Se	110.6	2016	3	Community Service Leave
Rivera-Clapp, M	535	CSC Commonw	40700	JEA Appointed	United Way	192.4	2016	0	United Way
Rivera-Clapp, M	535	CSC Commonw	40700	JEA Appointed	United Way	1000.2	2017	0	United Way
Rivera-Clapp, M	535	JEA Tower, 7th	40302	JEA Appointed	Community He	240.0	2013	0	Community Health Charities
Rivera-Clapp, M	535	JEA Tower, 7th	40302	JEA Appointed	Community He	110.0	2014	0	Community Health Charities
Rivera-Clapp, M	535	JEA Tower, 7th	40302	JEA Appointed	Community He	680.1	2015	0	Community Health Charities
Rivera-Clapp, M	535	JEA Tower, 7th	40302	JEA Appointed	Community He	3570.4	2016	0	Community Health Charities
Rivera-Clapp, M	535	JEA Tower, 7th	40302	JEA Appointed	Community Se	363.1	2013	8	Community Service Leave
Rivera-Clapp, M	535	JEA Tower, 7th	40302	JEA Appointed	Community Se	192.0	2016	3	Community Service Leave
Rivera-Clapp, M	535	JEA Tower, 7th	40302	JEA Appointed	United Way	1000.4	2013	0	United Way
Rivera-Clapp, M	535	JEA Tower, 7th	40302	JEA Appointed	United Way	1000.2	2014	0	United Way
Rivera-Clapp, M	535	JEA Tower, 7th	40302	JEA Appointed	United Way	1000.2	2015	0	United Way
Rivera-Clapp, M	535	JEA Tower, 7th	40302	JEA Appointed	United Way	1020.4	2016	0	United Way
Roark, Robert I	7087	JEA Tower, 10t	A0600	JEA Appointed	Community Se	347.0	2017	8	Community Service Leave
Roark, Robert I	7087	JEA Tower, 10t	A0600	Professional En	Community Se	293.7	2015	8	Community Service Leave
Roark, Robert I	7087	JEA Tower, 10t	A0600	Professional En	Community Se	315.4	2016	8	Community Service Leave
Roberts, Erin C	5897	JEA Tower, 7th	40000	JEA Appointed	United Way	30.0	2015	0	United Way
Roberts, Erin C	5897	JEA Tower, 7th	40000	Professional En	Community Se	147.4	2014	4	Community Service Leave
Roberts, Josep	1630	JEA Brandy Bra	30401	JEA Supervisors	United Way	650.0	2013	0	United Way
Roberts, Josep	1630	JEA Brandy Bra	30401	JEA Supervisors	United Way	150.0	2014	0	United Way
Roberts, Raym	349	SJRPP Plant	00442	SJRPP IBEW	United Way	12.0	2013	0	United Way
Robertson, Col	787	JEA Tower, 4th	20425	AFSCME	Community He	18.0	2015	0	Community Health Charities
Robertson, Col	787	JEA Tower, 4th	20425	AFSCME	United Way	18.0	2015	0	United Way
Robertson, Col	787	JEA Tower, 4th	20426	AFSCME	Community He	4.0	2014	0	Community Health Charities
Robertson, Col	787	JEA Tower, 4th	20426	AFSCME	United Way	26.0	2013	0	United Way
Robertson, Col	787	JEA Tower, 4th	20426	AFSCME	United Way	26.0	2014	0	United Way
Robertson, Col	787	JEA Tower, 4th	30603	AFSCME	Community He	4.0	2015	0	Community Health Charities
Robertson, Col	787	JEA Tower, 4th	30603	AFSCME	United Way	8.0	2015	0	United Way
Robertson, Col	787	JEA Tower, 4th	30603	AFSCME	United Way	26.0	2016	0	United Way
Robertson, Col	787	JEA Tower, 4th	30603	AFSCME	United Way	16.0	2017	0	United Way
Robinette, Mel	4063	JEA Tower, 7th	40000	Professional En	United Way	52.0	2013	0	United Way
Robinette, Mel	4063	JEA Tower, 7th	40000	Professional En	United Way	26.0	2014	0	United Way
Robinette, Mel	9749	JEA Tower, 7th	40050	JEA Appointed	United Way	730.9	2017	0	United Way
Robins, Brande	9259	JEA Tower, 10t	10210	Professional En	Community Se	197.6	2014	8	Community Service Leave
Robins, Brande	9259	JEA Tower, 10t	10210	Professional En	Community Se	202.1	2015	8	Community Service Leave
Robins, Brande	9259	JEA Tower, 10t	10210	Professional En	Community Se	181.7	2016	6	Community Service Leave
Robinson, Anth	9685	NGS Northside	30300	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Robinson, Anth	9685	NGS Northside	30300	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Robinson, Anth	9685	NGS Northside	30300	JEA IBEW	Community Se	264.9	2016	8	Community Service Leave
Robinson, Anth	9685	NGS Northside	30300	JEA IBEW	Community Se	290.5	2017	8	Community Service Leave
Robinson, Dere	2353	WW-RT, South	30131	LIUNA	Community He	20.0	2016	0	Community Health Charities
Robinson, Dere	2353	WW-RT, South	30131	LIUNA	Community He	115.0	2017	0	Community Health Charities
Robinson, Dere	2353	WW-RT, South	30131	LIUNA	United Way	118.0	2013	0	United Way
Robinson, Dere	2353	WW-RT, South	30131	LIUNA	United Way	130.0	2014	0	United Way
Robinson, Dere	2353	WW-RT, South	30131	LIUNA	United Way	130.0	2015	0	United Way
Robinson, Dere	2353	WW-RT, South	30131	LIUNA	United Way	130.0	2016	0	United Way
Robinson, Dere	2353	WW-RT, South	30131	LIUNA	United Way	130.0	2017	0	United Way
Robinson, Jame	1136	NGS Northside	30300	JEA IBEW	United Way	52.0	2013	0	United Way
Robinson, Jame	1136	NGS Northside	30300	JEA IBEW	United Way	26.0	2014	0	United Way
Robinson, Mich	1217	SSC Southside	30706	Professional En	Community He	100.0	2013	0	Community Health Charities
Robinson, Mich	1217	SSC Southside	30706	Professional En	United Way	3000.0	2013	0	United Way
Robinson, Mich	1217	SSC Southside	30706	Professional En	United Way	120.0	2014	0	United Way
Robinson, Paul	5886	JEA Tower, 2nd	30904	Professional En	Community Se	388.5	2015	8	Community Service Leave
Robinson, Shor	6912	Customer Cent	40110	AFSCME Temp	Community Se	56.1	2015	4	Community Service Leave
Robinson, Sony	2981	Customer Cent	40111	AFSCME	Community He	52.0	2013	0	Community Health Charities
Robinson, Sony	2981	Customer Cent	40111	AFSCME	Community He	52.0	2014	0	Community Health Charities
Robinson, Sony	2981	Customer Cent	40111	AFSCME	Community He	44.0	2015	0	Community Health Charities
Robinson, Sony	2981	Customer Cent	40111	AFSCME	Community Se	152.3	2017	6	Community Service Leave
Robinson, Sony	2981	Customer Cent	40111	AFSCME	United Way	78.0	2013	0	United Way
Robinson, Sony	2981	Customer Cent	40111	AFSCME	United Way	78.0	2014	0	United Way
Robinson, Sony	2981	Customer Cent	40111	AFSCME	United Way	78.0	2015	0	United Way
Robinson, Sony	2981	Customer Cent	40111	AFSCME	United Way	69.0	2016	0	United Way
Robinson, Sony	2981	Customer Cent	40111	AFSCME	United Way	78.0	2017	0	United Way
Robinson, Sony	2981	Customer Cent	40400	AFSCME	United Way	9.0	2016	0	United Way
Roche, Brian J	954	JEA Tower, 14t	30002	JEA Appointed	Community He	18.0	2013	0	Community Health Charities
Roche, Brian J	954	JEA Tower, 14t	30002	JEA Appointed	United Way	240.0	2013	0	United Way
Roche, Brian J	954	JEA Tower, 14t	C0700	JEA Appointed	Community He	15.0	2013	0	Community Health Charities

Roche, Brian J	954	JEA Tower, 14t	C0700	JEA Appointed	United Way	200.0	2013	0	United Way
Roche, Brian J	954	JEA Tower, 16t	30002	JEA Appointed	Community He	38.0	2013	0	Community Health Charities
Roche, Brian J	954	JEA Tower, 16t	30002	JEA Appointed	Community He	160.0	2014	0	Community Health Charities
Roche, Brian J	954	JEA Tower, 16t	30002	JEA Appointed	Community He	440.0	2015	0	Community Health Charities
Roche, Brian J	954	JEA Tower, 16t	30002	JEA Appointed	Community Se	492.8	2016	5	Community Service Leave
Roche, Brian J	954	JEA Tower, 16t	30002	JEA Appointed	United Way	600.0	2013	0	United Way
Roche, Brian J	954	JEA Tower, 16t	30002	JEA Appointed	United Way	2240.0	2014	0	United Way
Roche, Brian J	954	JEA Tower, 16t	30002	JEA Appointed	United Way	2600.0	2015	0	United Way
Roche, Brian J	954	JEA Tower, 16t	30002	JEA Appointed	United Way	2600.0	2016	0	United Way
Roche, Brian J	954	JEA Tower, 16t	30002	JEA Appointed	United Way	2600.0	2017	0	United Way
Roden, Wesley	8890	JEA Tower, 13t	B0500	Professional En	Community He	100.0	2014	0	Community Health Charities
Roden, Wesley	8890	JEA Tower, 13t	B0500	Professional En	Community He	150.0	2015	0	Community Health Charities
Roden, Wesley	8890	JEA Tower, 13t	B0500	Professional En	Community He	150.0	2016	0	Community Health Charities
Roden, Wesley	8890	JEA Tower, 13t	B0500	Professional En	Community Se	355.2	2014	8	Community Service Leave
Roden, Wesley	8890	JEA Tower, 13t	B0500	Professional En	Community Se	360.2	2015	8	Community Service Leave
Roden, Wesley	8890	JEA Tower, 13t	B0500	Professional En	Community Se	380.2	2016	8	Community Service Leave
Roden, Wesley	8890	JEA Tower, 13t	B0500	Professional En	Community Se	400.5	2017	8	Community Service Leave
Rogers Moody	2938	JEA Tower, 9th	20700	Professional En	Community Se	321.0	2015	8	Community Service Leave
Rogers Moody	2938	JEA Tower, 9th	20700	Professional En	Community Se	248.0	2016	6	Community Service Leave
Roh, Jin Woo (	8886	JEA Tower, 9th	20410	Professional En	Community He	20.0	2016	0	Community Health Charities
Roh, Jin Woo (	8886	JEA Tower, 9th	20410	Professional En	Community Se	313.0	2016	8	Community Service Leave
Roh, Jin Woo (	8886	JEA Tower, 9th	20410	Professional En	Community Se	313.0	2017	8	Community Service Leave
Rojas, Cynthia	2426	JEA Tower, 7th	40000	Professional En	United Way	156.0	2013	0	United Way
Rojas, Cynthia	2426	JEA Tower, 7th	40000	Professional En	United Way	156.0	2014	0	United Way
Rojas, Cynthia	2426	JEA Tower, 7th	40000	Professional En	United Way	90.0	2015	0	United Way
Rojas, Cynthia	2426	JEA Tower, 7th	40050	Professional En	Community Se	139.8	2017	4	Community Service Leave
Rojas, Cynthia	2426	JEA Tower, 7th	40050	Professional En	United Way	66.0	2015	0	United Way
Rojas, Cynthia	2426	JEA Tower, 7th	40050	Professional En	United Way	156.0	2016	0	United Way
Rojas, Cynthia	2426	JEA Tower, 7th	40050	Professional En	United Way	156.0	2017	0	United Way
Rolack, Eddie J	2141	SOCC	40308	LIUNA	United Way	52.0	2013	0	United Way
Rolack, Eddie J	2141	SOCC	40308	LIUNA	United Way	52.0	2014	0	United Way
Rolack, Eddie J	2141	SOCC	40308	LIUNA	United Way	44.0	2015	0	United Way
Roland, Ralph I	3562	JEA Tower, 15t	C0500	JEA Appointed	Community Se	332.7	2014	8	Community Service Leave
Roland, Ralph I	3562	JEA Tower, 15t	C0500	JEA Appointed	Community Se	127.9	2015	3	Community Service Leave
Roland, Ralph I	3562	JEA Tower, 15t	C0500	JEA Appointed	United Way	52.0	2013	0	United Way
Roland, Ralph I	3562	JEA Tower, 15t	C0500	JEA Appointed	United Way	52.0	2014	0	United Way
Roland, Ralph I	3562	JEA Tower, 15t	C0500	JEA Appointed	United Way	52.0	2015	0	United Way
Roland, Ralph I	3562	JEA Tower, 15t	C0500	JEA Appointed	United Way	22.0	2016	0	United Way
Rolfs, Lindsey E	9064	SJRPP Plant	00461	SJRPP Manage	Community Se	293.3	2013	10	Community Service Leave
Roseberry, Nar	644	Customer Cent	A0800	AFSCME	Community He	2.0	2013	0	Community Health Charities
Roseberry, Nar	644	Customer Cent	A0800	AFSCME	Community He	20.0	2014	0	Community Health Charities
Roseberry, Nar	644	Customer Cent	A0800	AFSCME	Community He	130.0	2015	0	Community Health Charities
Roseberry, Nar	644	Customer Cent	A0800	AFSCME	Community He	130.0	2016	0	Community Health Charities
Roseberry, Nar	644	Customer Cent	A0800	AFSCME	Community He	130.0	2017	0	Community Health Charities
Roseberry, Nar	644	Customer Cent	A0800	AFSCME	Community Se	72.1	2016	3	Community Service Leave
Roseberry, Nar	644	Customer Cent	A0800	AFSCME	United Way	130.0	2013	0	United Way
Roseberry, Nar	644	Customer Cent	A0800	AFSCME	United Way	130.0	2014	0	United Way
Roseberry, Nar	644	Customer Cent	A0800	AFSCME	United Way	130.0	2015	0	United Way
Roseberry, Nar	644	Customer Cent	A0800	AFSCME	United Way	130.0	2016	0	United Way
Roseberry, Nar	644	Customer Cent	A0800	AFSCME	United Way	130.0	2017	0	United Way
Rosenhauer, K	804	Customer Cent	A0000	JEA Appointed	Community He	4.0	2014	0	Community Health Charities
Rosenhauer, K	804	Customer Cent	A0000	JEA Appointed	Community He	26.0	2015	0	Community Health Charities
Rosenhauer, K	804	Customer Cent	A0000	JEA Appointed	Community He	13.0	2016	0	Community Health Charities
Rosenhauer, K	804	Customer Cent	A0000	JEA Appointed	Community Se	408.0	2015	7	Community Service Leave
Rosenhauer, K	804	Customer Cent	A0000	JEA Appointed	Community Se	174.9	2016	3	Community Service Leave
Rosenhauer, K	804	Customer Cent	A0000	JEA Appointed	United Way	16.0	2014	0	United Way
Rosenhauer, K	804	Customer Cent	A0000	JEA Appointed	United Way	52.0	2015	0	United Way
Rosenhauer, K	804	Customer Cent	A0000	JEA Appointed	United Way	26.0	2016	0	United Way
Rosenhauer, K	804	Customer Cent	A0100	JEA Appointed	Community He	13.0	2016	0	Community Health Charities
Rosenhauer, K	804	Customer Cent	A0100	JEA Appointed	Community He	26.0	2017	0	Community Health Charities
Rosenhauer, K	804	Customer Cent	A0100	JEA Appointed	Community Se	476.9	2017	8	Community Service Leave
Rosenhauer, K	804	Customer Cent	A0100	JEA Appointed	United Way	26.0	2016	0	United Way
Rosenhauer, K	804	Customer Cent	A0100	JEA Appointed	United Way	52.0	2017	0	United Way
Rosenhauer, K	804	JEA Tower, 10t	20200	JEA Appointed	Community Se	283.0	2014	4	Community Service Leave
Rosenhauer, K	804	JEA Tower, 10t	20200	JEA Appointed	United Way	18.0	2014	0	United Way
Rosenhauer, K	804	JEA Tower, 16t	A0000	JEA Appointed	United Way	2.0	2014	0	United Way
Rosenhauer, K	804	JEA Tower, 9th	20200	JEA Appointed	Community Se	169.8	2014	4	Community Service Leave
Rosenhauer, K	804	JEA Tower, 9th	20200	JEA Appointed	United Way	4.0	2014	0	United Way
Rowe, Benjami	9307	W&S Wastewa	30604	LIUNA	United Way	13.0	2014	0	United Way
Rowe, Benjami	9307	W&S Wastewa	30604	LIUNA	United Way	5.0	2015	0	United Way
Rowe, Benjami	9307	W&S Wastewa	30606	LIUNA	United Way	4.0	2014	0	United Way

Rowe, Benjami	9307	W&S Wastewa	30606	LIUNA	United Way	1.0	2015	0	United Way
Rowe, Benjami	9307	W&S Wastewa	30607	LIUNA	United Way	3.0	2014	0	United Way
Ruddock, Erin I	9756	W&S Wastewa	30601	AFSCME	Community He	50.0	2017	0	Community Health Charities
Ruddock, Erin I	9756	W&S Wastewa	30601	AFSCME	United Way Or	20.0	2017	0	United Way
Ruger, Darrell	9723	NGS Northside	30300	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Ruger, Darrell	9723	NGS Northside	30300	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
Ruggiero, Bran	9300	CSC Commonw	30703	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Ruggiero, Bran	9300	CSC Commonw	30703	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Ruggiero, Bran	9300	CSC Commonw	30703	JEA IBEW	Community Se	113.2	2016	4	Community Service Leave
Ruggiero, Bran	9300	CSC Commonw	30703	JEA IBEW	United Way	95.0	2017	0	United Way
Ruhter, Mauric	6938	SOCC	30701	Professional En	Community He	40.0	2013	0	Community Health Charities
Ruhter, Mauric	6938	SOCC	30701	Professional En	Community He	220.0	2014	0	Community Health Charities
Ruhter, Mauric	6938	SOCC	30701	Professional En	Community Se	160.8	2016	3	Community Service Leave
Ruhter, Mauric	6938	SOCC	30701	Professional En	Community Se	437.4	2017	8	Community Service Leave
Ruhter, Mauric	6938	SOCC	30701	Professional En	United Way	260.0	2013	0	United Way
Ruhter, Mauric	6938	SOCC	30701	Professional En	United Way	360.0	2014	0	United Way
Ruhter, Mauric	6938	SOCC	30701	Professional En	United Way	890.0	2015	0	United Way
Ruhter, Mauric	6938	SOCC	30701	Professional En	United Way	1040.0	2016	0	United Way
Ruhter, Mauric	6938	SOCC	30701	Professional En	United Way	1040.0	2017	0	United Way
Ruiz, Melinda M	9624	JEA Tower, 16t	50000	JEA Appointed	Community He	25.0	2017	0	Community Health Charities
Ruiz, Melinda M	9624	JEA Tower, 16t	50000	JEA Appointed	United Way	590.5	2017	0	United Way
Ruiz, Melinda M	9624	JEA Tower, 16t	A0000	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Ruiz, Melinda M	9624	JEA Tower, 16t	A0000	JEA Appointed	Community He	110.0	2016	0	Community Health Charities
Ruiz, Melinda M	9624	JEA Tower, 16t	A0000	JEA Appointed	United Way	365.8	2016	0	United Way
Ruiz, Melinda M	9624	JEA Tower, 16t	A0000	JEA Appointed	United Way	19.3	2017	0	United Way
Runyon, Eric E	3638	NGS Northside	30300	JEA IBEW	Community Se	138.3	2017	4	Community Service Leave
Runyon, Eric E	3638	NGS Northside	30300	JEA IBEW	United Way	52.0	2013	0	United Way
Runyon, Eric E	3638	NGS Northside	30300	JEA IBEW	United Way	52.0	2014	0	United Way
Runyon, Eric E	3638	NGS Northside	30300	JEA IBEW	United Way	52.0	2015	0	United Way
Runyon, Eric E	3638	NGS Northside	30300	JEA IBEW	United Way	52.0	2016	0	United Way
Runyon, Eric E	3638	NGS Northside	30300	JEA IBEW	United Way	52.0	2017	0	United Way
Russell, Bradfo	3016	JEA Tower, 11t	10230	Professional En	United Way	260.0	2013	0	United Way
Russell, Bradfo	3016	JEA Tower, 11t	10230	Professional En	United Way	100.0	2014	0	United Way
Russell, Bradfo	3016	JEA Tower, 4th	10230	Professional En	Community He	40.0	2014	0	Community Health Charities
Russell, Bradfo	3016	JEA Tower, 4th	10230	Professional En	Community He	260.0	2015	0	Community Health Charities
Russell, Bradfo	3016	JEA Tower, 4th	10230	Professional En	Community He	220.0	2016	0	Community Health Charities
Russell, Bradfo	3016	JEA Tower, 4th	10230	Professional En	United Way	160.0	2014	0	United Way
Russell, Bradfo	3016	JEA Tower, 4th	10230	Professional En	United Way	260.0	2015	0	United Way
Russell, Bradfo	3016	JEA Tower, 4th	10230	Professional En	United Way	260.0	2016	0	United Way
Russell, Bradfo	3016	JEA Tower, 4th	10230	Professional En	United Way	260.0	2017	0	United Way
Rutherford, Cra	8940	JEA Tower, 8th	D0400	Professional En	Community He	220.0	2013	0	Community Health Charities
Ryan, Jeanne E	6065	Customer Cent	30800	JEA Appointed	United Way	400.0	2015	0	United Way
Ryan, Jeanne E	6065	Customer Cent	30800	JEA Appointed	United Way	2892.2	2016	0	United Way
Ryan, Jeanne E	6065	Customer Cent	30800	JEA Appointed	United Way	2600.0	2017	0	United Way
Ryan, Jeanne E	6065	JEA Tower, 16t	30800	JEA Appointed	United Way	600.0	2015	0	United Way
Ryan, Jeanne E	6065	JEA Tower, 16t	A0000	JEA Appointed	Community Se	110.0	2015	4	Community Service Leave
Ryan, Jeanne E	6065	JEA Tower, 16t	A0000	JEA Appointed	United Way	2600.0	2013	0	United Way
Ryan, Jeanne E	6065	JEA Tower, 16t	A0000	JEA Appointed	United Way	2600.0	2014	0	United Way
Ryan, Jeanne E	6065	JEA Tower, 16t	A0000	JEA Appointed	United Way	1600.0	2015	0	United Way
Sabo, John Jan	2958	SOCC	40307	JEA IBEW	United Way	112.0	2013	0	United Way
Sabo, John Jan	2958	SOCC	40307	JEA IBEW	United Way	130.0	2014	0	United Way
Sabo, John Jan	2958	SOCC	40307	JEA IBEW	United Way	130.0	2015	0	United Way
Sabo, John Jan	2958	SOCC	40307	JEA IBEW	United Way	55.0	2016	0	United Way
Sage, Robert R	2835	JEA Brandy Bra	30402	JEA IBEW	Community He	126.0	2013	0	Community Health Charities
Sage, Robert R	2835	JEA Brandy Bra	30402	JEA IBEW	Community He	104.0	2014	0	Community Health Charities
Sage, Robert R	2835	JEA Brandy Bra	30402	JEA IBEW	Community He	56.0	2015	0	Community Health Charities
Sage, Robert R	2835	JEA Brandy Bra	30402	JEA IBEW	United Way	52.0	2013	0	United Way
Sage, Robert R	2835	JEA Brandy Bra	30402	JEA IBEW	United Way	52.0	2014	0	United Way
Sage, Robert R	2835	JEA Brandy Bra	30402	JEA IBEW	United Way	28.0	2015	0	United Way
Sage, Robert R	2835	KGS Kennedy G	30403	JEA IBEW	Community He	48.0	2015	0	Community Health Charities
Sage, Robert R	2835	KGS Kennedy G	30403	JEA IBEW	Community He	88.0	2016	0	Community Health Charities
Sage, Robert R	2835	KGS Kennedy G	30403	JEA IBEW	Community He	6.0	2017	0	Community Health Charities
Sage, Robert R	2835	KGS Kennedy G	30403	JEA IBEW	United Way	24.0	2015	0	United Way
Sage, Robert R	2835	KGS Kennedy G	30403	JEA IBEW	United Way	52.0	2016	0	United Way
Sage, Robert R	2835	KGS Kennedy G	30403	JEA IBEW	United Way	52.0	2017	0	United Way
Salgueiro, Mar	6439	JEA Tower, 6th	A0202	JEA Appointed	Community Se	174.5	2014	4	Community Service Leave
Salgueiro, Mar	9420	JEA Tower, 6th	A0202	JEA Appointed	Community He	10.0	2014	0	Community Health Charities
Salgueiro, Mar	9420	JEA Tower, 6th	A0202	JEA Appointed	Community Se	355.9	2015	8	Community Service Leave
Salgueiro, Mar	9420	JEA Tower, 6th	A0202	JEA Appointed	Community Se	183.8	2016	4	Community Service Leave
Salgueiro, Mar	9420	JEA Tower, 6th	A0202	JEA Appointed	Community Se	367.5	2017	8	Community Service Leave
Samples, Roy W	143	SJRPP Plant	00433	SJRPP IBEW	Community He	100.0	2015	0	Community Health Charities

Samples, Roy V	143	SJRPP Plant	00433	SJRPP IBEW	Community Se	318.1	2015	10	Community Service Leave
Samples, Roy V	143	SJRPP Plant	00433	SJRPP IBEW	United Way	260.0	2013	0	United Way
Samples, Roy V	143	SJRPP Plant	00433	SJRPP IBEW	United Way	260.0	2014	0	United Way
Samples, Roy V	143	SJRPP Plant	00433	SJRPP IBEW	United Way	260.0	2015	0	United Way
Samples, Roy V	143	SJRPP Plant	00433	SJRPP IBEW	United Way	140.0	2016	0	United Way
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	Community He	260.0	2013	0	Community Health Charities
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	Community He	240.0	2014	0	Community Health Charities
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	Community Se	251.2	2013	8	Community Service Leave
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	Community Se	277.0	2015	8	Community Service Leave
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	Community Se	277.0	2016	8	Community Service Leave
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	United Way	1040.0	2013	0	United Way
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	United Way	1040.0	2014	0	United Way
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	United Way	1040.0	2015	0	United Way
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	United Way	1040.0	2016	0	United Way
Sams, Patricia	8929	JEA Tower, 6th	A0210	JEA Appointed	United Way	1040.0	2017	0	United Way
Sanchez, Narci	2970	NGS Northside	30205	JEA Appointed	Community He	6.0	2017	0	Community Health Charities
Sanchez, Narci	2970	NGS Northside	30205	JEA Appointed	Community He	155.0	2017	0	Community Health Charities
Sanchez, Narci	2970	NGS Northside	30205	JEA Appointed	Community He	175.0	2017	0	Community Health Charities
Sanchez, Narci	2970	NGS Northside	30205	JEA Appointed	Community Se	83.0	2017	2	Community Service Leave
Sanchez, Narci	2970	NGS Northside	30205	JEA Appointed	United Way	38.0	2017	0	United Way
Sanders, Christ	6861	W&S Wastewa	30602	JEA Supervisor	Community He	10.0	2016	0	Community Health Charities
Sanders, Christ	6861	W&S Wastewa	30604	JEA Supervisor	Community He	32.0	2016	0	Community Health Charities
Sanders, Christ	6861	W&S Wastewa	30604	JEA Supervisor	Community He	18.0	2017	0	Community Health Charities
Sanders, Christ	6861	W&S Wastewa	30606	JEA Supervisor	United Way	6.0	2015	0	United Way
Sanders, Christ	6861	W&S Wastewa	30607	JEA Supervisor	Community He	8.0	2015	0	Community Health Charities
Sanders, Christ	6861	W&S Wastewa	30607	JEA Supervisor	Community He	14.0	2016	0	Community Health Charities
Sanders, Christ	6861	W&S Wastewa	30607	JEA Supervisor	United Way	2.0	2014	0	United Way
Sanders, Christ	6861	W&S Wastewa	30607	JEA Supervisor	United Way	46.0	2015	0	United Way
Sanders, Christ	6861	W&S Wastewa	30607	JEA Supervisor	United Way	14.0	2016	0	United Way
Sanders, Christ	6861	W&S Wastewa	30607	LIUNA	Community He	110.0	2013	0	Community Health Charities
Sanders, Christ	6861	W&S Wastewa	30607	LIUNA	United Way	52.0	2013	0	United Way
Sanders, Christ	6861	W&S Wastewa	30607	LIUNA	United Way	50.0	2014	0	United Way
Sandoval, Jere	8822	W&S Wastewa	30607	LIUNA	United Way	40.0	2013	0	United Way
Sandoval, Jere	8822	W&S Wastewa	30607	LIUNA	United Way	38.0	2014	0	United Way
Santiago, John	1805	SSC Southside	30704	JEA Supervisor	Community Se	340.3	2015	8	Community Service Leave
Santos, Marvin	9900	JEA Brandy Bra	30401	JEA IBEW	Community He	6.0	2017	0	Community Health Charities
Sasan, Michael	5605	JEA Tower, 10t	20200	JEA Appointed	Community Se	350.3	2017	8	Community Service Leave
Sasan, Michael	5605	JEA Tower, 9th	20411	Professional En	United Way	30.0	2013	0	United Way
Saunders, Whi	4291	W&S Treatmer	30137	JEA Appointed	United Way	75.0	2014	0	United Way
Saunders, Whi	4291	W&S Wastewa	30601	JEA Appointed	United Way	130.0	2013	0	United Way
Saunders, Whi	4291	W&S Wastewa	30601	JEA Appointed	United Way	55.0	2014	0	United Way
Saunders, Whi	4291	W&S Wastewa	30601	JEA Appointed	United Way	130.0	2015	0	United Way
Saunders, Whi	4291	W&S Wastewa	30601	JEA Appointed	United Way	130.0	2016	0	United Way
Saunders, Whi	4291	W&S Wastewa	30601	JEA Appointed	United Way	130.0	2017	0	United Way
Savoy, Dennis	6483	JEA Tower, 15t	C0500	JEA Appointed	Community He	90.0	2013	0	Community Health Charities
Savoy, Dennis	6483	JEA Tower, 15t	C0500	JEA Appointed	United Way	360.0	2013	0	United Way
Scarboro, Mau	9965	Customer Cent	A0502	Professional En	Community Se	88.1	2017	4	Community Service Leave
Schaeffer, Phill	8993	SJRPP Plant	00461	SJRPP NBU	Community Se	1038.4	2013	18	Community Service Leave
Scheel, Jackie	1898	Ridenour Train	40308	JEA Appointed	United Way	156.0	2017	0	United Way
Scheel, Jackie	1898	SOCC	40308	JEA Appointed	Community He	16.0	2013	0	Community Health Charities
Scheel, Jackie	1898	SOCC	40308	JEA Appointed	Community He	88.0	2014	0	Community Health Charities
Scheel, Jackie	1898	SOCC	40308	JEA Appointed	United Way	1014.0	2013	0	United Way
Scheel, Jackie	1898	SOCC	40308	JEA Appointed	United Way	1014.0	2014	0	United Way
Scheel, Jackie	1898	SOCC	40308	JEA Appointed	United Way	1014.0	2015	0	United Way
Scheel, Jackie	1898	SOCC	40308	JEA Appointed	United Way	1340.3	2016	0	United Way
Scheel, Jackie	1898	SOCC	40308	JEA Appointed	United Way	858.0	2017	0	United Way
Scheel, Josef W	8087	CSC Meter Sho	40403	JEA IBEW	Community He	60.7	2017	0	Community Health Charities
Scheel, Josef W	8087	CSC Meter Sho	40403	JEA IBEW	Community He	51.5	2017	0	Community Health Charities
Scheel, Josef W	8087	CSC Meter Sho	40403	JEA IBEW	Community Se	77.5	2015	3	Community Service Leave
Scheel, Josef W	8087	CSC Meter Sho	40403	JEA IBEW	Community Se	83.0	2016	3	Community Service Leave
Scheibe, Willia	1969	W&S Wastewa	30606	LIUNA	Community He	8.0	2015	0	Community Health Charities
Scheibe, Willia	1969	W&S Wastewa	30606	LIUNA	Community He	52.0	2016	0	Community Health Charities
Scheibe, Willia	1969	W&S Wastewa	30606	LIUNA	Community He	52.0	2017	0	Community Health Charities
Scheibe, Willia	1969	W&S Wastewa	30606	LIUNA	United Way	40.0	2015	0	United Way
Scheibe, Willia	1969	W&S Wastewa	30606	LIUNA	United Way	52.0	2016	0	United Way
Scheibe, Willia	1969	W&S Wastewa	30606	LIUNA	United Way	52.0	2017	0	United Way
Schetrompf-Sa	7461	SJRPP Training	A0104	JEA IBEW	Community He	130.0	2013	0	Community Health Charities
Schetrompf-Sa	7461	SJRPP Training	A0104	JEA IBEW	Community He	95.0	2014	0	Community Health Charities

Schetrompf-Sa	7461	SJRPP Training	A0104	JEA IBEW	United Way	52.0	2013	0	United Way
Schetrompf-Sa	7461	SJRPP Training	A0104	JEA IBEW	United Way	38.0	2014	0	United Way
Schlossman, Sc	9583	JEA Tower, 14t	10100	JEA Appointed	Community He	4.0	2016	0	Community Health Charities
Schlossman, Sc	9583	JEA Tower, 14t	10100	JEA Appointed	Community He	23.0	2017	0	Community Health Charities
Schlossman, Sc	9583	JEA Tower, 14t	10100	JEA Appointed	Community Se	146.2	2016	4	Community Service Leave
Schlossman, Sc	9583	JEA Tower, 14t	10100	JEA Appointed	Community Se	298.2	2017	8	Community Service Leave
Schlossman, Sc	9583	JEA Tower, 15t	40400	JEA Appointed	Community Se	146.2	2015	4	Community Service Leave
Schneider, Jeni	9035	Customer Cent	A0504	AFSCME	Community Se	155.7	2013	8	Community Service Leave
Schneider, Jeni	9035	Customer Cent	A0504	AFSCME	Community Se	163.5	2014	8	Community Service Leave
Schneider, Jeni	9035	Customer Cent	A0504	AFSCME	United Way	100.0	2013	0	United Way
Schneider, Jeni	9035	Customer Cent	A0504	AFSCME	United Way	130.0	2014	0	United Way
Schneider, Jeni	9035	Customer Cent	A0504	AFSCME	United Way	55.0	2015	0	United Way
Schneider, Jeni	9035	JEA Tower, 14t	C0200	Professional En	Community He	34.0	2016	0	Community Health Charities
Schneider, Jeni	9035	JEA Tower, 14t	C0200	Professional En	Community Se	187.6	2016	8	Community Service Leave
Schneider, Jeni	9035	JEA Tower, 14t	C0200	Professional En	Community Se	93.8	2017	8	Community Service Leave
Schneider, Jeni	9035	JEA Tower, 14t	C0200	Professional En	United Way	105.0	2016	0	United Way
Schneider, Jeni	9035	JEA Tower, 14t	C0200	Professional En	United Way	35.0	2017	0	United Way
Schneider, Jeni	9035	JEA Tower, 15t	C0200	Professional En	Community He	8.0	2015	0	Community Health Charities
Schneider, Jeni	9035	JEA Tower, 15t	C0200	Professional En	Community He	10.0	2016	0	Community Health Charities
Schneider, Jeni	9035	JEA Tower, 15t	C0200	Professional En	Community Se	180.2	2015	8	Community Service Leave
Schneider, Jeni	9035	JEA Tower, 15t	C0200	Professional En	United Way	75.0	2015	0	United Way
Schneider, Jeni	9035	JEA Tower, 15t	C0200	Professional En	United Way	25.0	2016	0	United Way
Schneller, Glor	2434	SOCC	40306	AFSCME	Community He	6.0	2013	0	Community Health Charities
Schoettler, Kyl	8088	CSC Commonw	40403	JEA IBEW	Community He	25.0	2015	0	Community Health Charities
Schoettler, Kyl	8088	CSC Commonw	40403	JEA IBEW	Community He	60.7	2017	0	Community Health Charities
Schoettler, Kyl	8088	CSC Commonw	40403	JEA IBEW	Community He	51.5	2017	0	Community Health Charities
Schoettler, Kyl	8088	CSC Meter Sho	40402	JEA IBEW	Community He	25.0	2013	0	Community Health Charities
Scholten, Aaro	7270	JEA Brandy Bra	30402	JEA IBEW	Community Se	238.5	2015	7	Community Service Leave
Scholten, Aaro	7270	NGS Northside	30300	JEA IBEW	Community Se	264.6	2013	8	Community Service Leave
Schroeder, Ste	6401	Customer Cent	30902	Professional En	United Way	52.0	2013	0	United Way
Schroeder, Ste	6401	Customer Cent	30902	Professional En	United Way	52.0	2014	0	United Way
Schroeder, Ste	6401	Customer Cent	30902	Professional En	United Way	52.0	2015	0	United Way
Schroeder, Ste	6401	Customer Cent	30902	Professional En	United Way	18.0	2016	0	United Way
Schroeder, Ste	6401	JEA Tower, 2nd	30902	Professional En	Community He	8.0	2016	0	Community Health Charities
Schroeder, Ste	6401	JEA Tower, 2nd	30902	Professional En	Community He	46.0	2017	0	Community Health Charities
Schroeder, Ste	6401	JEA Tower, 2nd	30902	Professional En	United Way	34.0	2016	0	United Way
Schroeder, Ste	6401	JEA Tower, 2nd	30902	Professional En	United Way	109.0	2017	0	United Way
Schultz, Scott V	2296	JEA Tower, 7th	A0610	JEA Appointed	United Way	160.0	2013	0	United Way
Schultz, Scott V	2296	JEA Tower, 9th	A0610	JEA Appointed	United Way	360.0	2013	0	United Way
Schultz, Scott V	2296	JEA Tower, 9th	A0610	JEA Appointed	United Way	200.0	2014	0	United Way
Schultz, Steven	529	JEA Tower, 13t	20700	JEA Appointed	United Way	115.5	2013	0	United Way
Schumacher, B	9145	WSC Westside	A0420	JEA IBEW	Community Se	182.1	2013	8	Community Service Leave
Schumacher, B	9145	WSC Westside	A0420	JEA IBEW	Community Se	259.4	2014	11	Community Service Leave
Schumacher, B	9145	WSC Westside	A0420	JEA IBEW	Community Se	206.7	2015	8	Community Service Leave
Schumacher, B	9145	WSC Westside	A0420	JEA IBEW	Community Se	110.7	2016	4	Community Service Leave
Schumacher, B	9145	WSC Westside	A0420	JEA IBEW	United Way	20.0	2014	0	United Way
Schumacher, B	9145	WSC Westside	A0420	JEA IBEW	United Way	26.0	2015	0	United Way
Schumacher, B	9145	WSC Westside	A0420	JEA IBEW	United Way	26.0	2016	0	United Way
Schumacher, B	9145	WSC Westside	A0420	JEA IBEW	United Way	7.0	2017	0	United Way
Scisco, Mark	9221	NGS Northside	30300	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Scisco, Mark	9221	NGS Northside	30300	JEA IBEW	Community He	110.0	2016	0	Community Health Charities
Scisco, Mark	9221	NGS Northside	30300	JEA IBEW	Community He	10.0	2017	0	Community Health Charities
Scott, Chester	1112	CSC Meter Sho	40402	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Scott, Chester	1112	CSC Meter Sho	40402	JEA IBEW	Community He	10.0	2014	0	Community Health Charities
Scott, Chester	1112	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Scott, Chester	1112	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2014	0	United Way
Scott, Chester	1112	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2015	0	United Way
Scott, Chester	1112	CSC Meter Sho	40402	JEA IBEW	United Way	18.0	2016	0	United Way
Scott, Chester	8104	CSC Commonw	40402	JEA IBEW	United Way	6.0	2017	0	United Way
Scott, Chester	8104	CSC Commonw	40403	JEA IBEW	United Way	8.0	2017	0	United Way
Scott, Chester	8104	CSC Meter Sho	40402	JEA IBEW	Community He	4.0	2014	0	Community Health Charities
Scott, Chester	8104	CSC Meter Sho	40402	JEA IBEW	Community He	22.0	2015	0	Community Health Charities
Scott, Chester	8104	CSC Meter Sho	40402	JEA IBEW	Community He	5.0	2016	0	Community Health Charities
Scott, Chester	8104	CSC Meter Sho	40402	JEA IBEW	United Way	5.0	2017	0	United Way
Scott, Melissa	2178	CSC Commonw	40405	AFSCME	Community He	20.0	2015	0	Community Health Charities
Scott, Melissa	2178	CSC Commonw	40405	AFSCME	Community He	130.0	2016	0	Community Health Charities
Scott, Melissa	2178	CSC Commonw	40405	AFSCME	Community He	115.0	2017	0	Community Health Charities
Scott, Melissa	2178	CSC Commonw	40405	AFSCME	Community He	114.1	2017	0	Community Health Charities
Scott, Melissa	2178	CSC Commonw	40405	AFSCME	Community He	101.0	2017	0	Community Health Charities
Scott, Melissa	2178	CSC Commonw	40405	AFSCME	Community Se	0.0	2015	4	Community Service Leave
Scott, Melissa	2178	CSC Commonw	40405	AFSCME	Community Se	79.5	2016	3	Community Service Leave

Scott, Melissa	2178	CSC Commonw	40405	AFSCME	United Way	8.0	2015	0	United Way
Scott, Melissa	2178	CSC Commonw	40405	AFSCME	United Way	14.0	2016	0	United Way
Scott, Melissa	2178	CSC Meter Sho	40402	AFSCME	Community He	130.0	2013	0	Community Health Charities
Scott, Melissa	2178	CSC Meter Sho	40402	AFSCME	Community He	110.0	2014	0	Community Health Charities
Scott, Melissa	2178	CSC Meter Sho	40402	AFSCME	Community Se	189.3	2015	4	Community Service Leave
Scott, Melissa	2178	CSC Meter Sho	40402	AFSCME	United Way	70.0	2013	0	United Way
Scott, Melissa	2178	CSC Meter Sho	40402	AFSCME	United Way	52.0	2014	0	United Way
Scott, Melissa	2178	CSC Meter Sho	40402	AFSCME	United Way	44.0	2015	0	United Way
Sealey, Jean	7315	JEA Tower, 8th	D0400	JEA Appointed	United Way	45.0	2013	0	United Way
Sears, Andrew	7491	JEA Tower, 8th	D0100	Professional En	Community He	8.0	2016	0	Community Health Charities
Sears, Andrew	7491	JEA Tower, 8th	D0100	Professional En	Community He	46.0	2017	0	Community Health Charities
Sears, Andrew	7491	JEA Tower, 8th	D0202	Professional En	Community Se	265.4	2015	8	Community Service Leave
Sears, Andrew	7491	JEA Tower, 8th	D0202	Professional En	United Way	30.0	2013	0	United Way
Seda, Diana G	594	SOCC	30701	Professional En	Community Se	428.9	2017	10.5	Community Service Leave
Seda, Diana G	594	SOCC	30701	Professional En	United Way	52.0	2013	0	United Way
Seda, Diana G	594	SOCC	30701	Professional En	United Way	52.0	2014	0	United Way
Seda, Diana G	594	SOCC	30701	Professional En	United Way	52.0	2015	0	United Way
Seda, Diana G	594	SOCC	30701	Professional En	United Way	52.0	2016	0	United Way
Seda, Diana G	594	SOCC	30701	Professional En	United Way	52.0	2017	0	United Way
Seeley, Matthe	7851	SOCC	30700	JEA Appointed	United Way	10.0	2014	0	United Way
Seeley, Matthe	7851	SOCC	30700	JEA Appointed	United Way	52.0	2015	0	United Way
Seeley, Matthe	7851	SOCC	30700	JEA Appointed	United Way	52.0	2016	0	United Way
Seeley, Matthe	7851	SOCC	30700	JEA Appointed	United Way	28.0	2017	0	United Way
Seeley, Matthe	7851	SOCC	40307	Professional En	Community Se	322.9	2013	8	Community Service Leave
Seeley, Matthe	7851	SOCC	40307	Professional En	United Way	52.0	2013	0	United Way
Seeley, Matthe	7851	SOCC	40307	Professional En	United Way	42.0	2014	0	United Way
Seely, Patricia	9894	NGS Northside	30300	AFSCME	Community Se	154.3	2017	8	Community Service Leave
Selders, Elaine	9292	Customer Cent	A0501	AFSCME	Community He	40.0	2014	0	Community Health Charities
Selders, Elaine	9292	Customer Cent	A0501	AFSCME	Community He	20.0	2016	0	Community Health Charities
Selders, Elaine	9292	Customer Cent	A0501	AFSCME	Community He	20.0	2017	0	Community Health Charities
Selders, Elaine	9292	Customer Cent	A0501	AFSCME	Community Se	166.9	2016	6	Community Service Leave
Selders, Elaine	9292	Customer Cent	A0501	AFSCME	Community Se	119.8	2017	4	Community Service Leave
Selders, Elaine	9292	Customer Cent	A0501	AFSCME	United Way	190.0	2015	0	United Way
Selders, Elaine	9292	Customer Cent	A0501	AFSCME	United Way	260.0	2016	0	United Way
Selders, Elaine	9292	Customer Cent	A0501	AFSCME	United Way	165.0	2017	0	United Way
Selders, Steven	7614	JEA Tower, 13t	20700	JEA Appointed	Community Se	230.8	2014	4	Community Service Leave
Selders, Steven	7614	JEA Tower, 13t	20700	JEA Appointed	Community Se	251.8	2015	4	Community Service Leave
Selders, Steven	7614	JEA Tower, 13t	20700	JEA Appointed	United Way	500.0	2014	0	United Way
Selders, Steven	7614	JEA Tower, 13t	20700	JEA Appointed	United Way	1084.6	2015	0	United Way
Selders, Steven	7614	JEA Tower, 13t	20700	JEA Appointed	United Way	623.0	2016	0	United Way
Selders, Steven	7614	JEA Tower, 13t	20700	JEA Appointed	United Way Special Inputs		2015	0	United Way
Selders, Steven	7614	JEA Tower, 13t	B0600	JEA Appointed	United Way	10.0	2013	0	United Way
Selders, Steven	7614	JEA Tower, 9th	20700	JEA Appointed	United Way	120.0	2013	0	United Way
Selders, Steven	7614	JEA Tower, 9th	20700	JEA Appointed	United Way	299.2	2014	0	United Way
Selders, Steven	9916	JEA Tower, 2nd	30910	JEA Appointed	Community Se	251.8	2017	4	Community Service Leave
Selph, Joseph D	359	JEA Tower, 2nd	30904	Professional En	Community Se	339.6	2013	8	Community Service Leave
Selph, Joseph D	359	JEA Tower, 2nd	30904	Professional En	Community Se	169.8	2014	4	Community Service Leave
Sessions, David	7003	KENNEDY PUM	30121	LIUNA	United Way	12.0	2014	0	United Way
Sessions, David	7003	W&S Treatmer	30121	LIUNA	United Way	16.0	2014	0	United Way
Sessions, David	7003	W&S Wastewa	30606	LIUNA	United Way	8.0	2014	0	United Way
Sessions, David	7003	W&S Wastewa	30607	LIUNA	United Way	52.0	2013	0	United Way
Sessions, David	7003	W&S Wastewa	30607	LIUNA	United Way	16.0	2014	0	United Way
Sessions, David	7003	WW-RT, East G	30133	LIUNA	United Way	36.0	2015	0	United Way
Sessions, David	7003	WW-RT, East G	30133	LIUNA	United Way	52.0	2016	0	United Way
Sessions, David	7003	WW-RT, West	30133	LIUNA	United Way	52.0	2017	0	United Way
Sessions, David	7003	WW-RT, West	30135	LIUNA	United Way	16.0	2015	0	United Way
Sessions, Tajua	3721	CSC Storeroom	A0411	AFSCME	Community Se	123.3	2015	4.5	Community Service Leave
Sevestre, Robe	422	JEA Tower, 5th	20200	JEA Appointed	Community Se	735.4	2013	16	Community Service Leave
Sevestre, Robe	422	JEA Tower, 5th	20200	JEA Appointed	United Way	250.0	2013	0	United Way
Sgambettera, J	3651	WW-RT, South	30131	JEA Appointed	United Way	480.0	2016	0	United Way
Sgambettera, J	3651	WW-RT, South	30131	JEA Appointed	United Way	1040.0	2017	0	United Way
Sgambettera, J	3651	WW/RT, North	30132	JEA Appointed	Community He	390.0	2013	0	Community Health Charities
Sgambettera, J	3651	WW/RT, North	30132	JEA Appointed	Community He	330.0	2014	0	Community Health Charities
Sgambettera, J	3651	WW/RT, North	30132	JEA Appointed	Community He	153.9	2015	0	Community Health Charities
Sgambettera, J	3651	WW/RT, North	30132	JEA Appointed	United Way	520.0	2013	0	United Way
Sgambettera, J	3651	WW/RT, North	30132	JEA Appointed	United Way	520.0	2014	0	United Way
Sgambettera, J	3651	WW/RT, North	30132	JEA Appointed	United Way	1201.8	2015	0	United Way
Sgambettera, J	3651	WW/RT, North	30132	JEA Appointed	United Way	944.8	2016	0	United Way
Sgambettera, J	3651	WW/RT, North	30132	JEA Appointed	United Way Special Inputs		2015	0	United Way
Sgambettera, F	5191	WW-RT, East G	30133	LIUNA	United Way	130.0	2013	0	United Way
Sgambettera, F	5191	WW-RT, East G	30133	LIUNA	United Way	30.0	2014	0	United Way

Sharma, Rakes	1446	JEA Tower, 10t	10210	Professional En	Community Se	74.6	2015	2	Community Service Leave
Sharma, Rakes	1446	JEA Tower, 10t	10210	Professional En	Community Se	200.6	2016	5	Community Service Leave
Sharma, Rakes	1446	JEA Tower, 10t	10210	Professional En	Community Se	187.8	2017	8	Community Service Leave
Sharma, Rakes	1446	JEA Tower, 10t	10210	Professional En	United Way	68.0	2014	0	United Way
Sharma, Rakes	1446	JEA Tower, 10t	10210	Professional En	United Way	104.0	2015	0	United Way
Sharma, Rakes	1446	JEA Tower, 10t	10210	Professional En	United Way	104.0	2016	0	United Way
Sharma, Rakes	1446	JEA Tower, 10t	10210	Professional En	United Way	96.0	2017	0	United Way
Sharma, Rakes	1446	JEA Tower, 11t	10210	Professional En	United Way	104.0	2013	0	United Way
Sharma, Rakes	1446	JEA Tower, 11t	10210	Professional En	United Way	36.0	2014	0	United Way
Sharp DiMeo, E	7286	JEA Tower, 3rd	20421	Professional En	United Way	165.5	2013	0	United Way
Sharp DiMeo, E	7286	JEA Tower, 3rd	20426	JEA Appointed	United Way	100.0	2013	0	United Way
Sharp DiMeo, E	7286	JEA Tower, 4th	20425	JEA Appointed	United Way	225.0	2013	0	United Way
Sharp DiMeo, E	7286	JEA Tower, 4th	20425	JEA Appointed	United Way	784.8	2014	0	United Way
Sharp DiMeo, E	7286	JEA Tower, 4th	20426	JEA Appointed	United Way	125.0	2013	0	United Way
Sharp DiMeo, E	7286	JEA Tower, 4th	20500	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Sharp DiMeo, E	7286	JEA Tower, 4th	20500	JEA Appointed	Community He	110.0	2016	0	Community Health Charities
Sharp DiMeo, E	7286	JEA Tower, 4th	20500	JEA Appointed	United Way	959.8	2015	0	United Way
Sharp DiMeo, E	7286	JEA Tower, 4th	20500	JEA Appointed	United Way	1000.2	2016	0	United Way
Sharp DiMeo, E	7286	JEA Tower, 4th	20500	JEA Appointed	United Way	1000.2	2017	0	United Way
Shaw, Brandon	9676	W&S Wastewa	30604	LIUNA	United Way	20.0	2016	0	United Way
Shaw, Brandon	9676	W&S Wastewa	30604	LIUNA	United Way	14.0	2017	0	United Way
Shaw, Brandon	9676	W&S Wastewa	30607	LIUNA	United Way	18.0	2016	0	United Way
Shepherd, Brid	5151	JEA Tower, 13t	B0700	Professional En	Community Se	428.9	2016	8	Community Service Leave
Sheridan, Pete	8943	JEA Tower, 4th	20500	JEA Appointed	United Way	220.0	2013	0	United Way
Short, Michael	5972	JEA Tower, 9th	20410	JEA Appointed	Community He	137.7	2017	0	Community Health Charities
Short, Michael	5972	JEA Tower, 9th	20410	JEA Appointed	Community He	168.0	2017	0	Community Health Charities
Short, Michael	5972	JEA Tower, 9th	20410	JEA Appointed	Community Se	358.9	2015	8	Community Service Leave
Short, Michael	5972	JEA Tower, 9th	20410	JEA Appointed	Community Se	402.7	2016	8	Community Service Leave
Short, Michael	5972	JEA Tower, 9th	20410	JEA Appointed	Community Se	201.4	2017	4	Community Service Leave
Shuler, Lawren	5441	CSC Commonw	30702	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Shuler, Lawren	5441	CSC Commonw	30702	JEA IBEW	Community He	110.0	2015	0	Community Health Charities
Shuler, Lawren	5441	CSC Commonw	30702	JEA IBEW	Community He	15.0	2017	0	Community Health Charities
Shuler, Lawren	5441	CSC Commonw	30702	JEA IBEW	Community Se	140.8	2015	4	Community Service Leave
Shuler, Lawren	5441	CSC Commonw	30702	JEA IBEW	United Way	40.0	2014	0	United Way
Shuler, Lawren	5441	CSC Commonw	30702	JEA IBEW	United Way	52.0	2015	0	United Way
Shuler, Lawren	5441	CSC Commonw	30702	JEA IBEW	United Way	52.0	2016	0	United Way
Shuler, Lawren	5441	CSC Commonw	30702	JEA IBEW	United Way	52.0	2017	0	United Way
Shumate, Robe	271	SJRPP Plant	00464	SJRPP Manage	Community He	10.0	2015	0	Community Health Charities
Shumate, Robe	271	SJRPP Plant	00464	SJRPP Manage	Community Se	376.6	2013	10	Community Service Leave
Sibson, Christo	9339	JEA Tower, 13t	B0500	Professional En	Community He	43.0	2015	0	Community Health Charities
Sibson, Christo	9339	JEA Tower, 13t	B0500	Professional En	Community Se	164.9	2014	7	Community Service Leave
Sibson, Christo	9339	JEA Tower, 13t	B0500	Professional En	Community Se	191.5	2015	8	Community Service Leave
Sibson, Christo	9339	JEA Tower, 13t	B0500	Professional En	Community Se	251.4	2016	8	Community Service Leave
Sibson, Christo	9339	JEA Tower, 13t	B0500	Professional En	Community Se	290.6	2017	8	Community Service Leave
Sica, Xavier Fra	8770	SJRPP Plant	00433	SJRPP IBEW	Community He	20.0	2016	0	Community Health Charities
Sica, Xavier Fra	8770	SJRPP Plant	00433	SJRPP IBEW	Community He	115.0	2017	0	Community Health Charities
Simmons, Gary	1184	SSC Southside	30704	JEA IBEW	Community He	5.0	2013	0	Community Health Charities
Simmons, Gary	1184	SSC Southside	30704	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Simmons, Gary	1184	SSC Southside	30704	JEA IBEW	Community He	110.0	2015	0	Community Health Charities
Simmons, Keith	810	SSC Southside	30704	JEA IBEW	Community Se	287.3	2016	8	Community Service Leave
Simmons, Keith	810	SSC Southside	30704	JEA IBEW	Community Se	300.2	2017	8	Community Service Leave
Simmons, Keith	810	SSC Southside	30704	JEA IBEW	United Way	59.8	2013	0	United Way
Simmons, Keith	810	SSC Southside	30704	JEA IBEW	United Way	59.8	2014	0	United Way
Simmons, Keith	810	SSC Southside	30704	JEA IBEW	United Way	59.8	2015	0	United Way
Simmons, Keith	810	SSC Southside	30704	JEA IBEW	United Way	59.8	2016	0	United Way
Simmons, Keith	810	SSC Southside	30704	JEA IBEW	United Way	59.8	2017	0	United Way
Simmons, Mell	6697	JEA Tower, 13t	B0600	Professional En	Community Se	190.2	2013	4	Community Service Leave
Simmons, Mell	6697	JEA Tower, 13t	B0600	Professional En	Community Se	195.9	2015	4	Community Service Leave
Simmons, Mell	6697	JEA Tower, 13t	B0600	Professional En	Community Se	372.1	2016	7	Community Service Leave
Simmons, Mell	6697	JEA Tower, 13t	B0600	Professional En	Community Se	447.9	2017	8	Community Service Leave
Simmons, Robe	1298	WSC Westside	30704	JEA IBEW	Community He	220.0	2013	0	Community Health Charities
Simmons, Robe	1298	WSC Westside	30704	JEA IBEW	United Way	390.0	2013	0	United Way
Simmons, Robe	1298	WSC Westside	30704	JEA IBEW	United Way	390.0	2014	0	United Way
Simmons, Robe	1298	WSC Westside	30704	JEA IBEW	United Way	390.0	2015	0	United Way
Simmons, Robe	1298	WSC Westside	30704	JEA IBEW	United Way	390.0	2016	0	United Way
Simmons, Robe	1298	WSC Westside	30704	JEA IBEW	United Way	390.0	2017	0	United Way
Simmons, Russ	753	JEA Tower, 13t	B0012	JEA Appointed	United Way	52.0	2013	0	United Way
Simmons, Russ	753	NGS Northside	30309	Professional En	Community He	8.0	2014	0	Community Health Charities
Simmons, Russ	753	NGS Northside	30309	Professional En	Community He	44.0	2015	0	Community Health Charities
Simmons, Russ	753	NGS Northside	30309	Professional En	United Way	52.0	2014	0	United Way
Simmons, Russ	753	NGS Northside	30309	Professional En	United Way	52.0	2015	0	United Way

Simmons, Troy	5004	WW-RT, Core C	30134	JEA Supervisor	Community He	95.0	2017	0	Community Health Charities
Simmons, Troy	5004	WW-RT, Core C	30134	JEA Supervisor	United Way	38.0	2017	0	United Way
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	Community He	130.0	2013	0	Community Health Charities
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	Community He	130.0	2014	0	Community Health Charities
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	Community He	130.0	2015	0	Community Health Charities
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	Community He	130.0	2016	0	Community Health Charities
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	Community He	35.0	2017	0	Community Health Charities
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	Community Se	255.1	2015	8	Community Service Leave
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	Community Se	260.2	2016	8	Community Service Leave
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	Community Se	260.2	2017	8	Community Service Leave
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	United Way	52.0	2013	0	United Way
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	United Way	52.0	2014	0	United Way
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	United Way	52.0	2015	0	United Way
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	United Way	52.0	2016	0	United Way
Simmons, Troy	5004	WW/RT, North	30132	LIUNA	United Way	14.0	2017	0	United Way
Simpson, Phylli	819	JEA Tower, 8th	D0400	AFSCME	Community Se	120.1	2017	5	Community Service Leave
Simpson, Phylli	819	W&S Treatmer	30136	AFSCME	Community Se	72.1	2016	3	Community Service Leave
Simpson, Phylli	819	W&S Treatmer	30136	AFSCME	United Way	23.9	2013	0	United Way
Simpson, Phylli	819	W&S Treatmer	30136	AFSCME	United Way	48.0	2014	0	United Way
Simpson, Phylli	819	W&S Treatmer	30136	AFSCME	United Way	52.0	2015	0	United Way
Simpson, Phylli	819	W&S Treatmer	30136	AFSCME	United Way	14.0	2016	0	United Way
Simpson, Phylli	819	W&S Treatmer	30137	AFSCME	United Way	10.6	2013	0	United Way
Simpson, Robe	6685	JEA Tower, 11t	40230	JEA IBEW	Community He	55.0	2017	0	Community Health Charities
Simpson, Robe	6685	JEA Tower, 11t	40230	JEA Manageria	Community He	75.0	2017	0	Community Health Charities
Simpson, Robe	6685	JEA Tower, 11t	40230	JEA Supervisor	Community He	5.0	2016	0	Community Health Charities
Simpson, Robe	6685	JEA Tower, 9th	40230	JEA Supervisor	Community He	20.0	2015	0	Community Health Charities
Simpson, Robe	6685	JEA Tower, 9th	40230	JEA Supervisor	Community He	125.0	2016	0	Community Health Charities
Sims, Carlos T	469	JEA Tower, 7th	40302	JEA Appointed	Community He	20.0	2013	0	Community Health Charities
Sims, Carlos T	469	JEA Tower, 7th	40302	JEA Appointed	Community He	110.0	2014	0	Community Health Charities
Sims, Carlos T	469	JEA Tower, 7th	40302	JEA Appointed	United Way	260.0	2013	0	United Way
Sims, Carlos T	469	JEA Tower, 7th	40302	JEA Appointed	United Way	260.0	2014	0	United Way
Sims, Carlos T	469	JEA Tower, 7th	40302	JEA Appointed	United Way	210.0	2015	0	United Way
Sims, Carlos T	469	SOCC	40307	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Sims, Carlos T	469	SOCC	40307	JEA IBEW	Community He	110.0	2016	0	Community Health Charities
Sims, Carlos T	469	SOCC	40307	JEA IBEW	United Way	50.0	2015	0	United Way
Sims, Carlos T	469	SOCC	40307	JEA IBEW	United Way	260.0	2016	0	United Way
Sims, Carlos T	469	SOCC	40307	JEA IBEW	United Way	260.0	2017	0	United Way
Sinclair, Dougla	3625	SOCC	30701	Professional En	Community He	6.0	2017	0	Community Health Charities
Sinclair, Dougla	3625	SOCC	30701	Professional En	United Way	26.0	2013	0	United Way
Sinclair, Dougla	3625	SOCC	30701	Professional En	United Way	26.0	2014	0	United Way
Sinclair, Dougla	3625	SOCC	30701	Professional En	United Way	26.0	2015	0	United Way
Sinclair, Dougla	3625	SOCC	30701	Professional En	United Way	26.0	2016	0	United Way
Sinclair, Dougla	3625	SOCC	30701	Professional En	United Way	26.0	2017	0	United Way
Singley, James	6283	SSC Southside	30704	JEA IBEW	United Way Or	63.6	2017	0	United Way
Singley, James	6283	WSC Westside	30704	JEA IBEW	Community He	10.0	2015	0	Community Health Charities
Sirico, Daniel J	9299	CSC Commonw	30703	JEA IBEW	Community He	20.0	2016	0	Community Health Charities
Sirico, Daniel J	9299	CSC Commonw	30703	JEA IBEW	Community He	121.0	2017	0	Community Health Charities
Sirmones, Lucil	1660	Customer Cent	30801	JEA IBEW	Community He	20.0	2013	0	Community Health Charities
Sirmones, Lucil	1660	Customer Cent	30801	JEA IBEW	Community He	130.0	2014	0	Community Health Charities
Sirmones, Lucil	1660	Customer Cent	30801	JEA IBEW	Community He	134.0	2015	0	Community Health Charities
Sirmones, Lucil	1660	Customer Cent	30801	JEA IBEW	Community He	156.0	2016	0	Community Health Charities
Sirmones, Lucil	1660	Customer Cent	30801	JEA IBEW	Community He	138.0	2017	0	Community Health Charities
Sirmones, Lucil	1660	Customer Cent	30801	JEA IBEW	Community Se	58.1	2017	2	Community Service Leave
Sirmones, Lucil	1660	Customer Cent	30801	JEA IBEW	United Way	12.0	2013	0	United Way
Sirmones, Lucil	1660	Customer Cent	30801	JEA IBEW	United Way	100.0	2015	0	United Way
Sirmones, Lucil	1660	Customer Cent	30801	JEA IBEW	United Way	130.0	2016	0	United Way
Sirmones, Lucil	1660	Customer Cent	30801	JEA IBEW	United Way	130.0	2017	0	United Way
Slaughter, Dee	9893	NGS Northside	A0610	AFSCME	Community He	6.0	2017	0	Community Health Charities
Slayton, Johnn	6862	W&S Wastewa	30603	LIUNA	United Way	52.0	2013	0	United Way
Slayton, Johnn	6862	W&S Wastewa	30606	LIUNA	Community He	8.0	2014	0	Community Health Charities
Slayton, Johnn	6862	W&S Wastewa	30606	LIUNA	Community He	52.0	2015	0	Community Health Charities
Slayton, Johnn	6862	W&S Wastewa	30606	LIUNA	Community He	52.0	2016	0	Community Health Charities
Slayton, Johnn	6862	W&S Wastewa	30606	LIUNA	Community He	52.0	2017	0	Community Health Charities
Slayton, Johnn	6862	W&S Wastewa	30606	LIUNA	United Way	22.0	2014	0	United Way
Slayton, Johnn	6862	W&S Wastewa	30606	LIUNA	United Way	52.0	2015	0	United Way
Slayton, Johnn	6862	W&S Wastewa	30606	LIUNA	United Way	14.0	2016	0	United Way
Slayton, Johnn	6862	W&S Wastewa	30607	LIUNA	United Way	30.0	2014	0	United Way
Small, Leanne	2886	Customer Cent	40110	AFSCME	Community He	10.0	2013	0	Community Health Charities
Small, Leanne	2886	Customer Cent	40110	AFSCME	Community He	5.0	2014	0	Community Health Charities
Small, Leanne	2886	Customer Cent	40110	AFSCME	United Way	20.0	2013	0	United Way
Small, Leanne	2886	Customer Cent	40110	AFSCME	United Way	26.0	2014	0	United Way

Small, Leanne I	2886	Customer Cent	40110	AFSCME	United Way	26.0	2015	0	United Way
Small, Leanne I	2886	Customer Cent	40110	AFSCME	United Way	26.0	2016	0	United Way
Small, Leanne I	2886	Customer Cent	40110	AFSCME	United Way	7.0	2017	0	United Way
Smalley, Janie	9931	Customer Cent	40830	JEA Appointed	Community Se	153.9	2017	6.5	Community Service Leave
Smith, Annelisa	8653	JEA Brandy Bra	30402	JEA IBEW	United Way	52.0	2013	0	United Way
Smith, Annelisa	8653	JEA Brandy Bra	30402	JEA IBEW	United Way	52.0	2014	0	United Way
Smith, Annelisa	8653	JEA Brandy Bra	30402	JEA IBEW	United Way	12.0	2015	0	United Way
Smith, Annelisa	8653	KGS Kennedy G	30403	JEA IBEW	Community Se	68.5	2016	2	Community Service Leave
Smith, Annelisa	8653	KGS Kennedy G	30403	JEA IBEW	United Way	40.0	2015	0	United Way
Smith, Annelisa	8653	KGS Kennedy G	30403	JEA IBEW	United Way	52.0	2016	0	United Way
Smith, Annelisa	8653	KGS Kennedy G	30403	JEA IBEW	United Way	52.0	2017	0	United Way
Smith, Anthony	5821	JEA Tower, 6th	A0202	JEA Appointed	Community He	105.0	2014	0	Community Health Charities
Smith, Anthony	5821	JEA Tower, 6th	A0202	JEA Appointed	Community Se	282.7	2014	8	Community Service Leave
Smith, Anthony	5821	JEA Tower, 6th	A0202	JEA Appointed	Community Se	291.2	2015	8	Community Service Leave
Smith, Anthony	5821	JEA Tower, 6th	A0202	JEA Appointed	United Way	50.0	2014	0	United Way
Smith, Anthony	5821	JEA Tower, 6th	A0202	JEA Appointed	United Way	36.0	2015	0	United Way
Smith, Anthony	5821	SSC Southside	40305	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Smith, Anthony	5821	SSC Southside	40305	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Smith, Anthony	5821	SSC Southside	40305	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Smith, Anthony	5821	SSC Southside	40305	JEA Appointed	Community Se	392.3	2016	8	Community Service Leave
Smith, Anthony	5821	SSC Southside	40305	JEA Appointed	United Way	16.0	2015	0	United Way
Smith, Anthony	5821	SSC Southside	40305	JEA Appointed	United Way	52.0	2016	0	United Way
Smith, Anthony	5821	SSC Southside	40305	JEA Appointed	United Way	52.0	2017	0	United Way
Smith, Anthony	5821	WW-RT, West	30135	LIUNA	Community He	20.0	2013	0	Community Health Charities
Smith, Anthony	5821	WW-RT, West	30135	LIUNA	Community He	5.0	2014	0	Community Health Charities
Smith, Anthony	5821	WW-RT, West	30135	LIUNA	Community Se	250.1	2013	8	Community Service Leave
Smith, Anthony	5821	WW-RT, West	30135	LIUNA	United Way	52.0	2013	0	United Way
Smith, Anthony	5821	WW-RT, West	30135	LIUNA	United Way	2.0	2014	0	United Way
Smith, Benjam	2635	CSC Commonw	30702	JEA IBEW	United Way	130.0	2013	0	United Way
Smith, Benjam	2635	CSC Commonw	30702	JEA IBEW	United Way	130.0	2014	0	United Way
Smith, Benjam	2635	CSC Commonw	30702	JEA IBEW	United Way	30.0	2015	0	United Way
Smith, Benjam	2635	CSC Commonw	30702	JEA IBEW	United Way Or	127.2	2017	0	United Way
Smith, Brandy	9155	CSC Commonw	20410	Professional En	Community He	30.0	2014	0	Community Health Charities
Smith, Brandy	9155	JEA Tower, 9th	20410	Professional En	Community He	66.0	2014	0	Community Health Charities
Smith, Brandy	9155	JEA Tower, 9th	20410	Professional En	Community He	8.0	2016	0	Community Health Charities
Smith, Brandy	9155	JEA Tower, 9th	20410	Professional En	Community He	52.0	2017	0	Community Health Charities
Smith, Brandy	9155	JEA Tower, 9th	20410	Professional En	Community Se	203.0	2014	8	Community Service Leave
Smith, Brandy	9155	JEA Tower, 9th	20410	Professional En	Community Se	205.8	2015	8	Community Service Leave
Smith, Brandy	9155	JEA Tower, 9th	20410	Professional En	Community Se	242.3	2016	8	Community Service Leave
Smith, Brandy	9155	JEA Tower, 9th	20410	Professional En	Community Se	224.5	2017	7	Community Service Leave
Smith, Brandy	9155	SJRPP Plant	00461	SJRPP Manage	Community He	24.0	2013	0	Community Health Charities
Smith, Brandy	9155	SJRPP Plant	00461	SJRPP Manage	Community He	30.0	2014	0	Community Health Charities
Smith, Brandy	9155	SJRPP Plant	00461	SJRPP Manage	Community Se	203.0	2013	8	Community Service Leave
Smith, Bryan W	5028	CSC Commonw	30703	JEA IBEW	Community He	127.3	2016	0	Community Health Charities
Smith, Carole F	1858	JEA Tower, 4th	30137	JEA Appointed	United Way	130.0	2013	0	United Way
Smith, Carole F	1858	JEA Tower, 4th	30137	JEA Appointed	United Way	130.0	2014	0	United Way
Smith, Carole F	1858	JEA Tower, 4th	30137	JEA Appointed	United Way	130.0	2015	0	United Way
Smith, Carole F	1858	JEA Tower, 4th	30137	JEA Appointed	United Way	130.0	2016	0	United Way
Smith, Carole F	1858	JEA Tower, 4th	30137	JEA Appointed	United Way	15.0	2017	0	United Way
Smith, Carole F	1858	JEA Tower, 5th	30137	JEA Appointed	United Way	115.0	2017	0	United Way
Smith, Dawaun	9848	Customer Cent	40820	JEA Appointed	Community He	6.0	2017	0	Community Health Charities
Smith, Dawaun	9848	Customer Cent	40820	JEA Appointed	Community Se	213.9	2017	8	Community Service Leave
Smith, Dori An	5226	JEA Tower, 7th	40302	AFSCME	Community Se	200.1	2013	8	Community Service Leave
Smith, Dori An	5226	JEA Tower, 7th	40302	AFSCME	Community Se	200.1	2014	8	Community Service Leave
Smith, Dori An	5226	JEA Tower, 7th	40302	AFSCME	Community Se	100.0	2015	4	Community Service Leave
Smith, Dori An	5226	JEA Tower, 7th	40302	AFSCME	Community Se	101.6	2016	4	Community Service Leave
Smith, Dori An	5226	JEA Tower, 7th	40302	AFSCME	Community Se	101.6	2017	4	Community Service Leave
Smith, Gerald M	8772	SJRPP Plant	00410	SJRPP Tempora	Community He	390.0	2013	0	Community Health Charities
Smith, Gerald M	8772	SJRPP Plant	00410	SJRPP Tempora	Community He	210.0	2014	0	Community Health Charities
Smith, Gerald M	8772	SJRPP Plant	00410	SJRPP Tempora	United Way	1300.0	2013	0	United Way
Smith, Gerald M	8772	SJRPP Plant	00410	SJRPP Tempora	United Way	700.0	2014	0	United Way
Smith, Gina Ele	9664	JEA Tower, 12t	10001	JEA Appointed	Community He	8.0	2016	0	Community Health Charities
Smith, Gina Ele	9664	JEA Tower, 12t	10001	JEA Appointed	Community He	38.0	2017	0	Community Health Charities
Smith, Gina Ele	9664	JEA Tower, 12t	10001	JEA Appointed	Community Se	202.9	2016	4	Community Service Leave
Smith, Gina Ele	9664	JEA Tower, 12t	10001	JEA Appointed	Community Se	202.9	2017	4	Community Service Leave
Smith, Gina Ele	9664	JEA Tower, 12t	10001	JEA Appointed	United Way	38.0	2016	0	United Way
Smith, Gina Ele	9664	JEA Tower, 12t	10001	JEA Appointed	United Way	38.0	2017	0	United Way
Smith, Johnath	6280	WSC Westside	30704	JEA IBEW	United Way	26.0	2013	0	United Way
Smith, Johnath	6280	WSC Westside	30704	JEA IBEW	United Way	26.0	2014	0	United Way
Smith, Johnath	6280	WSC Westside	30704	JEA IBEW	United Way	26.0	2015	0	United Way
Smith, Johnath	6280	WSC Westside	30704	JEA IBEW	United Way	26.0	2016	0	United Way

Smith, Johnath	6280	WSC Westside	30704	JEA IBEW	United Way	7.0	2017	0	United Way
Smith, Jules M	9128	JEA Tower, 15t	C0200	Professional En	Community He	4.0	2013	0	Community Health Charities
Smith, Jules M	9128	JEA Tower, 15t	C0200	Professional En	Community He	1.0	2014	0	Community Health Charities
Smith, Leroy Jr	2312	W&S Wastewa	30606	LIUNA	Community He	8.0	2014	0	Community Health Charities
Smith, Leroy Jr	2312	W&S Wastewa	30606	LIUNA	Community He	52.0	2015	0	Community Health Charities
Smith, Leroy Jr	2312	W&S Wastewa	30606	LIUNA	Community He	52.0	2016	0	Community Health Charities
Smith, Leroy Jr	2312	W&S Wastewa	30606	LIUNA	Community He	52.0	2017	0	Community Health Charities
Smith, Leroy Jr	2312	W&S Wastewa	30606	LIUNA	United Way	52.0	2013	0	United Way
Smith, Leroy Jr	2312	W&S Wastewa	30606	LIUNA	United Way	52.0	2014	0	United Way
Smith, Leroy Jr	2312	W&S Wastewa	30606	LIUNA	United Way	52.0	2015	0	United Way
Smith, Leroy Jr	2312	W&S Wastewa	30606	LIUNA	United Way	52.0	2016	0	United Way
Smith, Leroy Jr	2312	W&S Wastewa	30606	LIUNA	United Way	52.0	2017	0	United Way
Smith, Matthe	731	KGS Kennedy G	30111	JEA Supervisor	Community Se	297.2	2015	8	Community Service Leave
Smith, Randy L	781	SSC Southside	30704	JEA Supervisor	United Way	52.0	2013	0	United Way
Smith, Randy L	781	SSC Southside	30704	JEA Supervisor	United Way	52.0	2014	0	United Way
Smith, Randy L	781	SSC Southside	30704	JEA Supervisor	United Way	52.0	2015	0	United Way
Smith, Randy L	781	SSC Southside	30704	JEA Supervisor	United Way	52.0	2016	0	United Way
Smith, Randy L	781	SSC Southside	30704	JEA Supervisor	United Way	14.0	2017	0	United Way
Smith, Randy L	781	SSC Southside	30704	JEA Supervisor	United Way Or	38.4	2017	0	United Way
Smith, Robert	2349	WW/RT, North	30132	LIUNA	Community He	130.0	2013	0	Community Health Charities
Smith, Robert	2349	WW/RT, North	30132	LIUNA	United Way	52.0	2013	0	United Way
Smith, Robert	2349	WW/RT, North	30132	LIUNA	United Way	2.0	2014	0	United Way
Smith, Robert	1377	SSC Southside	30704	JEA IBEW	United Way	15.0	2013	0	United Way
Smith, Spencer	9119	JEA Tower, 7th	A0210	CO-OP	Community He	10.0	2015	0	Community Health Charities
Smith, Thaliah	8910	Customer Cent	A0504	AFSCME	Community Se	171.8	2013	8	Community Service Leave
Smith, Tyler Nc	4308	WW-RT, East G	30133	LIUNA	Community He	100.0	2017	0	Community Health Charities
Smith, Tyler Nc	4308	WW-RT, East G	30133	LIUNA	United Way	260.0	2013	0	United Way
Smith, Tyler Nc	4308	WW-RT, East G	30133	LIUNA	United Way	260.0	2014	0	United Way
Smith, Tyler Nc	4308	WW-RT, East G	30133	LIUNA	United Way	260.0	2015	0	United Way
Smith, Tyler Nc	4308	WW-RT, East G	30133	LIUNA	United Way	260.0	2016	0	United Way
Smith, Tyler Nc	4308	WW-RT, East G	30133	LIUNA	United Way	260.0	2017	0	United Way
Smithson, Eric	2619	Customer Cent	30902	Professional En	Community He	110.0	2013	0	Community Health Charities
Smithson, Eric	2619	Customer Cent	30902	Professional En	Community He	20.0	2016	0	Community Health Charities
Smithson, Eric	2619	Customer Cent	30902	Professional En	Community He	130.0	2017	0	Community Health Charities
Smithson, Eric	2619	Customer Cent	30902	Professional En	Community Se	283.9	2013	8	Community Service Leave
Smithson, Eric	2619	Customer Cent	30902	Professional En	Community Se	295.3	2015	8	Community Service Leave
Smithson, Eric	2619	Customer Cent	30902	Professional En	United Way	130.0	2013	0	United Way
Smithson, Eric	2619	Customer Cent	30902	Professional En	United Way	130.0	2014	0	United Way
Smithson, Eric	2619	Customer Cent	30902	Professional En	United Way	130.0	2015	0	United Way
Smithson, Eric	2619	Customer Cent	30902	Professional En	United Way	130.0	2016	0	United Way
Smithson, Eric	2619	Customer Cent	30902	Professional En	United Way	130.0	2017	0	United Way
Sneed, Brandi	500	Customer Cent	40302	AFSCME	Community Se	104.1	2017	4	Community Service Leave
Sneed, Brandi	500	Customer Cent	40302	AFSCME	United Way	65.0	2017	0	United Way
Sneed, Brandi	500	Customer Cent	40120	AFSCME	United Way	130.0	2013	0	United Way
Sneed, Brandi	500	Customer Cent	40120	AFSCME	United Way	130.0	2014	0	United Way
Sneed, Brandi	500	Customer Cent	40120	AFSCME	United Way	10.0	2015	0	United Way
Sneed, Brandi	500	Customer Cent	40800	AFSCME	United Way	120.0	2015	0	United Way
Sneed, Brandi	500	Customer Cent	40800	AFSCME	United Way	130.0	2016	0	United Way
Sneed, Brandi	500	Customer Cent	40800	AFSCME	United Way	65.0	2017	0	United Way
Snider, Carl H	185	JEA Tower, 10t	20305	JEA Appointed	United Way	260.0	2013	0	United Way
Snider, Carl H	185	JEA Tower, 10t	20305	JEA Appointed	United Way	110.0	2014	0	United Way
Snider, Carl H	185	JEA Tower, 4th	20305	JEA Appointed	United Way	150.0	2014	0	United Way
Snider, Carl H	185	JEA Tower, 4th	20305	JEA Appointed	United Way	180.0	2015	0	United Way
Snider, Carl H	185	JEA Tower, 4th	30603	JEA Appointed	United Way	80.0	2015	0	United Way
Snider, Carl H	185	JEA Tower, 4th	30603	JEA Appointed	United Way	260.0	2016	0	United Way
Snider, Carl H	185	JEA Tower, 4th	30603	JEA Appointed	United Way	260.0	2017	0	United Way
Snyder, Kennet	8788	WW/RT, North	30132	LIUNA	Community He	8.0	2015	0	Community Health Charities
Snyder, Kennet	8788	WW/RT, North	30132	LIUNA	Community He	44.0	2016	0	Community Health Charities
Sonnier, Brian	7456	W&S Wastewa	30604	LIUNA	United Way	30.0	2013	0	United Way
Souder, Scott C	8756	SSC Southside	30706	Professional En	Community He	20.0	2016	0	Community Health Charities
Souder, Scott C	8756	SSC Southside	30706	Professional En	Community He	115.0	2017	0	Community Health Charities
Soule, Louis C	85	SJRPP Plant	00439	SJRPP IBEW	United Way	60.0	2013	0	United Way
Soule, Louis C	85	SJRPP Plant	00439	SJRPP Manage	Community Se	109.9	2016	2.7	Community Service Leave
Souppourattin	9131	JEA Tower, 13t	20700	Professional En	Community Se	125.5	2013	4	Community Service Leave
Souppourattin	9131	JEA Tower, 3rd	A0300	JEA Appointed	Community He	20.0	2013	0	Community Health Charities
Souppourattin	9131	JEA Tower, 3rd	A0302	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Souppourattin	9131	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	320.4	2016	8	Community Service Leave
Souppourattin	9131	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	320.4	2017	8	Community Service Leave
Souppourattin	9131	JEA Tower, 3rd	A0302	JEA Appointed	United Way	20.0	2015	0	United Way
Spain, James M	9968	JEA Tower, 9th	20411	JEA IBEW	Community He	6.0	2017	0	Community Health Charities
Spann, Judi Ske	9578	JEA Tower, 15t	E0000	JEA Appointed	Community Se	182.8	2017	4	Community Service Leave

Spann, Judi Ske	9578	JEA Tower, 15t	ZE000	JEA Appointed	Community Se	180.8	2016	4	Community Service Leave
Sparks, Robert	3236	SSC Southside	30704	JEA Supervisor	Community Se	357.5	2017	8	Community Service Leave
Spearman, Gre	2263	SOCC	40308	LIUNA	Community He	10.0	2014	0	Community Health Charities
Spearman, Gre	2263	SOCC	40308	LIUNA	United Way	52.0	2013	0	United Way
Spearman, Gre	2263	SOCC	40308	LIUNA	United Way	52.0	2014	0	United Way
Spearman, Gre	2263	SOCC	40308	LIUNA	United Way	52.0	2015	0	United Way
Spearman, Gre	2263	SOCC	40308	LIUNA	United Way	52.0	2016	0	United Way
Spearman, Gre	2263	SOCC	40308	LIUNA	United Way	52.0	2017	0	United Way
Spearman, Lev	2299	W&S Wastewa	30607	JEA Supervisor	Community He	8.0	2014	0	Community Health Charities
Spearman, Lev	2299	W&S Wastewa	30607	JEA Supervisor	Community He	52.0	2015	0	Community Health Charities
Spearman, Lev	2299	W&S Wastewa	30607	JEA Supervisor	Community He	44.0	2016	0	Community Health Charities
Spearman, Lev	2299	W&S Wastewa	30607	JEA Supervisor	Community He	6.0	2017	0	Community Health Charities
Spearman, Lev	2299	W&S Wastewa	30607	JEA Supervisor	United Way	52.0	2013	0	United Way
Spearman, Lev	2299	W&S Wastewa	30607	JEA Supervisor	United Way	52.0	2014	0	United Way
Spearman, Lev	2299	W&S Wastewa	30607	JEA Supervisor	United Way	12.0	2015	0	United Way
Spearman, Lev	2299	W&S Wastewa	30607	JEA Supervisor	United Way	38.0	2016	0	United Way
Spearman, Lev	2299	W&S Wastewa	30607	JEA Supervisor	United Way	14.0	2017	0	United Way
Speicher, Alvin	433	JEA Tower, 13t	B0400	Professional En	United Way	32.0	2013	0	United Way
Speicher, Alvin	433	JEA Tower, 13t	B0400	Professional En	United Way	18.0	2014	0	United Way
Spell, Bryan Ch	9341	JEA Tower, 12t	20501	JEA Appointed	Community He	80.0	2014	0	Community Health Charities
Spell, Bryan Ch	9341	JEA Tower, 12t	20501	JEA Appointed	Community Se	363.5	2014	8	Community Service Leave
Spell, Bryan Ch	9341	JEA Tower, 4th	20500	JEA Appointed	Community He	440.0	2015	0	Community Health Charities
Spence, Sheldo	8926	CSC Meter Sho	40402	JEA IBEW	Community Se	182.2	2016	8	Community Service Leave
Spence, Sheldo	8926	CSC Meter Sho	40402	JEA IBEW	Community Se	191.3	2017	8	Community Service Leave
Spitzer, Ryan N	9860	SSC Southside	30704	JEA IBEW	Community He	15.0	2017	0	Community Health Charities
Sposato, John	721	Customer Cent	31010	JEA Appointed	Community Se	115.6	2016	3	Community Service Leave
Spurlock, Allan	371	SJRPP Plant	00442	SJRPP Manage	United Way	50.0	2013	0	United Way
Squaire, Larry	2175	W&S Wastewa	30606	LIUNA	Community He	8.0	2015	0	Community Health Charities
Squaire, Larry	2175	W&S Wastewa	30606	LIUNA	Community He	52.0	2016	0	Community Health Charities
Squaire, Larry	2175	W&S Wastewa	30606	LIUNA	Community He	46.0	2017	0	Community Health Charities
Squaire, Larry	2175	W&S Wastewa	30606	LIUNA	United Way	52.0	2014	0	United Way
Squaire, Larry	2175	W&S Wastewa	30606	LIUNA	United Way	52.0	2015	0	United Way
Squaire, Larry	2175	W&S Wastewa	30606	LIUNA	United Way	52.0	2016	0	United Way
Squaire, Larry	2175	W&S Wastewa	30606	LIUNA	United Way	52.0	2017	0	United Way
Squaire, Larry	2175	W&S Wastewa	30607	LIUNA	United Way	52.0	2013	0	United Way
St Peter, David	9143	WW-RT, Core C	30134	LIUNA	Community He	8.0	2013	0	Community Health Charities
St Peter, David	9143	WW-RT, Core C	30134	LIUNA	Community He	44.0	2014	0	Community Health Charities
St Peter, David	9143	WW-RT, Core C	30134	LIUNA	Community He	8.0	2016	0	Community Health Charities
St Peter, David	9143	WW-RT, Core C	30134	LIUNA	Community He	61.0	2017	0	Community Health Charities
St Peter, David	9143	WW-RT, Core C	30134	LIUNA	United Way	40.0	2014	0	United Way
St Peter, David	9143	WW-RT, Core C	30134	LIUNA	United Way	52.0	2015	0	United Way
St Peter, David	9143	WW-RT, Core C	30134	LIUNA	United Way	52.0	2016	0	United Way
St Peter, David	9143	WW-RT, Core C	30134	LIUNA	United Way	52.0	2017	0	United Way
Stafford, Matth	475	WSC Westside	30704	JEA Supervisor	Community He	110.0	2013	0	Community Health Charities
Stafford, Nicho	6071	SSC Southside	30704	JEA IBEW	Community Se	281.7	2015	8	Community Service Leave
Stallworth, Wa	7580	CSC Commonw	40402	JEA IBEW	Community He	130.0	2013	0	Community Health Charities
Stallworth, Wa	7580	CSC Commonw	40402	JEA IBEW	Community He	110.0	2014	0	Community Health Charities
Stallworth, Wa	7580	CSC Commonw	40402	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Stallworth, Wa	7580	CSC Commonw	40402	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Stallworth, Wa	7580	CSC Commonw	40402	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Stallworth, Wa	7580	CSC Commonw	40402	JEA IBEW	United Way	52.0	2013	0	United Way
Stallworth, Wa	7580	CSC Commonw	40402	JEA IBEW	United Way	52.0	2014	0	United Way
Stallworth, Wa	7580	CSC Commonw	40402	JEA IBEW	United Way	52.0	2015	0	United Way
Stallworth, Wa	7580	CSC Commonw	40402	JEA IBEW	United Way	52.0	2016	0	United Way
Stallworth, Wa	7580	CSC Commonw	40402	JEA IBEW	United Way	52.0	2017	0	United Way
Stamper, Derri	2144	JEA Tower, 8th	D0400	JEA Supervisor	Community He	20.0	2016	0	Community Health Charities
Stamper, Derri	2144	JEA Tower, 8th	D0400	JEA Supervisor	Community He	115.0	2017	0	Community Health Charities
Stamper, Derri	2144	JEA Tower, 8th	D0400	JEA Supervisor	United Way	130.0	2013	0	United Way
Stamper, Derri	2144	JEA Tower, 8th	D0400	JEA Supervisor	United Way	130.0	2014	0	United Way
Stamper, Derri	2144	JEA Tower, 8th	D0400	JEA Supervisor	United Way	130.0	2015	0	United Way
Stamper, Derri	2144	JEA Tower, 8th	D0400	JEA Supervisor	United Way	130.0	2016	0	United Way
Stamper, Derri	2144	JEA Tower, 8th	D0400	JEA Supervisor	United Way	130.0	2017	0	United Way
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	Community He	110.0	2013	0	Community Health Charities
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	Community He	10.0	2014	0	Community Health Charities
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	Community He	65.0	2015	0	Community Health Charities
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	Community He	65.0	2016	0	Community Health Charities
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	Community He	40.0	2017	0	Community Health Charities
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	Community Se	194.0	2013	6	Community Service Leave
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	Community Se	132.9	2014	4	Community Service Leave
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	Community Se	273.9	2015	8	Community Service Leave
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	Community Se	141.1	2016	8	Community Service Leave

Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	Community Se	282.2	2017	8	Community Service Leave
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	United Way	130.0	2013	0	United Way
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	United Way	130.0	2014	0	United Way
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	United Way	230.0	2015	0	United Way
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	United Way	260.0	2016	0	United Way
Stamper, Vivie	1311	JEA Tower, 13t	20721	Professional En	United Way	70.0	2017	0	United Way
Stancin, James	5296	NGS Northside	30200	JEA Appointed	Community Se	227.2	2016	4	Community Service Leave
Stancin, James	5296	NGS Northside	30200	JEA Appointed	United Way	100.0	2015	0	United Way
Stancin, James	5296	NGS Northside	30200	JEA Appointed	United Way	130.0	2016	0	United Way
Stancin, James	5296	NGS Northside	30200	JEA Appointed	United Way	130.0	2017	0	United Way
Stanfill, Rick W	7128	Customer Cent	20203	LIUNA	Community He	37.9	2015	0	Community Health Charities
Stanfill, Rick W	7128	JEA Tower, 5th	20203	LIUNA	Community He	44.0	2013	0	Community Health Charities
Stanfill, Rick W	7128	SSC Southside	20203	LIUNA	Community Se	87.4	2017	4	Community Service Leave
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	Community He	390.0	2013	0	Community Health Charities
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	Community He	390.0	2014	0	Community Health Charities
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	Community He	370.0	2015	0	Community Health Charities
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	Community He	260.0	2017	0	Community Health Charities
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	Community Se	442.3	2013	8	Community Service Leave
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	Community Se	455.6	2015	8	Community Service Leave
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	Community Se	455.6	2016	8	Community Service Leave
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	Community Se	241.6	2017	4	Community Service Leave
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	United Way	1040.0	2013	0	United Way
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	United Way	1240.0	2014	0	United Way
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	United Way	1300.0	2015	0	United Way
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	United Way	1210.9	2016	0	United Way
Stanford, Wale	5194	JEA Tower, 6th	A0210	JEA Appointed	United Way	1193.5	2017	0	United Way
Stanley, Rober	207	SJRPP Plant	00433	SJRPP NBU	Community He	103.7	2015	0	Community Health Charities
Stanley, Rober	207	SJRPP Plant	00433	SJRPP NBU	Community He	107.1	2016	0	Community Health Charities
Stanley, Rober	207	SJRPP Plant	00433	SJRPP NBU	Community Se	175.7	2015	3	Community Service Leave
Stanley, Rober	207	SJRPP Plant	00433	SJRPP NBU	Community Se	241.8	2016	4	Community Service Leave
Stanley, Ronald	9054	CSC Meter Sho	40403	JEA IBEW	Community He	78.7	2017	0	Community Health Charities
Stanley, Ronald	9054	CSC Meter Sho	40403	JEA IBEW	Community He	66.7	2017	0	Community Health Charities
Starbuck, Rona	8968	SJRPP Plant	00442	SJRPP IBEW	United Way	100.0	2014	0	United Way
Starbuck, Rona	8968	SJRPP Plant	00442	SJRPP IBEW	United Way	130.0	2015	0	United Way
Starbuck, Rona	8968	SJRPP Plant	00442	SJRPP IBEW	United Way	35.0	2016	0	United Way
Starner, Lindsa	2599	JEA Tower, 3rd	A0302	JEA Appointed	Community He	30.0	2013	0	Community Health Charities
Starner, Lindsa	2599	JEA Tower, 3rd	A0302	JEA Appointed	Community He	130.0	2014	0	Community Health Charities
Starner, Lindsa	2599	JEA Tower, 3rd	A0302	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Starner, Lindsa	2599	JEA Tower, 3rd	A0302	JEA Appointed	Community He	110.0	2016	0	Community Health Charities
Starner, Lindsa	2599	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	229.3	2014	6	Community Service Leave
Starner, Lindsa	2599	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	338.2	2017	8	Community Service Leave
Starner, Lindsa	2599	JEA Tower, 3rd	A0302	JEA Appointed	United Way	60.0	2013	0	United Way
Starner, Lindsa	2599	JEA Tower, 3rd	A0302	JEA Appointed	United Way	260.0	2014	0	United Way
Starner, Lindsa	2599	JEA Tower, 3rd	A0302	JEA Appointed	United Way	260.0	2015	0	United Way
Starner, Lindsa	2599	JEA Tower, 3rd	A0302	JEA Appointed	United Way	260.0	2016	0	United Way
Starner, Lindsa	2599	JEA Tower, 3rd	A0302	JEA Appointed	United Way	260.0	2017	0	United Way
Starner, Lindsa	2599	JEA Tower, 7th	A0610	JEA Appointed	Community He	35.0	2013	0	Community Health Charities
Starner, Lindsa	2599	JEA Tower, 7th	A0610	JEA Appointed	United Way	70.0	2013	0	United Way
Starner, Lindsa	2599	JEA Tower, 9th	A0610	JEA Appointed	Community He	65.0	2013	0	Community Health Charities
Starner, Lindsa	2599	JEA Tower, 9th	A0610	JEA Appointed	Community Se	547.7	2013	16	Community Service Leave
Starner, Lindsa	2599	JEA Tower, 9th	A0610	JEA Appointed	United Way	130.0	2013	0	United Way
Steedman, Dar	1907	W&S Treatmer	30122	LIUNA	Community He	46.0	2013	0	Community Health Charities
Steedman, Dar	1907	W&S Treatmer	30122	LIUNA	United Way	46.0	2013	0	United Way
Steichen, Willia	9338	JEA Tower, 13t	B0500	Professional En	Community He	40.0	2014	0	Community Health Charities
Steichen, Willia	9338	JEA Tower, 13t	B0500	Professional En	Community He	43.1	2015	0	Community Health Charities
Steichen, Willia	9338	JEA Tower, 13t	B0500	Professional En	Community Se	188.5	2014	8	Community Service Leave
Steichen, Willia	9338	JEA Tower, 13t	B0500	Professional En	Community Se	190.7	2015	8	Community Service Leave
Steichen, Willia	9338	JEA Tower, 13t	B0600	Professional En	Community He	66.4	2017	0	Community Health Charities
Steichen, Willia	9338	JEA Tower, 13t	B0600	Professional En	Community He	55.7	2016	0	Community Health Charities
Steichen, Willia	9338	JEA Tower, 13t	B0600	Professional En	Community He	58.8	2017	0	Community Health Charities
Steichen, Willia	9338	JEA Tower, 13t	B0600	Professional En	Community Se	251.4	2016	8	Community Service Leave
Steichen, Willia	9338	JEA Tower, 13t	B0600	Professional En	Community Se	290.6	2017	8	Community Service Leave
Stein, Jennifer	9566	JEA Tower, 6th	A0102	JEA Appointed	Community Se	230.8	2015	8	Community Service Leave
Stein, Jennifer	9566	JEA Tower, 6th	A0102	JEA Appointed	United Way	30.0	2016	0	United Way
Steinbrecher, F	3545	JEA Tower, 8th	D0100	JEA Appointed	Community He	220.0	2013	0	Community Health Charities
Steinbrecher, F	3545	JEA Tower, 8th	D0100	JEA Appointed	Community Se	326.1	2016	5	Community Service Leave
Steinbrecher, F	3545	JEA Tower, 8th	D0100	JEA Appointed	United Way	1040.0	2013	0	United Way
Steinbrecher, F	3545	JEA Tower, 8th	D0100	JEA Appointed	United Way	1440.0	2014	0	United Way
Steinbrecher, F	3545	JEA Tower, 8th	D0100	JEA Appointed	United Way	1760.0	2015	0	United Way
Steinbrecher, F	3545	JEA Tower, 8th	D0100	JEA Appointed	United Way	2390.0	2016	0	United Way

Steinbrecher, F	3545	JEA Tower, 8th	D0100	JEA Appointed	United Way	1650.0	2017	0	United Way
Stephens, Larn	7846	SJRPP Plant	00437	SJRPP IBEW	Community Se	273.7	2016	8	Community Service Leave
Stephens, Larn	7846	SJRPP Plant	00437	SJRPP IBEW	United Way	151.5	2016	0	United Way
Sterling, Micha	9776	NGS Northside	30205	JEA IBEW	Community Se	82.8	2016	2.5	Community Service Leave
Stern, Gary L	1913	WW-RT, East G	30133	JEA Supervisors	Community He	44.7	2017	0	Community Health Charities
Stevens, Celest	9238	JEA Tower, 14t	C0100	AFSCME	Community Se	148.3	2014	8	Community Service Leave
Stevens, Celest	9238	JEA Tower, 14t	C0100	AFSCME	Community Se	155.7	2015	8	Community Service Leave
Stevens, Celest	9238	JEA Tower, 14t	C0100	AFSCME	Community Se	165.9	2016	8	Community Service Leave
Stevens, Celest	9238	JEA Tower, 14t	C0100	AFSCME	Community Se	174.2	2017	8	Community Service Leave
Stevens, Celest	9238	JEA Tower, 14t	C0100	AFSCME	United Way	100.0	2014	0	United Way
Stevens, Celest	9238	JEA Tower, 14t	C0100	AFSCME	United Way	70.0	2015	0	United Way
Stevens, Celest	9238	JEA Tower, 14t	C0100	AFSCME	United Way	52.0	2016	0	United Way
Stevens, Celest	9238	JEA Tower, 14t	C0100	AFSCME	United Way	14.0	2017	0	United Way
Stevens, Charle	2007	W&S Treatmer	30122	JEA Appointed	Community He	220.0	2013	0	Community Health Charities
Stevens, Charle	2007	W&S Treatmer	30122	JEA Appointed	United Way	960.0	2013	0	United Way
Stevens, Gregc	5654	W&S Wastewa	30110	JEA IBEW	Community Se	237.3	2017	8	Community Service Leave
Stevens, Gregc	5654	W&S Wastewa	30606	JEA IBEW	United Way	30.0	2013	0	United Way
Stills, Rudolph	2023	W&S Treatmer	30122	LIUNA	United Way	28.0	2013	0	United Way
Stoeber, Dougl	704	W&S Treatmer	30136	LIUNA	United Way	78.0	2013	0	United Way
Stoeber, Dougl	704	W&S Treatmer	30136	LIUNA	United Way	78.0	2014	0	United Way
Stoeber, Dougl	704	W&S Treatmer	30136	LIUNA	United Way	78.0	2015	0	United Way
Stoeber, Dougl	704	W&S Treatmer	30136	LIUNA	United Way	51.0	2016	0	United Way
Stokes, Austin	8935	W&S Wastewa	30603	LIUNA	United Way	26.0	2013	0	United Way
Stokes, Austin	8935	W&S Wastewa	30607	LIUNA	United Way	14.0	2013	0	United Way
Stokes, Austin	8935	W&S Wastewa	30607	LIUNA	United Way	52.0	2014	0	United Way
Stokes, Austin	8935	W&S Wastewa	30607	LIUNA	United Way	12.0	2015	0	United Way
Stokes, Herber	9477	W&S Wastewa	30604	LIUNA	United Way	24.0	2015	0	United Way
Stokes, Herber	9477	W&S Wastewa	30604	LIUNA	United Way	14.0	2016	0	United Way
Stokes, Herber	9477	W&S Wastewa	30607	LIUNA	United Way	16.0	2015	0	United Way
Stokes, Jennife	8808	Customer Cent	30802	Professional En	Community Se	252.9	2014	8	Community Service Leave
Stokes, Jennife	8808	Customer Cent	30802	Professional En	Community Se	296.2	2015	8	Community Service Leave
Stokes, Sharon	229	SJRPP Plant	00451	SJRPP Manage	United Way	282.7	2013	0	United Way
Stone, Patrick A	387	JEA Tower, 13t	B0400	Professional En	United Way	40.0	2013	0	United Way
Stone, Patrick A	387	JEA Tower, 13t	B0900	Professional En	Community Se	278.9	2014	5.5	Community Service Leave
Stone, Patrick A	387	JEA Tower, 13t	B0900	Professional En	Community Se	416.3	2015	8	Community Service Leave
Stone, Patrick A	387	JEA Tower, 13t	B0900	Professional En	Community Se	428.9	2016	8	Community Service Leave
Stone, Patrick A	387	JEA Tower, 13t	B0900	Professional En	Community Se	428.9	2017	8	Community Service Leave
Stone, Patrick A	387	JEA Tower, 13t	B0900	Professional En	United Way	12.0	2014	0	United Way
Stone, Wendell	797	JEA Tower, 2nd	30901	Professional En	United Way	390.0	2013	0	United Way
Stone, Wendell	797	JEA Tower, 2nd	30901	Professional En	United Way	90.0	2014	0	United Way
Story, Matthev	8676	W&S Wastewa	30607	LIUNA	Community Se	202.1	2017	8	Community Service Leave
Stothers, Curti	9079	JEA Tower, 6th	A0203	Professional En	Community He	320.0	2013	0	Community Health Charities
Stothers, Curti	9079	JEA Tower, 6th	A0203	Professional En	Community He	550.0	2014	0	Community Health Charities
Stothers, Curti	9079	JEA Tower, 6th	A0203	Professional En	Community Se	81.0	2014	3	Community Service Leave
Stothers, Curti	9079	JEA Tower, 6th	A0203	Professional En	Community Se	97.0	2015	3.25	Community Service Leave
Stothers, Curti	9079	W&S Southwes	A0203	Professional En	Community He	40.0	2016	0	Community Health Charities
Stothers, Curti	9079	W&S Southwes	A0203	Professional En	Community He	210.0	2017	0	Community Health Charities
Stothers, Curti	9079	W&S Southwes	A0203	Professional En	Community Se	85.2	2015	3.25	Community Service Leave
Stothers, Curti	9079	W&S Southwes	A0203	Professional En	Community Se	117.8	2016	4	Community Service Leave
Stothers, Curti	9079	W&S Southwes	A0203	Professional En	Community Se	235.7	2017	8	Community Service Leave
Stothers, Curti	9079	WW-RT, Core (	A0203	Professional En	Community He	50.0	2017	0	Community Health Charities
Stothers, Julie	9855	CSC Meter Sho	40402	AFSCME	Community He	15.0	2017	0	Community Health Charities
Stothers, Julie	9855	CSC Meter Sho	40402	AFSCME	Community Se	75.2	2017	4	Community Service Leave
Stratmann, Tra	7868	SSC Southside	30705	JEA IBEW	Community He	80.0	2013	0	Community Health Charities
Stratmann, Tra	7868	SSC Southside	30705	JEA IBEW	Community He	440.0	2014	0	Community Health Charities
Stratmann, Tra	7868	SSC Southside	30705	JEA IBEW	Community He	40.0	2015	0	Community Health Charities
Stratmann, Tra	7868	SSC Southside	30705	JEA IBEW	Community He	210.0	2016	0	Community Health Charities
Stratmann, Tra	7868	SSC Southside	30705	JEA IBEW	Community Se	112.6	2017	3	Community Service Leave
Strength, John	4032	CSC Commonw	30702	JEA IBEW	Community He	16.0	2014	0	Community Health Charities
Strength, John	4032	CSC Commonw	30702	JEA IBEW	Community He	88.0	2015	0	Community Health Charities
Strength, John	4032	CSC Commonw	30702	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Strength, John	4032	CSC Commonw	30702	JEA IBEW	Community He	46.0	2017	0	Community Health Charities
Strickland, Ban	8789	W&S Treatmer	30122	LIUNA	Community He	20.0	2016	0	Community Health Charities
Strickland, Ban	8789	W&S Treatmer	30122	LIUNA	Community He	25.0	2017	0	Community Health Charities
Strickland, Ken	1538	Greenland Ene	D0201	Professional En	United Way	156.0	2013	0	United Way
Strickland, Ken	1538	Greenland Ene	D0201	Professional En	United Way	156.0	2014	0	United Way
Strickland, Ken	1538	Greenland Ene	D0201	Professional En	United Way	156.0	2015	0	United Way
Strickland, Ken	1538	Greenland Ene	D0201	Professional En	United Way	156.0	2016	0	United Way
Strickland, Ken	1538	Greenland Ene	D0201	Professional En	United Way	150.0	2017	0	United Way
Strickland, Mat	6694	JEA Tower, 13t	B0400	Professional En	Community He	150.0	2013	0	Community Health Charities
Strickland, Mat	6694	JEA Tower, 13t	B0400	Professional En	Community He	180.0	2014	0	Community Health Charities

Strickland, Mat	6694	JEA Tower, 13t	B0400	Professional En	Community Se	198.0	2014	4	Community Service Leave
Strickland, Mat	6694	JEA Tower, 13t	B0400	Professional En	United Way	200.0	2013	0	United Way
Strickland, Mat	6694	JEA Tower, 13t	B0400	Professional En	United Way	180.0	2014	0	United Way
Strickland, Mat	9649	JEA Tower, 13t	B0400	Professional En	Community He	8.0	2016	0	Community Health Charities
Strickland, Mat	9649	JEA Tower, 13t	B0400	Professional En	Community He	46.0	2017	0	Community Health Charities
Stricklen, Kevir	140	SJRPP Plant	00436	SJRPP Manage	United Way	130.0	2013	0	United Way
Stricklen, Kevir	140	SJRPP Plant	00436	SJRPP Manage	United Way	130.0	2014	0	United Way
Stricklen, Kevir	140	SJRPP Plant	00436	SJRPP Manage	United Way	130.0	2015	0	United Way
Stricklen, Kevir	140	SJRPP Plant	00436	SJRPP Manage	United Way	50.0	2016	0	United Way
Stroupe, Rand	1685	NGS Northside	30200	JEA Appointed	Community He	20.0	2014	0	Community Health Charities
Stroupe, Rand	1685	NGS Northside	30200	JEA Appointed	Community He	150.0	2015	0	Community Health Charities
Stroupe, Rand	1685	NGS Northside	30200	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Stroupe, Rand	1685	NGS Northside	30200	JEA Appointed	Community He	230.0	2017	0	Community Health Charities
Stroupe, Rand	1685	NGS Northside	30200	JEA Appointed	Community Se	302.4	2017	4	Community Service Leave
Stroupe, Rand	1685	NGS Northside	30200	JEA Appointed	United Way	1040.0	2013	0	United Way
Stroupe, Rand	1685	NGS Northside	30200	JEA Appointed	United Way	1040.0	2014	0	United Way
Stroupe, Rand	1685	NGS Northside	30200	JEA Appointed	United Way	1040.0	2015	0	United Way
Stroupe, Rand	1685	NGS Northside	30200	JEA Appointed	United Way	1040.0	2016	0	United Way
Stroupe, Rand	1685	NGS Northside	30200	JEA Appointed	United Way	960.0	2017	0	United Way
Stumph, Danie	8707	SSC Southside	30705	JEA IBEW	Community Se	150.1	2017	4	Community Service Leave
Stumph, Danie	1201	SSC Southside	30705	JEA Supervisor	United Way	60.0	2013	0	United Way
Sumpter, Jame	378	SJRPP Plant	00443	SJRPP IBEW	United Way	100.0	2013	0	United Way
Sumpter, Jame	378	SJRPP Plant	00443	SJRPP IBEW	United Way	130.0	2014	0	United Way
Sumpter, Jame	378	SJRPP Plant	00443	SJRPP IBEW	United Way	130.0	2015	0	United Way
Sumpter, Jame	378	SJRPP Plant	00443	SJRPP IBEW	United Way	73.0	2016	0	United Way
Sumpter, Jame	378	SJRPP Plant	00443	SJRPP IBEW	United Way	52.0	2017	0	United Way
Surrency, Bonr	1676	JEA Tower, 3rd	A0203	JEA Manageria	United Way	22.5	2014	0	United Way
Surrency, Bonr	1676	JEA Tower, 3rd	A0203	JEA Manageria	United Way	10.0	2015	0	United Way
Surrency, Bonr	1676	JEA Tower, 6th	A0203	JEA Manageria	Community Se	176.1	2014	7	Community Service Leave
Surrency, Bonr	1676	JEA Tower, 6th	A0203	JEA Manageria	United Way	65.0	2013	0	United Way
Surrency, Bonr	1676	JEA Tower, 6th	A0203	JEA Manageria	United Way	42.5	2014	0	United Way
Sutton, Gregor	7439	CSC Commonw	40403	JEA IBEW	Community He	44.0	2016	0	Community Health Charities
Sutton, Gregor	7439	CSC Commonw	40403	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
Sutton, Gregor	7439	CSC Commonw	40403	JEA IBEW	United Way	44.0	2016	0	United Way
Sutton, Gregor	7439	CSC Commonw	40403	JEA IBEW	United Way	52.0	2017	0	United Way
Sutton, Gregor	7439	CSC Meter Sho	40402	JEA IBEW	Community He	16.0	2014	0	Community Health Charities
Sutton, Gregor	7439	CSC Meter Sho	40402	JEA IBEW	Community He	52.0	2015	0	Community Health Charities
Sutton, Gregor	7439	CSC Meter Sho	40402	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
Sutton, Gregor	7439	CSC Meter Sho	40402	JEA IBEW	United Way	40.0	2015	0	United Way
Sutton, Gregor	7439	CSC Meter Sho	40402	JEA IBEW	United Way	8.0	2016	0	United Way
Swain, Dale Jea	9665	JEA Tower, 16t	50000	JEA Appointed	Community Se	74.3	2017	3	Community Service Leave
Sweat, Kaleb K	9383	W&S Wastewa	30604	LIUNA	United Way	16.0	2015	0	United Way
Sweat, Kaleb K	9383	W&S Wastewa	30606	LIUNA	United Way	24.0	2015	0	United Way
Sweat, Kaleb K	9383	W&S Wastewa	30606	LIUNA	United Way	34.0	2016	0	United Way
Sweat, Kaleb K	9383	W&S Wastewa	30606	LIUNA	United Way	52.0	2017	0	United Way
Sweat, Kaleb K	9383	W&S Wastewa	30607	LIUNA	United Way	18.0	2016	0	United Way
Sweat, Rita T	616	JEA Tower, 2nd	30904	Professional En	Community Se	213.8	2013	8	Community Service Leave
Sweat, Rita T	616	JEA Tower, 2nd	30904	Professional En	Community Se	213.8	2014	8	Community Service Leave
Swihart, Christ	7004	W&S Wastewa	30602	JEA Supervisor	Community He	27.0	2016	0	Community Health Charities
Swihart, Christ	7004	W&S Wastewa	30602	JEA Supervisor	Community He	78.0	2017	0	Community Health Charities
Swihart, Christ	7004	W&S Wastewa	30602	LIUNA	Community He	9.0	2016	0	Community Health Charities
Swihart, Christ	7004	W&S Wastewa	30607	LIUNA	Community He	12.0	2014	0	Community Health Charities
Swihart, Christ	7004	W&S Wastewa	30607	LIUNA	Community He	78.0	2015	0	Community Health Charities
Swihart, Christ	7004	W&S Wastewa	30607	LIUNA	Community He	42.0	2016	0	Community Health Charities
Szoke, Ryan M	9208	JEA Tower, 9th	20410	Professional En	Community He	136.8	2017	0	Community Health Charities
Szoke, Ryan M	9208	JEA Tower, 9th	20410	Professional En	Community He	121.1	2017	0	Community Health Charities
Szoke, Ryan M	9208	JEA Tower, 9th	20410	Professional En	Community Se	202.2	2015	8	Community Service Leave
Szoke, Ryan M	9208	JEA Tower, 9th	20410	Professional En	Community Se	242.3	2016	8	Community Service Leave
Szoke, Ryan M	9208	JEA Tower, 9th	20410	Professional En	Community Se	121.2	2017	4	Community Service Leave
Tablada, Alan S	2174	Laboratory Ser	D0202	JEA Appointed	Community Se	128.6	2016	3	Community Service Leave
Tablada, Alan S	2174	Laboratory Ser	D0202	JEA Appointed	United Way	36.0	2016	0	United Way
Tablada, Alan S	2174	Laboratory Ser	D0202	JEA Appointed	United Way	52.0	2017	0	United Way
Tablada, Alan S	2174	Laboratory Ser	D0300	JEA Appointed	United Way	52.0	2013	0	United Way
Tablada, Alan S	2174	Laboratory Ser	D0300	JEA Appointed	United Way	52.0	2014	0	United Way
Tablada, Alan S	2174	Laboratory Ser	D0300	JEA Appointed	United Way	52.0	2015	0	United Way
Tablada, Alan S	2174	Laboratory Ser	D0300	JEA Appointed	United Way	16.0	2016	0	United Way
Takacs, Rosem	6568	JEA Tower, 15t	C0500	JEA Appointed	Community He	150.0	2013	0	Community Health Charities
Takacs, Rosem	6568	JEA Tower, 15t	C0500	JEA Appointed	Community He	260.0	2014	0	Community Health Charities
Takacs, Rosem	6568	JEA Tower, 15t	C0500	JEA Appointed	Community He	200.0	2015	0	Community Health Charities
Takacs, Rosem	6568	JEA Tower, 15t	C0500	JEA Appointed	Community Se	307.3	2013	8	Community Service Leave
Takacs, Rosem	6568	JEA Tower, 15t	C0500	JEA Appointed	Community Se	321.6	2014	8	Community Service Leave

Takacs, Rosem	6568	JEA Tower, 15t	C0500	JEA Appointed	Community Se	331.3	2015	8	Community Service Leave
Takacs, Rosem	6568	JEA Tower, 15t	C0500	JEA Appointed	United Way	231.0	2013	0	United Way
Talbert, Paul A	8994	JEA Tower, 11t	10230	Professional En	United Way	8.0	2014	0	United Way
Talbert, Paul A	8994	JEA Tower, 4th	10230	Professional En	Community He	20.0	2014	0	Community Health Charities
Talbert, Paul A	8994	JEA Tower, 4th	10230	Professional En	Community Se	242.2	2014	8	Community Service Leave
Talbert, Paul A	8994	JEA Tower, 4th	10230	Professional En	United Way	32.0	2014	0	United Way
Talbert, Paul A	8994	JEA Tower, 4th	10230	Professional En	United Way	2.0	2015	0	United Way
Talbert, Paul A	8994	Pearl Street Tra	30110	Professional En	United Way	14.0	2015	0	United Way
Tamburini, Leo	9113	WW-RT, South	30131	LIUNA	Community He	8.0	2016	0	Community Health Charities
Tamburini, Leo	9113	WW-RT, South	30131	LIUNA	Community He	46.0	2017	0	Community Health Charities
Tamburini, Leo	9113	WW-RT, South	30131	LIUNA	United Way	38.0	2017	0	United Way
Tanner, Howar	1757	SSC Southside S	30704	JEA Supervisor	Community Se	357.5	2017	8	Community Service Leave
Tanner, Steven	1428	JEA Tower, 2nd	30904	Professional En	Community Se	339.6	2014	8	Community Service Leave
Tanner, Steven	1428	JEA Tower, 2nd	30904	Professional En	Community Se	0.0	2015	8	Community Service Leave
Tanner, Trevor	648	CSC Commonw	30702	JEA Supervisor	Community He	89.4	2017	0	Community Health Charities
Tanner, Trevor	648	CSC Commonw	30702	JEA Supervisor	Community He	79.2	2017	0	Community Health Charities
Tanner, Trevor	648	CSC Commonw	30702	JEA Supervisor	United Way	130.0	2013	0	United Way
Tanner, Trevor	648	CSC Commonw	30702	JEA Supervisor	United Way	130.0	2014	0	United Way
Tanner, Trevor	648	CSC Commonw	30702	JEA Supervisor	United Way	130.0	2015	0	United Way
Tanner, Trevor	648	CSC Commonw	30702	JEA Supervisor	United Way	130.0	2016	0	United Way
Tanner, Trevor	648	CSC Commonw	30702	JEA Supervisor	United Way	130.0	2017	0	United Way
Taylor Piltz, Sh	9722	JEA Tower, 8th	D0400	Professional En	Community He	40.0	2016	0	Community Health Charities
Taylor Piltz, Sh	9722	JEA Tower, 8th	D0400	Professional En	Community He	260.0	2017	0	Community Health Charities
Taylor Piltz, Sh	9722	JEA Tower, 8th	D0400	Professional En	Community Se	190.0	2016	8	Community Service Leave
Taylor Piltz, Sh	9722	JEA Tower, 8th	D0400	Professional En	Community Se	118.8	2017	5	Community Service Leave
Taylor, Brandi	9825	JEA Tower, 16t	50000	JEA Appointed	United Way	365.6	2017	0	United Way
Taylor, Brian D	9229	NGS Northside	A0610	JEA IBEW	Community Se	239.6	2014	8	Community Service Leave
Taylor, Brian K	791	JEA Tower, 14t	C0400	JEA Appointed	United Way	130.0	2013	0	United Way
Taylor, Brian K	791	JEA Tower, 14t	C0400	JEA Appointed	United Way	70.0	2014	0	United Way
Taylor, Brian K	791	JEA Tower, 14t	C0400	JEA Appointed	United Way	52.0	2015	0	United Way
Taylor, Herbert	3652	NGS Northside	30205	JEA IBEW	Community Se	103.8	2013	3	Community Service Leave
Taylor, Herbert	3652	NGS Northside	30205	JEA IBEW	Community Se	72.7	2016	6	Community Service Leave
Taylor, Herbert	3652	NGS Northside	30205	JEA IBEW	Community Se	283.4	2017	4	Community Service Leave
Taylor, James L	296	NGS Northside	30300	JEA IBEW	United Way	30.0	2013	0	United Way
Taylor, Kendric	8028	NGS Northside	30309	Professional En	Community He	15.0	2017	0	Community Health Charities
Taylor, Margar	9710	JEA Tower, 9th	ZE000	Professional En	Community Se	137.0	2016	4	Community Service Leave
Taylor, Margar	9710	JEA Tower, 9th	ZE000	Professional En	Community Se	300.2	2017	8	Community Service Leave
Taylor, Margar	9710	JEA Tower, 9th	ZE000	Professional En	United Way	10.0	2017	0	United Way
Taylor, Nicole	7743	JEA Tower, 12t	10001	Professional En	United Way	10.0	2013	0	United Way
Taylor, Steven	8292	WSC Westside	30704	JEA IBEW	Community He	48.0	2014	0	Community Health Charities
Taylor, Steven	8292	WSC Westside	30704	JEA IBEW	United Way	52.0	2013	0	United Way
Taylor, Steven	8292	WSC Westside	30704	JEA IBEW	United Way	112.0	2014	0	United Way
Taylor, Steven	8292	WSC Westside	30704	JEA IBEW	United Way	35.0	2015	0	United Way
Teague, Joseph	8801	SOCC	40308	LIUNA	Community He	24.0	2013	0	Community Health Charities
Teague, Joseph	8801	SOCC	40308	LIUNA	Community He	140.0	2014	0	Community Health Charities
Teague, Joseph	8801	SOCC	40308	LIUNA	Community He	52.0	2015	0	Community Health Charities
Teague, Joseph	8801	SOCC	40308	LIUNA	Community He	44.0	2016	0	Community Health Charities
Teague, Joseph	8801	SOCC	40308	LIUNA	United Way	52.0	2013	0	United Way
Teague, Joseph	8801	SOCC	40308	LIUNA	United Way	52.0	2014	0	United Way
Teague, Joseph	8801	SOCC	40308	LIUNA	United Way	52.0	2015	0	United Way
Teague, Joseph	8801	SOCC	40308	LIUNA	United Way	52.0	2016	0	United Way
Teague, Joseph	8801	SOCC	40308	LIUNA	United Way	14.0	2017	0	United Way
Teate, Gary W	1207	JEA Tower, 4th	20600	JEA Supervisor	United Way	130.0	2013	0	United Way
Teate, Gary W	1207	JEA Tower, 4th	20600	JEA Supervisor	United Way	110.0	2014	0	United Way
Teel, Sandra Bu	1025	JEA Meter Rea	40401	AFSCME	Community Se	210.1	2013	8	Community Service Leave
Temple, David	4275	Laboratory Ser	D0300	AFSCME	Community Se	189.4	2014	8	Community Service Leave
Terrell, Barbara	831	Customer Cent	40110	AFSCME	Community He	4.0	2014	0	Community Health Charities
Terrell, Barbara	831	Customer Cent	40110	AFSCME	Community He	11.0	2015	0	Community Health Charities
Terrell, Barbara	831	Customer Cent	40110	AFSCME	United Way	130.0	2013	0	United Way
Terrell, Barbara	831	Customer Cent	40110	AFSCME	United Way	130.0	2014	0	United Way
Terrell, Barbara	831	Customer Cent	40110	AFSCME	United Way	55.0	2015	0	United Way
Theodoridis, Co	1784	JEA Tower, 11t	40230	Professional En	Community He	5.0	2016	0	Community Health Charities
Theodoridis, Co	1784	JEA Tower, 11t	40230	Professional En	Community He	130.0	2017	0	Community Health Charities
Theodoridis, Co	1784	JEA Tower, 4th	40230	Professional En	United Way	10.0	2014	0	United Way
Theodoridis, Co	1784	JEA Tower, 9th	40230	Professional En	Community He	20.0	2015	0	Community Health Charities
Theodoridis, Co	1784	JEA Tower, 9th	40230	Professional En	Community He	125.0	2016	0	Community Health Charities
Theodoridis, Co	1784	JEA Tower, 9th	40230	Professional En	United Way	90.0	2014	0	United Way
Theodoridis, Co	1784	JEA Tower, 9th	40230	Professional En	United Way	130.0	2015	0	United Way
Theodoridis, Co	1784	JEA Tower, 9th	40230	Professional En	United Way	35.0	2016	0	United Way
Thomas, Donte	9531	JEA Tower, 6th	A0101	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Thomas, Donte	9531	JEA Tower, 6th	A0101	JEA Appointed	Community He	130.0	2016	0	Community Health Charities

Thomas, Donte	9531	JEA Tower, 6th	A0101	JEA Appointed	Community He	121.0	2017	0	Community Health Charities
Thomas, Donte	9531	JEA Tower, 6th	A0101	JEA Appointed	Community Se	109.6	2015	4	Community Service Leave
Thomas, Donte	9531	JEA Tower, 6th	A0101	JEA Appointed	Community Se	27.4	2016	1	Community Service Leave
Thomas, Donte	9531	JEA Tower, 6th	A0101	JEA Appointed	Community Se	173.1	2017	6	Community Service Leave
Thomas, Donte	9531	JEA Tower, 6th	A0101	JEA Appointed	United Way	38.0	2016	0	United Way
Thomas, Donte	9531	JEA Tower, 6th	A0101	JEA Appointed	United Way	52.0	2017	0	United Way
Thomas, Euger	6396	JEA Tower, 13t	B0010	JEA Appointed	Community Se	262.5	2017	4	Community Service Leave
Thomas, Euger	6396	JEA Tower, 13t	B0010	JEA Appointed	United Way	20.0	2017	0	United Way
Thomas, Euger	6396	JEA Tower, 13t	ZE000	Professional En	Community Se	59.3	2017	4	Community Service Leave
Thomas, Euger	6396	JEA Tower, 13t	ZE000	Professional En	United Way	38.0	2016	0	United Way
Thomas, Euger	6396	JEA Tower, 13t	ZE000	Professional En	United Way	32.0	2017	0	United Way
Thomas, Frank	1155	NGS Northside	30309	Professional En	United Way	1170.0	2013	0	United Way
Thomas, Frank	1155	NGS Northside	30309	Professional En	United Way	1170.0	2014	0	United Way
Thomas, Frank	1155	NGS Northside	30309	Professional En	United Way	1170.0	2015	0	United Way
Thomas, Frank	1155	NGS Northside	30309	Professional En	United Way	1170.0	2016	0	United Way
Thomas, Frank	1155	NGS Northside	30309	Professional En	United Way	1170.0	2017	0	United Way
Thomas, Micha	470	SOCC	40307	JEA IBEW	Community Se	317.0	2016	8	Community Service Leave
Thomas, Paul M	4974	JEA Tower, 3rd	A0203	JEA Appointed	Community He	71.8	2015	0	Community Health Charities
Thomas, Paul M	4974	JEA Tower, 3rd	A0203	JEA Appointed	Community He	30.0	2016	0	Community Health Charities
Thomas, Paul M	4974	JEA Tower, 3rd	A0203	JEA Appointed	Community Se	304.1	2015	7.5	Community Service Leave
Thomas, Paul M	4974	JEA Tower, 3rd	A0203	JEA Appointed	Community Se	325.9	2016	8	Community Service Leave
Thomas, Paul M	4974	JEA Tower, 3rd	A0203	JEA Appointed	Community Se	166.2	2017	4	Community Service Leave
Thomas, Paul M	4974	JEA Tower, 3rd	A0203	JEA Appointed	United Way	35.9	2016	0	United Way
Thomas, Paul M	4974	JEA Tower, 6th	A0203	JEA Appointed	Community Se	157.4	2013	4	Community Service Leave
Thomas, Paul M	4974	JEA Tower, 6th	A0203	JEA Appointed	Community Se	118.1	2014	3	Community Service Leave
Thomas, Sonya	8683	Customer Cent	A0504	AFSCME	Community He	5.0	2016	0	Community Health Charities
Thompson, Chr	9482	W&S Wastewa	30604	LIUNA	Community Se	126.5	2015	8	Community Service Leave
Thompson, Jea	9549	Customer Cent	40820	JEA Appointed	Community Se	319.1	2016	8	Community Service Leave
Thompson, Jea	9549	Customer Cent	40820	JEA Appointed	United Way	38.0	2016	0	United Way
Thompson, Jea	9549	Customer Cent	40820	JEA Appointed	United Way	34.0	2017	0	United Way
Thompson, Jeff	211	SJRPP Plant	00467	SJRPP IBEW	United Way	52.0	2013	0	United Way
Thompson, Jeff	211	SJRPP Plant	00467	SJRPP IBEW	United Way	52.0	2014	0	United Way
Thompson, Jeff	211	SJRPP Plant	00467	SJRPP IBEW	United Way	52.0	2015	0	United Way
Thompson, Jeff	211	SJRPP Plant	00467	SJRPP IBEW	United Way	14.0	2016	0	United Way
Thompson, Nal	8920	Customer Cent	A0504	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Thompson, Nal	8920	Customer Cent	A0504	JEA Appointed	Community He	16.0	2016	0	Community Health Charities
Thompson, Nal	8920	Customer Cent	A0504	JEA Appointed	Community Se	332.6	2016	8	Community Service Leave
Thompson, Nal	8920	Customer Cent	A0504	JEA Appointed	Community Se	332.6	2017	8	Community Service Leave
Thompson, Nal	8920	JEA Tower, 6th	A0201	JEA Appointed	Community He	50.0	2013	0	Community Health Charities
Thompson, Nal	8920	JEA Tower, 6th	A0201	JEA Appointed	Community Se	302.3	2015	8	Community Service Leave
Thompson, Nal	8920	JEA Tower, 6th	A0201	JEA Appointed	United Way	26.0	2013	0	United Way
Thompson, Nal	8920	JEA Tower, 6th	A0201	JEA Appointed	United Way	40.0	2014	0	United Way
Thompson, Nal	8920	JEA Tower, 6th	A0201	JEA Appointed	United Way	22.0	2015	0	United Way
Thornton, Kim	2347	KENNEDY PUM	30110	LIUNA	United Way	28.0	2013	0	United Way
Thornton, Kim	2347	KENNEDY PUM	30111	LIUNA	United Way	36.0	2013	0	United Way
Thornton, Kim	2347	KENNEDY PUM	30111	LIUNA	United Way	104.0	2014	0	United Way
Thornton, Kim	2347	KENNEDY PUM	30111	LIUNA	United Way	4.0	2015	0	United Way
Thornton, Kim	2347	KENNEDY PUM	30121	LIUNA	United Way	12.0	2013	0	United Way
Thornton, Kim	2347	W&S Treatmer	30111	LIUNA	United Way	28.0	2013	0	United Way
Thornton, Kim	2347	WW/RT, North	30132	LIUNA	United Way	100.0	2015	0	United Way
Thornton, Kim	2347	WW/RT, North	30132	LIUNA	United Way	66.0	2016	0	United Way
Thornton, Kim	2347	WW/RT, North	30132	LIUNA	United Way	52.0	2017	0	United Way
Thornton, Kyle	9760	W&S Treatmer	30607	LIUNA	United Way	50.0	2017	0	United Way
Thornton, Kyle	9760	W&S Wastewa	30607	LIUNA	United Way	45.0	2017	0	United Way
Thurman, How	5815	Customer Cent	30803	JEA Supervisor	Community He	20.0	2015	0	Community Health Charities
Thurman, How	5815	Customer Cent	30803	JEA Supervisor	Community He	75.0	2016	0	Community Health Charities
Thurman, How	5815	Customer Cent	30803	JEA Supervisor	Community Se	566.1	2013	16	Community Service Leave
Thurman, How	5815	Customer Cent	30803	JEA Supervisor	Community Se	283.0	2014	8	Community Service Leave
Thurman, How	5815	Customer Cent	30803	JEA Supervisor	Community Se	141.5	2015	4	Community Service Leave
Thurman, How	5815	Customer Cent	30803	JEA Supervisor	United Way	52.0	2013	0	United Way
Thurman, How	5815	Customer Cent	30803	JEA Supervisor	United Way	52.0	2014	0	United Way
Thurman, How	5815	Customer Cent	30803	JEA Supervisor	United Way	52.0	2015	0	United Way
Thurman, How	5815	Customer Cent	30803	JEA Supervisor	United Way	30.0	2016	0	United Way
Thurman, How	5815	WW-RT, Core C	30803	JEA Supervisor	Community He	55.0	2016	0	Community Health Charities
Thurman, How	5815	WW-RT, Core C	30803	JEA Supervisor	Community He	130.0	2017	0	Community Health Charities
Thurman, How	5815	WW-RT, Core C	30803	JEA Supervisor	United Way	22.0	2016	0	United Way
Thurman, How	5815	WW-RT, Core C	30803	JEA Supervisor	United Way	52.0	2017	0	United Way
Tieu, Linh K	933	JEA Tower, 2nd	30901	Professional En	Community He	377.4	2015	0	Community Health Charities
Tieu, Linh K	933	JEA Tower, 2nd	30901	Professional En	United Way	491.5	2014	0	United Way
Tieu, Linh K	933	JEA Tower, 2nd	30901	Professional En	United Way	392.9	2015	0	United Way
Tieu, Linh K	933	JEA Tower, 2nd	30901	Professional En	United Way	379.8	2016	0	United Way

Tieu, Linh K	933	JEA Tower, 2nd	30901	Professional En	United Way Special Inputs		2015	0	United Way
Tiko, Workneh	9388	JEA Tower, 2nd	30904	Professional En	Community He	20.0	2016	0	Community Health Charities
Tiko, Workneh	9388	JEA Tower, 2nd	30904	Professional En	Community Se	258.5	2014	8	Community Service Leave
Tiko, Workneh	9388	JEA Tower, 2nd	30904	Professional En	Community Se	133.6	2015	4	Community Service Leave
Tiko, Workneh	9388	JEA Tower, 2nd	30904	Professional En	Community Se	275.3	2016	8	Community Service Leave
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	Community He	56.0	2013	0	Community Health Charities
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	Community He	78.0	2014	0	Community Health Charities
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	Community He	78.0	2015	0	Community Health Charities
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	Community He	78.0	2016	0	Community Health Charities
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	Community He	75.0	2017	0	Community Health Charities
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	Community Se	161.0	2013	4	Community Service Leave
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	Community Se	322.0	2014	8	Community Service Leave
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	Community Se	291.6	2015	7	Community Service Leave
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	Community Se	673.3	2016	8	Community Service Leave
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	United Way	1000.4	2013	0	United Way
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	United Way	1000.2	2014	0	United Way
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	United Way	1000.2	2015	0	United Way
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	United Way	1000.2	2016	0	United Way
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	United Way	1000.2	2017	0	United Way
Tillman - Segre	9890	Customer Cent	A0504	AFSCME	Community Se	56.4	2017	3	Community Service Leave
Tindell, Willian	2179	JEA Tower, 4th	20425	AFSCME	United Way	90.0	2015	0	United Way
Tindell, Willian	2179	JEA Tower, 4th	20426	AFSCME	United Way	90.0	2013	0	United Way
Tindell, Willian	2179	JEA Tower, 4th	20600	AFSCME	United Way	40.0	2013	0	United Way
Tindell, Willian	2179	JEA Tower, 4th	20600	AFSCME	United Way	130.0	2014	0	United Way
Tindell, Willian	2179	JEA Tower, 4th	30603	AFSCME	United Way	40.0	2015	0	United Way
Tindell, Willian	2179	JEA Tower, 4th	30603	AFSCME	United Way	130.0	2016	0	United Way
Tindell, Willian	2179	JEA Tower, 4th	30603	AFSCME	United Way	130.0	2017	0	United Way
Todd, Landon M	5900	Customer Cent	40810	JEA Supervisors	United Way	100.0	2013	0	United Way
Todd, Landon M	5900	JEA Tower, 13t	A0302	JEA Appointed	Community He	4.0	2016	0	Community Health Charities
Todd, Landon M	5900	JEA Tower, 13t	A0302	JEA Appointed	Community Se	0.0	2016	2	Community Service Leave
Todd, Landon M	5900	JEA Tower, 13t	A0302	JEA Appointed	United Way	20.0	2016	0	United Way
Todd, Landon M	5900	JEA Tower, 13t	B0500	JEA Appointed	Community He	40.0	2016	0	Community Health Charities
Todd, Landon M	5900	JEA Tower, 13t	B0500	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Todd, Landon M	5900	JEA Tower, 13t	B0500	JEA Appointed	Community Se	271.6	2016	2	Community Service Leave
Todd, Landon M	5900	JEA Tower, 13t	B0500	JEA Appointed	Community Se	146.6	2017	3	Community Service Leave
Todd, Landon M	5900	JEA Tower, 13t	B0500	JEA Appointed	United Way	140.0	2016	0	United Way
Todd, Landon M	5900	JEA Tower, 13t	B0500	JEA Appointed	United Way	260.0	2017	0	United Way
Todd, Landon M	5900	JEA Tower, 3rd	A0302	JEA Appointed	Community He	20.0	2014	0	Community Health Charities
Todd, Landon M	5900	JEA Tower, 3rd	A0302	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Todd, Landon M	5900	JEA Tower, 3rd	A0302	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Todd, Landon M	5900	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	118.1	2016	2	Community Service Leave
Todd, Landon M	5900	JEA Tower, 3rd	A0302	JEA Appointed	United Way	30.0	2013	0	United Way
Todd, Landon M	5900	JEA Tower, 3rd	A0302	JEA Appointed	United Way	130.0	2014	0	United Way
Todd, Landon M	5900	JEA Tower, 3rd	A0302	JEA Appointed	United Way	230.0	2015	0	United Way
Todd, Landon M	5900	JEA Tower, 3rd	A0302	JEA Appointed	United Way	100.0	2016	0	United Way
Todd-Surrency	779	Customer Cent	40800	AFSCME	Community He	4.0	2014	0	Community Health Charities
Todd-Surrency	779	Customer Cent	40800	AFSCME	Community He	12.0	2015	0	Community Health Charities
Todd-Surrency	779	Customer Cent	40800	AFSCME	United Way	14.0	2014	0	United Way
Todd-Surrency	779	Customer Cent	40800	AFSCME	United Way	24.0	2015	0	United Way
Todd-Surrency	779	Customer Cent	40820	AFSCME	Community He	5.0	2015	0	Community Health Charities
Todd-Surrency	779	Customer Cent	40820	AFSCME	United Way	10.0	2015	0	United Way
Todd-Surrency	779	JEA Tower, 10t	20202	AFSCME	Community He	3.0	2015	0	Community Health Charities
Todd-Surrency	779	JEA Tower, 10t	20202	AFSCME	United Way	6.0	2015	0	United Way
Todd-Surrency	779	JEA Tower, 12t	A0350	AFSCME	United Way	2.0	2013	0	United Way
Todd-Surrency	779	JEA Tower, 12t	A0350	AFSCME	United Way	38.0	2014	0	United Way
Todd-Surrency	779	JEA Tower, 4th	20500	AFSCME	United Way	34.0	2013	0	United Way
Todd-Surrency	779	JEA Tower, 4th	A0350	AFSCME	United Way	16.0	2013	0	United Way
Tookes, Shawn	7402	Customer Cent	40304	AFSCME	Community He	20.0	2013	0	Community Health Charities
Tookes, Shawn	7402	Customer Cent	40304	AFSCME	Community He	10.0	2017	0	Community Health Charities
Tookes, Shawn	7402	Customer Cent	40304	AFSCME	Community Se	203.4	2013	12	Community Service Leave
Tookes, Shawn	7402	Customer Cent	40304	AFSCME	Community Se	149.0	2014	8	Community Service Leave
Tookes, Shawn	7402	Customer Cent	40304	AFSCME	Community Se	80.2	2015	4	Community Service Leave
Tookes, Shawn	7402	Customer Cent	40304	AFSCME	Community Se	164.4	2016	8	Community Service Leave
Tookes, Shawn	7402	Customer Cent	40304	AFSCME	United Way	10.0	2014	0	United Way
Torrence, Jeffr	1776	Customer Cent	30902	Professional En	Community Se	354.8	2013	12	Community Service Leave
Traub, Brandor	9619	Customer Cent	A0700	JEA Appointed	United Way	57.0	2016	0	United Way
Traub, Brandor	9619	Customer Cent	A0700	JEA Appointed	United Way	78.0	2017	0	United Way
Traya, Eric Cor	9313	JEA Tower, 13t	B0400	Professional En	Community He	20.0	2016	0	Community Health Charities
Traya, Eric Cor	9313	JEA Tower, 13t	B0400	Professional En	Community He	130.0	2017	0	Community Health Charities
Traya, Eric Cor	9313	JEA Tower, 13t	B0400	Professional En	Community Se	304.1	2015	8	Community Service Leave
Traya, Eric Cor	9313	JEA Tower, 13t	B0500	Professional En	Community Se	299.3	2014	8	Community Service Leave

Traylor, Kim A	5520	JEA Tower, 2nd	30904	JEA Appointed	Community Se	403.9	2013	8	Community Service Leave
Traylor, Kim A	5520	JEA Tower, 2nd	30904	JEA Appointed	Community Se	403.9	2014	8	Community Service Leave
Traylor, Kim A	5520	JEA Tower, 2nd	30904	JEA Appointed	Community Se	416.0	2015	8	Community Service Leave
Traylor, Kim A	5520	JEA Tower, 2nd	30904	JEA Appointed	Community Se	212.7	2016	4	Community Service Leave
Trbovich, Gary	432	JEA Tower, 9th	20400	Professional En	Community Se	157.4	2014	4	Community Service Leave
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	Community He	130.0	2013	0	Community Health Charities
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	Community He	130.0	2014	0	Community Health Charities
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	Community He	130.0	2015	0	Community Health Charities
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	Community He	130.0	2017	0	Community Health Charities
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	Community Se	274.6	2015	5	Community Service Leave
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	Community Se	167.7	2016	5.5	Community Service Leave
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	Community Se	139.7	2017	0	Community Service Leave
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	United Way	260.0	2013	0	United Way
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	United Way	260.0	2014	0	United Way
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	United Way	260.0	2015	0	United Way
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	United Way	260.0	2016	0	United Way
Tremble, Troy /	7938	JEA Tower, 13t	B0400	JEA Appointed	United Way	260.0	2017	0	United Way
Trinidad, Edgar	8989	JEA Tower, 13t	B0400	Professional En	Community He	60.0	2013	0	Community Health Charities
Trinidad, Edgar	8989	JEA Tower, 13t	B0400	Professional En	Community He	80.3	2015	0	Community Health Charities
Trinidad, Edgar	8989	JEA Tower, 13t	B0400	Professional En	Community Se	280.3	2016	6	Community Service Leave
Trinidad, Edgar	8989	JEA Tower, 13t	B0400	Professional En	Community Se	290.3	2017	6	Community Service Leave
Trotter, Freddi	7701	NGS Northside	30300	JEA IBEW	Community Se	264.6	2014	8	Community Service Leave
Trotter, Freddi	7701	NGS Northside	30300	JEA IBEW	Community Se	272.6	2015	8	Community Service Leave
Trotter, Freddi	7701	NGS Northside	30300	JEA IBEW	Community Se	278.0	2016	8	Community Service Leave
Trull, Bronze H	1722	JEA Tower, 4th	40230	JEA Supervisor	United Way	52.0	2013	0	United Way
Trull, Bronze H	1722	JEA Tower, 4th	40230	JEA Supervisor	United Way	16.0	2014	0	United Way
Tucker, Larry V	1678	JEA Tower, 11t	40230	JEA IBEW	Community He	110.0	2017	0	Community Health Charities
Tucker, Larry V	1678	JEA Tower, 11t	40230	JEA IBEW	United Way	550.0	2017	0	United Way
Tucker, Larry V	1678	JEA Tower, 11t	40230	JEA Manageria	Community He	150.0	2017	0	Community Health Charities
Tucker, Larry V	1678	JEA Tower, 11t	40230	JEA Manageria	United Way	680.0	2017	0	United Way
Tucker, Larry V	1678	JEA Tower, 11t	40230	JEA Supervisor	Community He	30.0	2016	0	Community Health Charities
Tucker, Larry V	1678	JEA Tower, 11t	40230	JEA Supervisor	United Way	120.0	2016	0	United Way
Tucker, Larry V	1678	JEA Tower, 4th	40230	JEA Supervisor	Community He	186.0	2013	0	Community Health Charities
Tucker, Larry V	1678	JEA Tower, 4th	40230	JEA Supervisor	Community He	64.0	2014	0	Community Health Charities
Tucker, Larry V	1678	JEA Tower, 4th	40230	JEA Supervisor	United Way	910.0	2013	0	United Way
Tucker, Larry V	1678	JEA Tower, 4th	40230	JEA Supervisor	United Way	288.0	2014	0	United Way
Tucker, Larry V	1678	JEA Tower, 9th	40230	JEA Supervisor	Community He	144.0	2014	0	Community Health Charities
Tucker, Larry V	1678	JEA Tower, 9th	40230	JEA Supervisor	Community He	208.0	2015	0	Community Health Charities
Tucker, Larry V	1678	JEA Tower, 9th	40230	JEA Supervisor	Community He	186.0	2016	0	Community Health Charities
Tucker, Larry V	1678	JEA Tower, 9th	40230	JEA Supervisor	United Way	702.0	2014	0	United Way
Tucker, Larry V	1678	JEA Tower, 9th	40230	JEA Supervisor	United Way	1014.0	2015	0	United Way
Tucker, Larry V	1678	JEA Tower, 9th	40230	JEA Supervisor	United Way	913.0	2016	0	United Way
Tudor, George	9657	Customer Cent	40810	JEA Appointed	Community He	100.0	2017	0	Community Health Charities
Tudor, George	9657	Customer Cent	40810	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Tudor, George	9657	Customer Cent	40810	JEA Appointed	Community Se	277.0	2016	8	Community Service Leave
Tull, Raymond	2373	JEA Tower, 14t	10100	JEA Appointed	Community He	150.0	2013	0	Community Health Charities
Tull, Raymond	2373	JEA Tower, 14t	10100	JEA Appointed	Community He	260.0	2014	0	Community Health Charities
Tull, Raymond	2373	JEA Tower, 14t	10100	JEA Appointed	Community He	100.0	2015	0	Community Health Charities
Tull, Raymond	2373	JEA Tower, 14t	10100	JEA Appointed	Community Se	387.2	2014	8	Community Service Leave
Tull, Raymond	2373	JEA Tower, 14t	10100	JEA Appointed	United Way	1360.0	2013	0	United Way
Tull, Raymond	2373	JEA Tower, 14t	10100	JEA Appointed	United Way	1378.0	2014	0	United Way
Tull, Raymond	2373	JEA Tower, 14t	10100	JEA Appointed	United Way	530.0	2015	0	United Way
Turnbull, Willia	2279	WW-RT, East G	30133	LIUNA	United Way	130.0	2013	0	United Way
Turnbull, Willia	2279	WW-RT, East G	30133	LIUNA	United Way	130.0	2014	0	United Way
Turnbull, Willia	2279	WW-RT, East G	30133	LIUNA	United Way	130.0	2015	0	United Way
Turnbull, Willia	2279	WW-RT, East G	30133	LIUNA	United Way	130.0	2016	0	United Way
Turnbull, Willia	2279	WW-RT, East G	30133	LIUNA	United Way	130.0	2017	0	United Way
Turner, Darrell	2241	W&S Wastewa	30606	LIUNA	Community He	20.0	2015	0	Community Health Charities
Turner, Darrell	2241	W&S Wastewa	30606	LIUNA	Community He	130.0	2016	0	Community Health Charities
Turner, Darrell	2241	W&S Wastewa	30606	LIUNA	Community He	110.0	2017	0	Community Health Charities
Turner, Darrell	2241	W&S Wastewa	30606	LIUNA	United Way	130.0	2013	0	United Way
Turner, Darrell	2241	W&S Wastewa	30606	LIUNA	United Way	130.0	2014	0	United Way
Turner, Darrell	2241	W&S Wastewa	30606	LIUNA	United Way	130.0	2015	0	United Way
Turner, Darrell	2241	W&S Wastewa	30606	LIUNA	United Way	130.0	2016	0	United Way
Turner, Darrell	2241	W&S Wastewa	30606	LIUNA	United Way	125.0	2017	0	United Way
Turner, Gregor	9023	JEA Tower, 13t	B0500	Professional En	Community He	24.0	2015	0	Community Health Charities
Turner, Gregor	9023	JEA Tower, 13t	B0500	Professional En	Community He	52.0	2016	0	Community Health Charities
Turner, Gregor	9023	JEA Tower, 13t	B0500	Professional En	Community Se	353.1	2016	8	Community Service Leave
Turner, Gregor	9023	JEA Tower, 13t	B0500	Professional En	United Way	36.0	2015	0	United Way
Turner, Gregor	9023	JEA Tower, 13t	B0500	Professional En	United Way	78.0	2016	0	United Way

Turner, Gregor	9023	JEA Tower, 13t	B0600	Professional En	Community He	16.0	2014	0	Community Health Charities
Turner, Gregor	9023	JEA Tower, 13t	B0600	Professional En	Community He	80.0	2015	0	Community Health Charities
Turner, Gregor	9023	JEA Tower, 13t	B0600	Professional En	Community He	52.0	2016	0	Community Health Charities
Turner, Gregor	9023	JEA Tower, 13t	B0600	Professional En	Community He	92.0	2017	0	Community Health Charities
Turner, Gregor	9023	JEA Tower, 13t	B0600	Professional En	Community Se	316.3	2014	8	Community Service Leave
Turner, Gregor	9023	JEA Tower, 13t	B0600	Professional En	Community Se	314.3	2015	7.8	Community Service Leave
Turner, Gregor	9023	JEA Tower, 13t	B0600	Professional En	Community Se	353.1	2017	8	Community Service Leave
Turner, Gregor	9023	JEA Tower, 13t	B0600	Professional En	United Way	84.0	2015	0	United Way
Turner, Gregor	9023	JEA Tower, 13t	B0600	Professional En	United Way	78.0	2016	0	United Way
Turner, Gregor	9023	JEA Tower, 13t	B0600	Professional En	United Way	232.0	2017	0	United Way
Tuten, Steven	9701	JEA Tower, 15t	C0500	JEA Appointed	Community He	160.0	2016	0	Community Health Charities
Tuten, Steven	9701	JEA Tower, 15t	C0500	JEA Appointed	Community He	1070.0	2017	0	Community Health Charities
Tuten, Steven	9701	JEA Tower, 15t	C0500	JEA Appointed	Community Se	259.6	2016	4	Community Service Leave
Tuten, Steven	9701	JEA Tower, 15t	C0500	JEA Appointed	United Way	1973.2	2017	0	United Way
Twitty, Andrea	9494	JEA Tower, 12t	A0350	JEA Temporary	Community He	25.0	2015	0	Community Health Charities
Twitty, Andrea	9494	JEA Tower, 12t	A0350	JEA Temporary	Community Se	115.0	2015	5	Community Service Leave
Twitty, Andrea	9494	JEA Tower, 12t	ZE000	Professional En	Community He	25.0	2016	0	Community Health Charities
Twitty, Andrea	9494	JEA Tower, 12t	ZE000	Professional En	Community Se	214.6	2016	8	Community Service Leave
Tyler, Kevin F	61	JEA Tower, 10t	30001	JEA Appointed	United Way	55.0	2013	0	United Way
Tyler, Kevin F	61	JEA Tower, 10t	30003	JEA Appointed	United Way	49.0	2013	0	United Way
Tyler, Kevin F	61	JEA Tower, 10t	30003	JEA Appointed	United Way	95.0	2014	0	United Way
Tyler, Kevin F	61	JEA Tower, 10t	A0350	JEA Appointed	Community Se	423.9	2015	8	Community Service Leave
Tyler, Kevin F	61	JEA Tower, 10t	A0350	JEA Appointed	United Way	35.0	2014	0	United Way
Tyler, Kevin F	61	JEA Tower, 10t	A0350	JEA Appointed	United Way	130.0	2015	0	United Way
Tyler, Kevin F	61	JEA Tower, 10t	A0350	JEA Appointed	United Way	25.0	2016	0	United Way
Tyler, Kevin F	61	JEA Tower, 16t	30003	JEA Appointed	United Way	8.0	2013	0	United Way
Umstattd, Jam	509	CSC Commonw	20422	JEA Supervisor	United Way	8.0	2014	0	United Way
Umstattd, Jam	509	JEA Tower, 9th	20422	JEA Supervisor	Community He	20.0	2016	0	Community Health Charities
Umstattd, Jam	509	JEA Tower, 9th	20422	JEA Supervisor	Community He	115.0	2017	0	Community Health Charities
Umstattd, Jam	509	JEA Tower, 9th	20422	JEA Supervisor	United Way	32.0	2014	0	United Way
Umstattd, Jam	509	JEA Tower, 9th	20422	JEA Supervisor	United Way	52.0	2015	0	United Way
Umstattd, Jam	509	JEA Tower, 9th	20422	JEA Supervisor	United Way	52.0	2016	0	United Way
Umstattd, Jam	509	JEA Tower, 9th	20422	JEA Supervisor	United Way	109.0	2017	0	United Way
Upton, Jane M	1750	JEA Tower, 12t	10500	JEA Appointed	Community Se	531.0	2016	8	Community Service Leave
Upton, Jane M	1750	JEA Tower, 12t	10500	JEA Appointed	United Way	3744.0	2013	0	United Way
Upton, Jane M	1750	JEA Tower, 12t	10500	JEA Appointed	United Way	3744.0	2014	0	United Way
Upton, Jane M	1750	JEA Tower, 12t	10500	JEA Appointed	United Way	3744.0	2015	0	United Way
Upton, Jane M	1750	JEA Tower, 12t	10500	JEA Appointed	United Way	3858.4	2016	0	United Way
Upton, Jane M	1750	JEA Tower, 12t	10500	JEA Appointed	United Way	2304.0	2017	0	United Way
Ussery, Richard	295	SJRPP Plant	00467	SJRPP Manage	Community He	8.0	2015	0	Community Health Charities
Ussery, Richard	295	SJRPP Plant	00467	SJRPP Manage	Community He	44.0	2016	0	Community Health Charities
Ussery, Richard	295	SJRPP Plant	00467	SJRPP Manage	United Way	390.0	2013	0	United Way
Ussery, Richard	295	SJRPP Plant	00467	SJRPP Manage	United Way	390.0	2014	0	United Way
Ussery, Richard	295	SJRPP Plant	00467	SJRPP Manage	United Way	390.0	2015	0	United Way
Ussery, Richard	295	SJRPP Plant	00467	SJRPP Manage	United Way	390.0	2016	0	United Way
Ussery, Richard	295	SJRPP Plant	00467	SJRPP Manage	United Way	135.0	2017	0	United Way
Ussery, Richard	295	SJRPP Plant	00467	SJRPP NBU	United Way	255.0	2017	0	United Way
Van Aartsen, R	9777	JEA Tower, 10t	A0600	JEA Appointed	United Way	855.0	2017	0	United Way
Van Den Heuve	3029	JEA Tower, 13t	B0011	JEA Appointed	United Way	30.0	2016	0	United Way
Van Den Heuve	3029	JEA Tower, 13t	B0011	JEA Appointed	United Way	780.0	2017	0	United Way
Van Den Heuve	3029	JEA Tower, 13t	B0700	JEA Appointed	Community He	40.0	2013	0	Community Health Charities
Van Den Heuve	3029	JEA Tower, 13t	B0700	JEA Appointed	Community He	220.0	2014	0	Community Health Charities
Van Den Heuve	3029	JEA Tower, 13t	B0700	JEA Appointed	Community Se	431.6	2013	8	Community Service Leave
Van Den Heuve	3029	JEA Tower, 13t	B0700	JEA Appointed	Community Se	444.6	2015	8	Community Service Leave
Van Den Heuve	3029	JEA Tower, 13t	B0700	JEA Appointed	United Way	720.0	2013	0	United Way
Van Den Heuve	3029	JEA Tower, 13t	B0700	JEA Appointed	United Way	780.0	2014	0	United Way
Van Den Heuve	3029	JEA Tower, 13t	B0700	JEA Appointed	United Way	780.0	2015	0	United Way
Van Den Heuve	3029	JEA Tower, 13t	B0700	JEA Appointed	United Way	270.0	2016	0	United Way
Van Den Heuve	3029	JEA Tower, 13t	ZE000	JEA Appointed	United Way	480.0	2016	0	United Way
Van Sickle, Dar	8962	WW/RT, North	30132	LIUNA	Community He	130.0	2013	0	Community Health Charities
Van Sickle, Dar	8962	WW/RT, North	30132	LIUNA	Community He	130.0	2014	0	Community Health Charities
Van Sickle, Dar	8962	WW/RT, North	30132	LIUNA	Community He	130.0	2015	0	Community Health Charities
Van Sickle, Dar	8962	WW/RT, North	30132	LIUNA	Community He	105.0	2016	0	Community Health Charities
Van Sickle, Dar	8962	WW/RT, North	30132	LIUNA	Community Se	191.3	2015	6	Community Service Leave
VanVlake, Ken	9395	JEA Brandy Bra	30402	JEA IBEW	Community He	8.0	2016	0	Community Health Charities
VanVlake, Ken	9395	JEA Brandy Bra	30402	JEA IBEW	Community He	52.0	2017	0	Community Health Charities
VanVlake, Ken	9395	JEA Brandy Bra	30402	JEA IBEW	United Way	190.0	2017	0	United Way
Vandenhoy, Ly	1941	Laboratory Ser	D0300	Professional En	Community Se	206.8	2015	6	Community Service Leave
Vandenhoy, Ly	1941	Laboratory Ser	D0300	Professional En	Community Se	280.6	2016	8	Community Service Leave
Vander Maas,	807	JEA Tower, 14t	10100	JEA Appointed	Community Se	353.3	2017	8	Community Service Leave
Vander Maas,	807	JEA Tower, 14t	10100	Professional En	Community Se	330.3	2014	8	Community Service Leave

Vander Maas,	807	JEA Tower, 14t	10100	Professional Er	Community Se	335.4	2015	8	Community Service Leave
Vanzant, Josep	5355	NGS Northside	30200	JEA Supervisor	United Way	4.0	2013	0	United Way
Vanzant, Josep	5355	NGS Northside	30300	JEA IBEW	United Way	6.0	2013	0	United Way
Vanzant, Josep	5355	NGS Northside	30300	JEA Supervisor	Community He	100.0	2014	0	Community Health Charities
Vanzant, Josep	5355	NGS Northside	30300	JEA Supervisor	Community He	8.0	2016	0	Community Health Charities
Vanzant, Josep	5355	NGS Northside	30300	JEA Supervisor	Community He	46.0	2017	0	Community Health Charities
Vanzant, Josep	5355	NGS Northside	30300	JEA Supervisor	United Way	16.0	2013	0	United Way
Vanzant, Josep	5355	NGS Northside	30300	JEA Supervisor	United Way	26.0	2014	0	United Way
Vanzant, Josep	5355	NGS Northside	30300	JEA Supervisor	United Way	26.0	2015	0	United Way
Vanzant, Josep	5355	NGS Northside	30300	JEA Supervisor	United Way	45.0	2016	0	United Way
Vanzant, Josep	5355	NGS Northside	30300	JEA Supervisor	United Way	14.0	2017	0	United Way
Vara, Donnie A	8289	WSC Westside	30704	JEA IBEW	United Way	26.0	2013	0	United Way
Vara, Donnie A	8289	WSC Westside	30704	JEA IBEW	United Way	26.0	2014	0	United Way
Vara, Donnie A	8289	WSC Westside	30704	JEA IBEW	United Way	26.0	2015	0	United Way
Vara, Donnie A	8289	WSC Westside	30704	JEA IBEW	United Way	26.0	2016	0	United Way
Vara, Donnie A	8289	WSC Westside	30704	JEA IBEW	United Way	26.0	2017	0	United Way
Varnadoe, Jack	2407	CSC Meter Sho	40405	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Varner, Joy Eliz	4149	Customer Cent	40111	AFSCME	Community Se	243.7	2017	9.5	Community Service Leave
Varner, Joy Eliz	4149	Customer Cent	40400	AFSCME	Community Se	101.6	2016	4	Community Service Leave
Vaught, Danny	611	SOCC	40307	JEA IBEW	Community He	80.0	2014	0	Community Health Charities
Vaught, Danny	611	SOCC	40307	JEA IBEW	Community He	440.0	2015	0	Community Health Charities
Vaught, Danny	611	SOCC	40307	JEA IBEW	United Way	70.0	2013	0	United Way
Vaught, Danny	611	SOCC	40307	JEA IBEW	United Way	52.0	2014	0	United Way
Vaught, Danny	611	SOCC	40307	JEA IBEW	United Way	52.0	2015	0	United Way
Vaught, Danny	611	SOCC	40307	JEA IBEW	United Way	34.0	2016	0	United Way
Veasey, Nancy	1049	JEA Tower, 11t	E0000	JEA Appointed	United Way	1615.0	2014	0	United Way
Veasey, Nancy	1049	JEA Tower, 11t	E0000	JEA Appointed	United Way	2570.0	2015	0	United Way
Veasey, Nancy	1049	JEA Tower, 11t	E0000	JEA Appointed	United Way	1225.0	2016	0	United Way
Veasey, Nancy	1049	JEA Tower, 15t	E0000	JEA Appointed	United Way	1470.0	2016	0	United Way
Veasey, Nancy	1049	JEA Tower, 15t	E0000	JEA Appointed	United Way	3110.0	2017	0	United Way
Veasey, Nancy	1049	JEA Tower, 9th	E0000	JEA Appointed	United Way	2440.0	2013	0	United Way
Veasey, Nancy	1049	JEA Tower, 9th	E0000	JEA Appointed	United Way	855.0	2014	0	United Way
Velez, David	4310	W&S Wastewa	30607	LIUNA	United Way	12.0	2013	0	United Way
Vento, Richard	1635	JEA Tower, 12t	10000	JEA Appointed	Community He	75.0	2013	0	Community Health Charities
Vento, Richard	1635	JEA Tower, 12t	10000	JEA Appointed	Community Se	1113.4	2013	20	Community Service Leave
Vento, Richard	1635	JEA Tower, 12t	10000	JEA Appointed	United Way	1001.0	2013	0	United Way
Vento, Richard	1635	JEA Tower, 12t	10000	JEA Appointed	United Way	1001.0	2014	0	United Way
Vento, Richard	1635	JEA Tower, 12t	10000	JEA Appointed	United Way	462.0	2015	0	United Way
Vento, Richard	1635	JEA Tower, 12t	10001	JEA Appointed	Community He	50.0	2015	0	Community Health Charities
Vento, Richard	1635	JEA Tower, 12t	10001	JEA Appointed	Community Se	122.8	2015	2	Community Service Leave
Vento, Richard	1635	JEA Tower, 12t	10001	JEA Appointed	Community Se	505.8	2016	8	Community Service Leave
Vento, Richard	1635	JEA Tower, 12t	10001	JEA Appointed	United Way	539.0	2015	0	United Way
Vento, Richard	1635	JEA Tower, 12t	10001	JEA Appointed	United Way	1001.0	2016	0	United Way
Vento, Richard	1635	JEA Tower, 12t	10001	JEA Appointed	United Way	385.0	2017	0	United Way
Vento, Richard	1635	JEA Tower, 16t	40000	JEA Appointed	Community Se	637.4	2017	8	Community Service Leave
Vento, Richard	1635	JEA Tower, 16t	40000	JEA Appointed	United Way	577.5	2017	0	United Way
Ventresca, Tho	5287	JEA Tower, 10t	20200	JEA Appointed	Community He	40.0	2015	0	Community Health Charities
Ventresca, Tho	5287	JEA Tower, 10t	20200	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Ventresca, Tho	5287	JEA Tower, 10t	20200	JEA Appointed	Community He	20.0	2017	0	Community Health Charities
Ventresca, Tho	5287	JEA Tower, 10t	20200	JEA Appointed	United Way	30.0	2014	0	United Way
Ventresca, Tho	5287	JEA Tower, 10t	20200	JEA Appointed	United Way	260.0	2015	0	United Way
Ventresca, Tho	5287	JEA Tower, 10t	20200	JEA Appointed	United Way	302.4	2016	0	United Way
Ventresca, Tho	5287	JEA Tower, 10t	20200	JEA Appointed	United Way	20.0	2017	0	United Way
Ventresca, Tho	5287	JEA Tower, 10t	20202	JEA Appointed	Community He	70.0	2014	0	Community Health Charities
Ventresca, Tho	5287	JEA Tower, 10t	20202	JEA Appointed	Community He	240.0	2017	0	Community Health Charities
Ventresca, Tho	5287	JEA Tower, 10t	20202	JEA Appointed	Community Se	361.6	2014	8	Community Service Leave
Ventresca, Tho	5287	JEA Tower, 10t	20202	JEA Appointed	United Way	70.0	2014	0	United Way
Ventresca, Tho	5287	JEA Tower, 10t	20202	JEA Appointed	United Way	240.0	2017	0	United Way
Ventresca, Tho	5287	JEA Tower, 5th	20202	JEA Appointed	Community He	40.0	2013	0	Community Health Charities
Ventresca, Tho	5287	JEA Tower, 5th	20202	JEA Appointed	Community He	150.0	2014	0	Community Health Charities
Ventresca, Tho	5287	JEA Tower, 5th	20202	JEA Appointed	United Way	260.0	2013	0	United Way
Ventresca, Tho	5287	JEA Tower, 5th	20202	JEA Appointed	United Way	160.0	2014	0	United Way
Verdule, Ebens	9459	JEA Tower, 9th	20410	Professional Er	Community Se	221.1	2016	8	Community Service Leave
Vinas, Ramon A	2813	NGS Northside	30200	JEA Appointed	Community Se	244.1	2016	6	Community Service Leave
Vining, David L	3617	WW-RT, East G	30133	LIUNA	United Way	52.0	2013	0	United Way
Vining, David L	3617	WW-RT, East G	30133	LIUNA	United Way	32.0	2014	0	United Way
Vining, David L	3617	WW-RT, West (	30132	JEA Supervisor	Community He	6.0	2017	0	Community Health Charities
Vining, David L	3617	WW-RT, West (	30132	JEA Supervisor	United Way	50.0	2017	0	United Way
Vining, David L	3617	WW-RT, West (	30132	LIUNA	Community He	8.0	2014	0	Community Health Charities
Vining, David L	3617	WW-RT, West (	30132	LIUNA	Community He	44.0	2015	0	Community Health Charities
Vining, David L	3617	WW-RT, West (	30132	LIUNA	United Way	20.0	2014	0	United Way

Vining, David L	3617	WW-RT, West	30132	LIUNA	United Way	52.0	2015	0	United Way
Vining, David L	3617	WW-RT, West	30132	LIUNA	United Way	52.0	2016	0	United Way
Vining, David L	3617	WW-RT, West	30132	LIUNA	United Way	2.0	2017	0	United Way
Vonderheide, C	752	CSC Commonw	40402	JEA IBEW	Community He	5.0	2013	0	Community Health Charities
Vonderheide, C	752	CSC Commonw	40402	JEA IBEW	Community Se	243.4	2013	8	Community Service Leave
Vonderheide, C	752	CSC Commonw	40405	JEA IBEW	Community Se	250.7	2015	8	Community Service Leave
Vonderheide, C	752	CSC Commonw	40405	JEA IBEW	Community Se	255.8	2016	8	Community Service Leave
Vonderheide, C	752	CSC Commonw	40405	JEA IBEW	United Way	28.3	2016	0	United Way
Vonderheide, C	752	CSC Commonw	40405	JEA IBEW	United Way Or	28.3	2017	0	United Way
Vondrasek, Ga	3017	Customer Cent	A0700	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Vondrasek, Ga	3017	Customer Cent	A0700	JEA Appointed	Community He	26.0	2016	0	Community Health Charities
Vondrasek, Ga	3017	Customer Cent	A0700	JEA Appointed	United Way	480.0	2013	0	United Way
Vondrasek, Ga	3017	Customer Cent	A0700	JEA Appointed	United Way	780.0	2014	0	United Way
Vondrasek, Ga	3017	Customer Cent	A0700	JEA Appointed	United Way	220.0	2015	0	United Way
Vondrasek, Ga	3017	Customer Cent	A0700	JEA Appointed	United Way	26.0	2016	0	United Way
Vondrasek, Ga	3017	JEA Tower, 12t	10300	JEA Appointed	United Way	270.0	2013	0	United Way
Vondrasek, Ga	3017	JEA Tower, 13t	B0011	JEA Appointed	Community He	8.0	2016	0	Community Health Charities
Vondrasek, Ga	3017	JEA Tower, 13t	B0011	JEA Appointed	United Way	8.0	2016	0	United Way
Vondrasek, Ga	3017	JEA Tower, 16t	B0000	JEA Appointed	Community He	6.0	2016	0	Community Health Charities
Vondrasek, Ga	3017	JEA Tower, 16t	B0000	JEA Appointed	United Way	6.0	2016	0	United Way
Vondrasek, Ga	3017	JEA Tower, 2nd	30910	JEA Appointed	Community He	34.0	2017	0	Community Health Charities
Vondrasek, Ga	3017	JEA Tower, 2nd	30910	JEA Appointed	United Way	40.0	2017	0	United Way
Vondrasek, Ga	3017	JEA Tower, 2nd	B0011	JEA Appointed	Community He	12.0	2016	0	Community Health Charities
Vondrasek, Ga	3017	JEA Tower, 2nd	B0011	JEA Appointed	Community He	12.0	2017	0	Community Health Charities
Vondrasek, Ga	3017	JEA Tower, 2nd	B0011	JEA Appointed	Community Se	146.6	2016	4	Community Service Leave
Vondrasek, Ga	3017	JEA Tower, 2nd	B0011	JEA Appointed	United Way	12.0	2016	0	United Way
Vondrasek, Ga	3017	JEA Tower, 2nd	B0011	JEA Appointed	United Way	12.0	2017	0	United Way
Vu, Hai Xuan	5475	JEA Tower, 10t	20300	JEA Appointed	United Way	14.0	2013	0	United Way
Vu, Hai Xuan	5475	JEA Tower, 10t	20305	JEA Appointed	United Way	38.0	2013	0	United Way
Vu, Hai Xuan	5475	JEA Tower, 10t	20305	JEA Appointed	United Way	12.0	2014	0	United Way
Vu, Jaclyn Mar	7714	JEA Tower, 8th	D0100	Professional En	Community Se	247.0	2014	8	Community Service Leave
Vu, Jaclyn Mar	7714	JEA Tower, 8th	D0100	Professional En	Community Se	235.6	2015	7	Community Service Leave
Vu, Jaclyn Mar	7714	JEA Tower, 8th	D0100	Professional En	Community Se	234.8	2016	6	Community Service Leave
Vyas, Hitesh N	2352	Laboratory Ser	D0300	JEA Supervisor	Community Se	391.0	2017	8	Community Service Leave
Vyas, Hitesh N	2352	Laboratory Ser	D0300	JEA Supervisor	United Way	52.0	2013	0	United Way
Vyas, Hitesh N	2352	Laboratory Ser	D0300	JEA Supervisor	United Way	52.0	2014	0	United Way
Vyas, Hitesh N	2352	Laboratory Ser	D0300	JEA Supervisor	United Way	52.0	2015	0	United Way
Vyas, Hitesh N	2352	Laboratory Ser	D0300	JEA Supervisor	United Way	52.0	2016	0	United Way
Vyas, Hitesh N	2352	Laboratory Ser	D0300	JEA Supervisor	United Way	52.0	2017	0	United Way
Wagoner, Brya	5387	W&S Treatmer	30136	JEA Supervisor	Community He	8.0	2016	0	Community Health Charities
Wagoner, Brya	5387	W&S Treatmer	30136	JEA Supervisor	Community He	46.0	2017	0	Community Health Charities
Waldroup, Roc	7912	SSC Southside	30704	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Waldroup, Roc	7912	SSC Southside	30704	JEA IBEW	Community He	130.0	2015	0	Community Health Charities
Waldroup, Roc	7912	SSC Southside	30704	JEA IBEW	Community He	110.0	2016	0	Community Health Charities
Walker, Cory T	9217	NGS Stores	A0412	JEA IBEW	Community Se	142.6	2015	8	Community Service Leave
Walker, Elbert	2275	W&S Wastewa	30606	LIUNA	United Way	52.0	2013	0	United Way
Walker, Elbert	2275	W&S Wastewa	30606	LIUNA	United Way	52.0	2014	0	United Way
Walker, Elbert	2275	W&S Wastewa	30606	LIUNA	United Way	30.0	2015	0	United Way
Walker, Janet A	2000	WW/RT, North	30100	AFSCME	Community He	20.0	2015	0	Community Health Charities
Walker, Janet A	2000	WW/RT, North	30100	AFSCME	Community He	110.0	2016	0	Community Health Charities
Walker, Janet A	2000	WW/RT, North	30100	AFSCME	United Way	180.0	2016	0	United Way
Walker, Larry A	7042	SJRPP Plant	00433	SJRPP IBEW	Community He	8.0	2016	0	Community Health Charities
Walker, Larry A	7042	SJRPP Plant	00433	SJRPP IBEW	Community He	46.0	2017	0	Community Health Charities
Wallace, Arthu	169	NGS Northside	30200	JEA Appointed	United Way	115.0	2013	0	United Way
Wallace, Scott	6759	NGS Northside	30200	JEA Appointed	Community He	164.0	2016	0	Community Health Charities
Wallace, Scott	6759	NGS Northside	30200	JEA Appointed	United Way	190.0	2016	0	United Way
Wallace, Scott	6759	NGS Northside	30200	JEA Appointed	United Way	260.0	2017	0	United Way
Walmsley, Vale	9696	Laboratory Ser	D0300	AFSCME	Community He	20.0	2016	0	Community Health Charities
Walmsley, Vale	9696	Laboratory Ser	D0300	AFSCME	Community He	10.0	2017	0	Community Health Charities
Walmsley, Vale	9696	Laboratory Ser	D0300	AFSCME	Community Se	130.1	2016	8	Community Service Leave
Walmsley, Vale	9696	Laboratory Ser	D0300	AFSCME	United Way Or	20.0	2017	0	United Way
Walters, Thom	6717	JEA Tower, 13t	B0600	Professional En	Community He	4.0	2013	0	Community Health Charities
Walters, Thom	6717	JEA Tower, 13t	B0600	Professional En	Community He	8.0	2015	0	Community Health Charities
Walters, Thom	6717	JEA Tower, 13t	B0600	Professional En	Community He	52.0	2016	0	Community Health Charities
Walters, Thom	6717	JEA Tower, 13t	B0600	Professional En	Community He	24.0	2017	0	Community Health Charities
Walters, Thom	6717	JEA Tower, 13t	B0600	Professional En	United Way	60.0	2013	0	United Way
Walters, Thom	6717	JEA Tower, 13t	B0600	Professional En	United Way	260.0	2014	0	United Way
Walters, Thom	6717	JEA Tower, 13t	B0600	Professional En	United Way	260.0	2015	0	United Way
Walters, Thom	6717	JEA Tower, 13t	B0600	Professional En	United Way	260.0	2016	0	United Way
Walters, Thom	6717	JEA Tower, 13t	B0600	Professional En	United Way	120.0	2017	0	United Way
Walters, Thom	6717	JEA Tower, 13t	ZE000	Professional En	Community He	40.0	2013	0	Community Health Charities

Walters, Thom	6717	JEA Tower, 13t	ZE000	Professional Er	Community He	28.0	2017	0	Community Health Charities
Walters, Thom	6717	JEA Tower, 13t	ZE000	Professional Er	United Way	200.0	2013	0	United Way
Walters, Thom	6717	JEA Tower, 13t	ZE000	Professional Er	United Way	140.0	2017	0	United Way
Walters, Winst	314	SJRPP Plant	00443	SJRPP NBU	United Way	125.0	2013	0	United Way
Walton, April L	5217	Customer Cent	40404	AFSCME	Community Se	78.8	2015	3	Community Service Leave
Walton, April L	5217	Customer Cent	40404	AFSCME	Community Se	80.0	2016	3	Community Service Leave
Walton, Marty	5448	SSC Southside	30705	JEA IBEW	United Way	52.0	2013	0	United Way
Walton, Marty	5448	SSC Southside	30705	JEA IBEW	United Way	52.0	2014	0	United Way
Walton, Marty	5448	SSC Southside	30705	JEA IBEW	United Way	52.0	2015	0	United Way
Walton, Marty	5448	SSC Southside	30705	JEA IBEW	United Way	14.0	2016	0	United Way
Walton, Sydne	9249	JEA Tower, 11t	A0210	CO-OP	Community Se	104.0	2013	8	Community Service Leave
Wang, Kai	5065	NGS Northside	30300	Professional Er	Community Se	394.6	2013	8	Community Service Leave
Wang, Kai	5065	NGS Northside	30309	Professional Er	Community He	91.6	2015	0	Community Health Charities
Wang, Kai	5065	NGS Northside	30309	Professional Er	Community He	8.0	2016	0	Community Health Charities
Wang, Kai	5065	NGS Northside	30309	Professional Er	Community He	46.0	2017	0	Community Health Charities
Wang, Kai	5065	NGS Northside	30309	Professional Er	Community Se	403.8	2015	8	Community Service Leave
Wang, Kai	5065	NGS Northside	30309	Professional Er	Community Se	428.9	2016	8	Community Service Leave
Wang, Kai	5065	NGS Northside	30309	Professional Er	Community Se	428.9	2017	8	Community Service Leave
Wannemacher	9575	JEA Tower, 14t	C0700	JEA Appointed	Community Se	612.6	2016	8	Community Service Leave
Ward, Ronald (	918	NGS Northside	30300	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Ward, Ronald (	918	NGS Northside	30300	JEA IBEW	Community He	44.0	2016	0	Community Health Charities
Ward, Ronald (	918	NGS Northside	30300	JEA IBEW	United Way	260.0	2013	0	United Way
Ward, Ronald (	918	NGS Northside	30300	JEA IBEW	United Way	260.0	2014	0	United Way
Ward, Ronald (	918	NGS Northside	30300	JEA IBEW	United Way	260.0	2015	0	United Way
Ward, Ronald (	918	NGS Northside	30300	JEA IBEW	United Way	260.0	2016	0	United Way
Ward, Ronald (	918	NGS Northside	30300	JEA IBEW	United Way	260.0	2017	0	United Way
Warner, Bruce	5419	JEA Tower, 3rd	A0302	JEA Appointed	Community He	255.0	2013	0	Community Health Charities
Warner, Bruce	5419	JEA Tower, 3rd	A0302	JEA Appointed	United Way	340.0	2013	0	United Way
Warren, Chant	7064	Customer Cent	40110	AFSCME	Community He	150.0	2013	0	Community Health Charities
Warren, Chant	7064	Customer Cent	40110	AFSCME	Community He	240.0	2014	0	Community Health Charities
Warren, Chant	7064	Customer Cent	40110	AFSCME	Community He	110.0	2015	0	Community Health Charities
Warren, Chant	7064	Customer Cent	40110	AFSCME	Community He	15.0	2017	0	Community Health Charities
Warren, Chant	7064	Customer Cent	40110	AFSCME	Community Se	163.4	2015	8	Community Service Leave
Warren, Chant	7064	Customer Cent	40110	AFSCME	Community Se	117.4	2017	5	Community Service Leave
Warren, Chant	7064	Customer Cent	40110	AFSCME	United Way	130.0	2013	0	United Way
Warren, Chant	7064	Customer Cent	40110	AFSCME	United Way	130.0	2014	0	United Way
Warren, Chant	7064	Customer Cent	40110	AFSCME	United Way	130.0	2015	0	United Way
Warren, Chant	7064	Customer Cent	40110	AFSCME	United Way	130.0	2016	0	United Way
Warren, Chant	7064	Customer Cent	40110	AFSCME	United Way	130.0	2017	0	United Way
Warren, Charle	5918	WSC Westside	20203	JEA Supervisor	Community He	50.0	2016	0	Community Health Charities
Warren, Pamel	2403	JEA Tower, 14t	30608	Professional Er	Community He	42.0	2014	0	Community Health Charities
Warren, Pamel	2403	JEA Tower, 15t	C0200	Professional Er	Community He	18.0	2014	0	Community Health Charities
Warren, Pamel	2403	JEA Tower, 15t	C0200	Professional Er	Community Se	225.2	2013	7	Community Service Leave
Warren, Pamel	2403	JEA Tower, 15t	C0200	Professional Er	Community Se	65.7	2014	7	Community Service Leave
Warren, Pamel	2403	JEA Tower, 4th	20500	Professional Er	Community He	74.0	2015	0	Community Health Charities
Warren, Pamel	2403	JEA Tower, 4th	20500	Professional Er	Community He	44.0	2016	0	Community Health Charities
Warren, Pamel	2403	JEA Tower, 4th	20500	Professional Er	Community Se	143.0	2015	4	Community Service Leave
Warren, Pamel	2403	JEA Tower, 4th	20500	Professional Er	Community Se	217.7	2016	6	Community Service Leave
Warren, Pamel	2403	JEA Tower, 4th	20500	Professional Er	Community Se	425.0	2017	11	Community Service Leave
Warren, Pamel	2403	JEA Tower, 4th	20500	Professional Er	United Way	100.0	2015	0	United Way
Warren, Pamel	2403	JEA Tower, 4th	20500	Professional Er	United Way	130.0	2016	0	United Way
Warren, Pamel	2403	JEA Tower, 4th	20500	Professional Er	United Way	130.0	2017	0	United Way
Washington, C	6735	WW-RT, Core (	30134	LIUNA	Community He	6.0	2017	0	Community Health Charities
Washington, C	6735	WW-RT, Core (	30134	LIUNA	United Way	2.4	2017	0	United Way
Washington, C	6735	WW-RT, Core (	30140	LIUNA	Community He	132.0	2013	0	Community Health Charities
Washington, C	6735	WW-RT, Core (	30140	LIUNA	Community He	858.0	2014	0	Community Health Charities
Washington, C	6735	WW-RT, Core (	30140	LIUNA	Community He	738.0	2015	0	Community Health Charities
Washington, C	6735	WW-RT, Core (	30140	LIUNA	Community He	78.0	2016	0	Community Health Charities
Washington, C	6735	WW-RT, Core (	30140	LIUNA	Community He	72.0	2017	0	Community Health Charities
Washington, C	6735	WW-RT, Core (	30140	LIUNA	United Way	31.7	2013	0	United Way
Washington, C	6735	WW-RT, Core (	30140	LIUNA	United Way	31.7	2014	0	United Way
Washington, C	6735	WW-RT, Core (	30140	LIUNA	United Way	31.7	2015	0	United Way
Washington, C	6735	WW-RT, Core (	30140	LIUNA	United Way	31.7	2016	0	United Way
Washington, C	6735	WW-RT, Core (	30140	LIUNA	United Way	29.3	2017	0	United Way
Washington, R	8952	CSC Meter Sho	40402	JEA IBEW	Community He	4.0	2013	0	Community Health Charities
Washington, R	8952	CSC Meter Sho	40402	JEA IBEW	Community He	26.0	2014	0	Community Health Charities
Washington, R	8952	CSC Meter Sho	40402	JEA IBEW	Community He	26.0	2015	0	Community Health Charities
Washington, R	8952	CSC Meter Sho	40402	JEA IBEW	Community He	13.0	2016	0	Community Health Charities
Washington, R	8952	CSC Meter Sho	40402	JEA IBEW	United Way	40.0	2014	0	United Way
Washington, R	8952	CSC Meter Sho	40402	JEA IBEW	United Way	52.0	2015	0	United Way
Washington, R	8952	CSC Meter Sho	40402	JEA IBEW	United Way	26.0	2016	0	United Way

Washington, R	8952	CSC Meter Sho	40403	JEA IBEW	Community He	13.0	2016	0	Community Health Charities
Washington, R	8952	CSC Meter Sho	40403	JEA IBEW	Community He	26.0	2017	0	Community Health Charities
Washington, R	8952	CSC Meter Sho	40403	JEA IBEW	United Way	26.0	2016	0	United Way
Washington, R	8952	CSC Meter Sho	40403	JEA IBEW	United Way	52.0	2017	0	United Way
Wassel, Summ	9597	JEA Tower, 6th	A0200	JEA Appointed	United Way	18.0	2017	0	United Way
Wassel, Summ	9597	JEA Tower, 6th	ZE000	JEA Appointed	Community Se	186.2	2016	8	Community Service Leave
Wassel, Summ	9597	JEA Tower, 6th	ZE000	JEA Appointed	Community Se	186.2	2017	8	Community Service Leave
Wassel, Summ	9597	JEA Tower, 6th	ZE000	JEA Appointed	United Way	16.0	2017	0	United Way
Waters, Barbar	2885	Customer Cent	40111	AFSCME	Community He	130.0	2013	0	Community Health Charities
Waters, Barbar	2885	Customer Cent	40111	AFSCME	Community He	130.0	2014	0	Community Health Charities
Waters, Barbar	2885	Customer Cent	40111	AFSCME	Community He	110.0	2015	0	Community Health Charities
Waters, Barbar	2885	Customer Cent	40111	AFSCME	United Way	130.0	2013	0	United Way
Waters, Barbar	2885	Customer Cent	40111	AFSCME	United Way	130.0	2014	0	United Way
Waters, Barbar	2885	Customer Cent	40111	AFSCME	United Way	130.0	2015	0	United Way
Waters, Barbar	2885	Customer Cent	40111	AFSCME	United Way	100.0	2016	0	United Way
Waters, Barbar	2885	Customer Cent	40400	AFSCME	United Way	15.0	2016	0	United Way
Waters, Barbar	2885	JEA Tower, 7th	40304	AFSCME	Community He	15.0	2017	0	Community Health Charities
Waters, Barbar	2885	JEA Tower, 7th	40304	AFSCME	United Way	15.0	2016	0	United Way
Waters, Barbar	2885	JEA Tower, 7th	40304	AFSCME	United Way	130.0	2017	0	United Way
Watkins, Justin	7543	WSC Westside	30704	JEA IBEW	United Way	130.0	2013	0	United Way
Watkins, Justin	7543	WSC Westside	30704	JEA IBEW	United Way	130.0	2014	0	United Way
Watkins, Justin	7543	WSC Westside	30704	JEA IBEW	United Way	130.0	2015	0	United Way
Watkins, Justin	7543	WSC Westside	30704	JEA IBEW	United Way	225.0	2016	0	United Way
Watkins, Justin	7543	WSC Westside	30704	JEA IBEW	United Way	140.0	2017	0	United Way
Watkins, Justin	7543	WSC Westside	A0104	JEA Appointed	United Way	120.0	2017	0	United Way
Watkins, Kenn	9011	CSC Commonw	40403	JEA IBEW	Community Se	50.1	2015	3	Community Service Leave
Watson, Brian	9216	NGS Northside	30300	JEA IBEW	Community He	40.0	2015	0	Community Health Charities
Watson, Brian	9216	NGS Northside	30300	JEA IBEW	Community He	260.0	2016	0	Community Health Charities
Watson, Brian	9216	NGS Northside	30300	JEA IBEW	Community He	230.0	2017	0	Community Health Charities
Watson, Brian	9216	NGS Northside	30300	JEA IBEW	Community Se	264.2	2016	8	Community Service Leave
Watson, Christ	9927	JEA Tower, 4th	20412	Professional En	Community He	30.0	2017	0	Community Health Charities
Watson, James	5638	JEA Tower, 2nd	30904	Professional En	Community Se	322.9	2013	8	Community Service Leave
Watson, James	5638	JEA Tower, 2nd	30904	Professional En	Community Se	172.5	2015	8	Community Service Leave
Watson, James	5638	JEA Tower, 2nd	30904	Professional En	Community Se	177.7	2016	4	Community Service Leave
Watson, Robyn	603	JEA Tower, 7th	30014	JEA Appointed	Community He	120.0	2013	0	Community Health Charities
Watson, Robyn	603	JEA Tower, 7th	30014	JEA Appointed	Community He	660.0	2014	0	Community Health Charities
Watson, Robyn	603	JEA Tower, 7th	30014	JEA Appointed	Community Se	153.9	2013	3	Community Service Leave
Watson, Robyn	603	JEA Tower, 7th	30014	JEA Appointed	Community Se	359.2	2014	7	Community Service Leave
Watson, Robyn	603	JEA Tower, 7th	30014	JEA Appointed	Community Se	211.4	2015	4	Community Service Leave
Watson, Robyn	603	JEA Tower, 7th	30014	JEA Appointed	United Way	130.0	2013	0	United Way
Watson, Robyn	603	JEA Tower, 7th	30014	JEA Appointed	United Way	130.0	2014	0	United Way
Watson, Robyn	603	JEA Tower, 7th	30014	JEA Appointed	United Way	65.0	2015	0	United Way
Weaver, Danie	9783	WW-RT, East G	30133	JEA Appointed	United Way	767.4	2017	0	United Way
Weber, Willian	7317	Laboratory Ser	D0300	AFSCME	Community Se	533.0	2013	16	Community Service Leave
Webster, Jakei	2627	Customer Cent	40111	JEA Supervisor	Community Se	269.6	2013	8	Community Service Leave
Webster, Jakei	2627	Customer Cent	40111	JEA Supervisor	United Way	52.0	2013	0	United Way
Webster, Jakei	2627	Customer Cent	40111	JEA Supervisor	United Way	38.0	2014	0	United Way
Webster, Jakei	2627	Customer Cent	40111	JEA Supervisor	United Way	14.0	2014	0	United Way
Webster, Jakei	2627	Customer Cent	40304	JEA Supervisor	United Way	18.0	2015	0	United Way
Webster, Jakei	2627	Customer Cent	40304	JEA Supervisor	United Way	52.0	2016	0	United Way
Webster, Jakei	2627	Customer Cent	40304	JEA Supervisor	United Way	52.0	2017	0	United Way
Webster, Jakei	2627	JEA Tower, 7th	40304	JEA Supervisor	United Way	34.0	2015	0	United Way
Weeks, Ryan T	6407	Customer Cent	20203	JEA Appointed	Community Se	140.4	2017	4	Community Service Leave
Weeks, Ryan T	6407	SSC Southside	20203	JEA Supervisor	Community Se	122.5	2017	4	Community Service Leave
Weinstock, Da	751	JEA Tower, 15t	C0500	JEA Appointed	Community Se	332.7	2014	8	Community Service Leave
Weir, Rachelle	9024	Customer Cent	A0501	JEA Appointed	Community He	125.0	2014	0	Community Health Charities
Weir, Rachelle	9024	Customer Cent	A0501	JEA Appointed	Community He	2750.0	2015	0	Community Health Charities
Weir, Rachelle	9024	Customer Cent	A0501	JEA Appointed	Community He	80.0	2016	0	Community Health Charities
Weir, Rachelle	9024	Customer Cent	A0501	JEA Appointed	Community He	460.0	2017	0	Community Health Charities
Weir, Rachelle	9024	Customer Cent	A0501	JEA Appointed	United Way	10.0	2014	0	United Way
Weir, Rachelle	9024	Customer Cent	A0501	JEA Appointed	United Way	415.1	2015	0	United Way
Weir, Rachelle	9024	Customer Cent	A0501	JEA Appointed	United Way Or	508.3	2017	0	United Way
Weir, Rachelle	9024	Customer Cent	A0501	JEA Appointed	United Way Special Inputs		2015	0	United Way
Weir, Rachelle	9024	Customer Cent	A0506	JEA Appointed	Community He	535.0	2014	0	Community Health Charities
Weir, Rachelle	9024	Customer Cent	A0506	JEA Appointed	United Way	200.0	2013	0	United Way
Weir, Rachelle	9024	Customer Cent	A0506	JEA Appointed	United Way	250.0	2014	0	United Way
Wells, Rachael	9474	JEA Tower, 6th	A0201	JEA Appointed	Community He	8.0	2015	0	Community Health Charities
Wells, Rachael	9474	JEA Tower, 6th	A0201	JEA Appointed	Community He	52.0	2016	0	Community Health Charities
Wells, Rachael	9474	JEA Tower, 6th	A0201	JEA Appointed	Community He	46.0	2017	0	Community Health Charities
Wells, Rachael	9474	JEA Tower, 6th	A0201	JEA Appointed	Community Se	250.0	2015	8	Community Service Leave
Wells, Rachael	9474	JEA Tower, 6th	A0201	JEA Appointed	Community Se	247.8	2017	6	Community Service Leave

Wells, Rachael	9474	JEA Tower, 6th	A0201	JEA Appointed	United Way	40.0	2015	0	United Way
Wells, Rachael	9474	JEA Tower, 6th	A0201	JEA Appointed	United Way	52.0	2016	0	United Way
Wells, Rachael	9474	JEA Tower, 6th	A0201	JEA Appointed	United Way	52.0	2017	0	United Way
Wells, Walter A	8743	NGS Northside	30202	JEA IBEW	Community He	5.0	2016	0	Community Health Charities
West, Charlene	9200	JEA Tower, 6th	A0102	JEA Manageria	Community He	8.0	2016	0	Community Health Charities
West, Charlene	9200	JEA Tower, 6th	A0102	JEA Manageria	Community He	46.0	2017	0	Community Health Charities
West, Charlene	9200	JEA Tower, 6th	A0102	JEA Manageria	Community Se	91.4	2016	3	Community Service Leave
West, Charlene	9200	JEA Tower, 6th	A0102	JEA Manageria	Community Se	94.1	2017	6	Community Service Leave
West, Charlene	9200	JEA Tower, 6th	A0210	AFSCME	Community Se	74.2	2013	4	Community Service Leave
West, Charlene	9200	JEA Tower, 6th	A0210	AFSCME	Community Se	77.8	2014	4	Community Service Leave
West, Charlene	9200	JEA Tower, 6th	A0210	AFSCME	Community Se	159.6	2015	8	Community Service Leave
West, Charlene	9200	JEA Tower, 6th	A0210	AFSCME	Community Se	41.5	2016	3	Community Service Leave
West, Harry J S	1554	CSC Storeroom	A0411	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
West, Harry J S	1554	CSC Storeroom	A0411	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
West, Harry J S	1554	CSC Storeroom	A0411	JEA IBEW	Community He	42.0	2017	0	Community Health Charities
West, Harry J S	1554	CSC Storeroom	A0411	JEA IBEW	United Way	130.0	2013	0	United Way
West, Harry J S	1554	CSC Storeroom	A0411	JEA IBEW	United Way	130.0	2014	0	United Way
West, Harry J S	1554	CSC Storeroom	A0411	JEA IBEW	United Way	130.0	2015	0	United Way
West, Harry J S	1554	CSC Storeroom	A0411	JEA IBEW	United Way	130.0	2016	0	United Way
West, Harry J S	1554	CSC Storeroom	A0411	JEA IBEW	United Way	105.0	2017	0	United Way
West, Harry J S	1554	CSC Storeroom	A0411	JEA IBEW	United Way Or	98.5	2017	0	United Way
West, Mary E	1033	Customer Cent	40304	AFSCME	Community He	44.3	2015	0	Community Health Charities
West, Mary E	1033	Customer Cent	40304	AFSCME	United Way	36.0	2015	0	United Way
West, Mary E	1033	Customer Cent	40830	AFSCME	United Way	78.0	2013	0	United Way
West, Mary E	1033	Customer Cent	40830	AFSCME	United Way	78.0	2014	0	United Way
West, Mary E	1033	Customer Cent	40830	AFSCME	United Way	24.0	2015	0	United Way
West, William	1022	JEA Tower, 13t	B0500	Professional En	United Way	130.0	2013	0	United Way
Westbrook, Th	7500	NGS Northside	30200	JEA Appointed	Community He	40.0	2015	0	Community Health Charities
Westbrook, Th	7500	NGS Northside	30200	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Westbrook, Th	7500	NGS Northside	30200	JEA Appointed	Community He	230.0	2017	0	Community Health Charities
Westbrook, Th	7500	NGS Northside	30200	JEA Appointed	Community Se	341.9	2016	8	Community Service Leave
Westbrook, Th	7500	NGS Northside	30200	JEA Appointed	United Way	200.0	2015	0	United Way
Westbrook, Th	7500	NGS Northside	30200	JEA Appointed	United Way	260.0	2016	0	United Way
Westbrook, Th	7500	NGS Northside	30200	JEA Appointed	United Way	70.0	2017	0	United Way
Wetzel, Jerome	5336	JEA Tower, 2nd	30902	Professional En	Community Se	265.5	2014	8	Community Service Leave
Wetzel, Jerome	5336	JEA Tower, 2nd	30902	Professional En	United Way	52.0	2013	0	United Way
Wetzel, Jerome	5336	JEA Tower, 2nd	30902	Professional En	United Way	52.0	2014	0	United Way
Wetzel, Jerome	5336	JEA Tower, 2nd	30902	Professional En	United Way	52.0	2015	0	United Way
Wetzel, Jerome	5336	JEA Tower, 2nd	30902	Professional En	United Way	52.0	2016	0	United Way
Wetzel, Jerome	5336	JEA Tower, 2nd	30902	Professional En	United Way	14.0	2017	0	United Way
Wheeler, Jeffre	1003	SOCC	40307	JEA Supervisor	United Way	130.0	2013	0	United Way
Wheeler, Jeffre	1003	SOCC	40307	JEA Supervisor	United Way	130.0	2014	0	United Way
Wheeler, Jeffre	1003	SOCC	40307	JEA Supervisor	United Way	130.0	2015	0	United Way
Wheeler, Jeffre	1003	SOCC	40307	JEA Supervisor	United Way	130.0	2016	0	United Way
Wheeler, Jeffre	1003	SOCC	40307	JEA Supervisor	United Way	130.0	2017	0	United Way
Wheeler, Kimb	1551	SSC Southside	30707	JEA Appointed	Community He	8.0	2016	0	Community Health Charities
Wheeler, Kimb	1551	SSC Southside	30707	JEA Appointed	Community He	46.0	2017	0	Community Health Charities
Wheeler, Kimb	1551	SSC Southside	30707	JEA Appointed	United Way	330.0	2013	0	United Way
Wheeler, Kimb	1551	SSC Southside	30707	JEA Appointed	United Way	414.6	2014	0	United Way
Wheeler, Kimb	1551	SSC Southside	30707	JEA Appointed	United Way	769.4	2015	0	United Way
Wheeler, Kimb	1551	SSC Southside	30707	JEA Appointed	United Way	1094.5	2016	0	United Way
Wheeler, Kimb	1551	SSC Southside	30707	JEA Appointed	United Way	1029.5	2017	0	United Way
Wheeler, Todd	4358	JEA Tower, 13t	B0010	Professional En	Community Se	332.8	2014	8	Community Service Leave
Wheeler, Todd	4358	JEA Tower, 13t	B0010	Professional En	Community Se	338.6	2015	0	Community Service Leave
Wheeler, Todd	4358	JEA Tower, 13t	B0010	Professional En	Community Se	359.4	2016	8	Community Service Leave
Wheeler, Todd	4358	JEA Tower, 13t	B0010	Professional En	Community Se	189.2	2017	4	Community Service Leave
Whitaker, Gera	1647	Customer Cent	40302	AFSCME	Community He	22.0	2017	0	Community Health Charities
Whitaker, Gera	1647	Customer Cent	40302	AFSCME	United Way	44.0	2017	0	United Way
Whitaker, Gera	1647	JEA Tower, 7th	40301	AFSCME	Community He	4.0	2014	0	Community Health Charities
Whitaker, Gera	1647	JEA Tower, 7th	40301	AFSCME	Community He	26.0	2015	0	Community Health Charities
Whitaker, Gera	1647	JEA Tower, 7th	40301	AFSCME	Community He	26.0	2016	0	Community Health Charities
Whitaker, Gera	1647	JEA Tower, 7th	40301	AFSCME	Community He	4.0	2017	0	Community Health Charities
Whitaker, Gera	1647	JEA Tower, 7th	40301	AFSCME	United Way	26.0	2013	0	United Way
Whitaker, Gera	1647	JEA Tower, 7th	40301	AFSCME	United Way	26.0	2014	0	United Way
Whitaker, Gera	1647	JEA Tower, 7th	40301	AFSCME	United Way	26.0	2015	0	United Way
Whitaker, Gera	1647	JEA Tower, 7th	40301	AFSCME	United Way	45.0	2016	0	United Way
Whitaker, Gera	1647	JEA Tower, 7th	40301	AFSCME	United Way	8.0	2017	0	United Way
White, Barry K	2317	SOCC	40308	LIUNA	Community He	20.0	2015	0	Community Health Charities
White, Barry K	2317	SOCC	40308	LIUNA	Community He	110.0	2016	0	Community Health Charities
White, Barry K	2317	SOCC	40308	LIUNA	United Way	142.0	2013	0	United Way
White, Barry K	2317	SOCC	40308	LIUNA	United Way	130.0	2014	0	United Way

White, Barry K	2317	SOCC	40308	LIUNA	United Way	130.0	2015	0	United Way
White, Barry K	2317	SOCC	40308	LIUNA	United Way	130.0	2016	0	United Way
White, Barry K	2317	SOCC	40308	LIUNA	United Way	130.0	2017	0	United Way
White, Cynthia	1904	W&S Treatmer	30122	LIUNA	Community He	20.0	2014	0	Community Health Charities
White, Cynthia	1904	W&S Treatmer	30122	LIUNA	Community He	110.0	2015	0	Community Health Charities
White, Cynthia	1904	W&S Treatmer	30122	LIUNA	Community He	110.0	2016	0	Community Health Charities
White, Cynthia	1904	W&S Treatmer	30122	LIUNA	Community He	6.0	2017	0	Community Health Charities
White, Cynthia	1904	W&S Treatmer	30122	LIUNA	United Way	38.0	2017	0	United Way
White, Deirdra	9081	Customer Cent	40110	AFSCME	Community He	25.0	2014	0	Community Health Charities
White, Deirdra	9081	Customer Cent	40110	AFSCME	Community He	20.0	2016	0	Community Health Charities
White, Deirdra	9081	Customer Cent	40110	AFSCME	Community He	30.0	2017	0	Community Health Charities
White, Deirdra	9081	Customer Cent	40110	AFSCME	United Way	20.0	2014	0	United Way
White, Deirdra	9081	Customer Cent	40110	AFSCME	United Way	25.0	2015	0	United Way
White, Deirdra	9081	Customer Cent	40110	AFSCME	United Way	25.0	2016	0	United Way
White, Deirdra	9081	Customer Cent	40110	AFSCME	United Way Or	25.0	2017	0	United Way
White, Joanne	3067	Customer Cent	40120	AFSCME	Community Se	100.0	2014	4	Community Service Leave
White, Joanne	3067	Customer Cent	40120	AFSCME	United Way	52.0	2013	0	United Way
White, Joanne	3067	Customer Cent	40120	AFSCME	United Way	36.0	2014	0	United Way
White, Joanne	3067	SOCC	40306	AFSCME	United Way	16.0	2014	0	United Way
White, Joanne	3067	SOCC	40306	AFSCME	United Way	52.0	2015	0	United Way
White, Joanne	3067	SOCC	40306	AFSCME	United Way	52.0	2016	0	United Way
White, Joanne	3067	SOCC	40306	AFSCME	United Way	14.0	2017	0	United Way
White, Neil Da	9342	SOCC	30700	JEA Appointed	Community Se	468.0	2017	0	Community Service Leave
White-Parker,	9889	JEA Tower, 14t	C0200	Professional Er	Community Se	134.2	2017	6	Community Service Leave
Whitehead, Eri	7008	WW-RT, South	30131	LIUNA	United Way	52.0	2013	0	United Way
Whitehead, Eri	7008	WW-RT, South	30131	LIUNA	United Way	52.0	2014	0	United Way
Whitehead, Eri	7008	WW-RT, South	30131	LIUNA	United Way	52.0	2015	0	United Way
Whitehead, Eri	7008	WW-RT, South	30131	LIUNA	United Way	52.0	2016	0	United Way
Whitehead, Eri	7008	WW-RT, South	30131	LIUNA	United Way	52.0	2017	0	United Way
Whitehead, Jas	5450	SSC Southside	30705	JEA IBEW	Community He	5.0	2013	0	Community Health Charities
Whitehead, Jas	5450	SSC Southside	30705	JEA IBEW	Community He	20.0	2015	0	Community Health Charities
Whitehead, Jas	5450	SSC Southside	30705	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Whitehead, Jas	5450	SSC Southside	30705	JEA IBEW	Community He	130.0	2017	0	Community Health Charities
Whitehead, Jas	5450	SSC Southside	30705	JEA IBEW	Community Se	150.1	2017	4	Community Service Leave
Whitehead, Jas	5450	SSC Southside	30705	JEA IBEW	United Way	130.0	2013	0	United Way
Whitehead, Jas	5450	SSC Southside	30705	JEA IBEW	United Way	130.0	2014	0	United Way
Whitehead, Jas	5450	SSC Southside	30705	JEA IBEW	United Way	130.0	2015	0	United Way
Whitehead, Jas	5450	SSC Southside	30705	JEA IBEW	United Way	130.0	2016	0	United Way
Whitehead, Jas	5450	SSC Southside	30705	JEA IBEW	United Way	130.0	2017	0	United Way
Whitehead, Jas	5450	SSC Southside	30705	JEA IBEW	United Way Or	63.6	2017	0	United Way
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	Community He	40.0	2013	0	Community Health Charities
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	Community He	260.0	2014	0	Community Health Charities
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	Community He	260.0	2015	0	Community Health Charities
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	Community He	260.0	2016	0	Community Health Charities
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	Community He	80.0	2017	0	Community Health Charities
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	Community Se	281.3	2014	3	Community Service Leave
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	Community Se	750.0	2015	8	Community Service Leave
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	Community Se	750.0	2016	8	Community Service Leave
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	United Way	1486.4	2014	0	United Way
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	United Way	2348.3	2015	0	United Way
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	United Way	3126.3	2016	0	United Way
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	United Way	400.0	2017	0	United Way
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	United Way Or	85.6	2017	0	United Way
Whiting, Monic	9225	JEA Tower, 16t	40000	JEA Appointed	United Way Special Inputs		2015	0	United Way
Whitmer, Laur	8960	JEA Tower, 11t	C0401	JEA Appointed	United Way	70.0	2016	0	United Way
Whitmer, Laur	8960	JEA Tower, 12t	10100	JEA Appointed	Community Se	254.8	2014	8	Community Service Leave
Whitmer, Laur	8960	JEA Tower, 12t	10100	JEA Appointed	United Way	130.0	2014	0	United Way
Whitmer, Laur	8960	JEA Tower, 12t	10100	JEA Appointed	United Way	75.0	2015	0	United Way
Whitmer, Laur	8960	JEA Tower, 14t	10100	JEA Appointed	Community Se	266.9	2016	8	Community Service Leave
Whitmer, Laur	8960	JEA Tower, 14t	10100	JEA Appointed	United Way	85.0	2015	0	United Way
Whitmer, Laur	8960	JEA Tower, 14t	10100	JEA Appointed	United Way	50.0	2016	0	United Way
Whitmer, Laur	8960	JEA Tower, 14t	C0401	JEA Appointed	Community Se	170.9	2017	4	Community Service Leave
Whitmer, Laur	8960	JEA Tower, 14t	C0401	JEA Appointed	United Way	10.0	2016	0	United Way
Whitmer, Laur	8960	JEA Tower, 14t	C0401	JEA Appointed	United Way	225.0	2017	0	United Way
Whitmer, Laur	8960	JEA Tower, 15t	40400	JEA Appointed	Community He	50.0	2013	0	Community Health Charities
Whitmer, Laur	8960	JEA Tower, 15t	40400	JEA Appointed	Community Se	62.3	2013	2	Community Service Leave
Whitmer, Laur	8960	JEA Tower, 15t	40400	JEA Appointed	United Way	70.0	2014	0	United Way
Whittaker, Der	9173	NGS Northside	A0203	Professional Er	Community He	16.0	2014	0	Community Health Charities
Whittaker, Der	9173	NGS Northside	A0203	Professional Er	Community He	104.0	2015	0	Community Health Charities
Whittaker, Der	9173	NGS Northside	A0203	Professional Er	Community He	88.0	2016	0	Community Health Charities
Whittaker, Der	9173	NGS Northside	A0203	Professional Er	Community Se	100.7	2014	3	Community Service Leave

Whittaker, Der	9173	NGS Northside	A0203	Professional Er	Community Se	174.6	2015	5	Community Service Leave
Whittaker, Der	9173	NGS Northside	A0203	Professional Er	Community Se	217.3	2016	6	Community Service Leave
Whittaker, Der	9173	NGS Northside	A0203	Professional Er	Community Se	297.5	2017	8	Community Service Leave
Whittaker, Ma	9523	JEA Tower, 15t	C0200	JEA Appointed	United Way	8.0	2016	0	United Way
Whittemore, Je	7913	WSC Westside	30704	JEA IBEW	United Way	26.0	2013	0	United Way
Whittemore, Je	7913	WSC Westside	30704	JEA IBEW	United Way	26.0	2014	0	United Way
Whittemore, Je	7913	WSC Westside	30704	JEA IBEW	United Way	7.0	2015	0	United Way
Whitten, John	6681	WSC Westside	A0420	JEA IBEW	Community Se	227.9	2015	8	Community Service Leave
Whitten, John	6681	WSC Westside	A0420	JEA IBEW	Community Se	232.5	2016	8	Community Service Leave
Whitten, John	6681	WSC Westside	A0420	JEA IBEW	Community Se	232.5	2017	8	Community Service Leave
Whitten, Mary	2767	JEA Tower, 11t	C0600	JEA Appointed	Community Se	246.2	2017	8	Community Service Leave
Whitten, Mary	2767	JEA Tower, 11t	C0600	Professional Er	Community Se	212.3	2016	8	Community Service Leave
Whitten, Mary	2767	JEA Tower, 14t	C0600	Professional Er	Community Se	75.4	2014	3	Community Service Leave
Whitten, Mary	2767	JEA Tower, 14t	C0600	Professional Er	Community Se	204.0	2015	8	Community Service Leave
Whittle, Theod	281	SJRPP Plant	00439	SJRPP IBEW	United Way	30.0	2013	0	United Way
Wickham, Rod	569	JEA Brandy Bra	30402	JEA IBEW	United Way	52.0	2013	0	United Way
Wickham, Rod	569	JEA Brandy Bra	30402	JEA IBEW	United Way	12.0	2014	0	United Way
Wickham, Rod	569	JEA Brandy Bra	30402	JEA IBEW	United Way	4.0	2015	0	United Way
Wickham, Rod	569	KGS Kennedy C	30403	JEA IBEW	United Way	36.0	2015	0	United Way
Wickham, Rod	569	KGS Kennedy C	30403	JEA IBEW	United Way	14.0	2016	0	United Way
Wiedenbeck, V	6315	CSC Storeroom	A0411	JEA IBEW	Community He	50.0	2013	0	Community Health Charities
Wiedenbeck, V	6315	CSC Storeroom	A0411	JEA IBEW	Community He	25.0	2015	0	Community Health Charities
Wiedenbeck, V	6315	CSC Storeroom	A0411	JEA IBEW	Community Se	154.6	2014	7	Community Service Leave
Wiedenbeck, V	6315	CSC Storeroom	A0411	JEA IBEW	Community Se	181.9	2015	8	Community Service Leave
Wiedenbeck, V	6315	CSC Storeroom	A0411	JEA IBEW	Community Se	185.5	2016	8	Community Service Leave
Wiedenbeck, V	6315	CSC Storeroom	A0411	JEA IBEW	Community Se	193.8	2017	8	Community Service Leave
Wiertsema, Th	566	CSC Meter Sho	40405	JEA Appointed	Community Se	207.9	2017	4	Community Service Leave
Wiertsema, Th	566	CSC Meter Sho	40405	JEA Appointed	United Way	38.0	2017	0	United Way
Wiertsema, Th	566	Customer Cent	40405	JEA Appointed	Community Se	123.8		0	Community Service Leave
Wigand, Thom	8924	JEA Tower, 6th	A0202	JEA Appointed	Community He	375.0	2013	0	Community Health Charities
Wigand, Thom	8924	JEA Tower, 6th	A0202	JEA Appointed	Community He	350.0	2014	0	Community Health Charities
Wigand, Thom	8924	JEA Tower, 6th	A0202	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Wigand, Thom	8924	JEA Tower, 6th	A0202	JEA Appointed	Community He	110.0	2016	0	Community Health Charities
Wigand, Thom	8924	JEA Tower, 6th	A0202	JEA Appointed	Community Se	168.4	2014	4	Community Service Leave
Wigand, Thom	8924	JEA Tower, 6th	A0202	JEA Appointed	Community Se	346.9	2015	8	Community Service Leave
Wigand, Thom	8924	JEA Tower, 6th	A0202	JEA Appointed	Community Se	350.8	2016	8	Community Service Leave
Wigand, Thom	8924	JEA Tower, 6th	A0202	JEA Appointed	Community Se	360.0	2017	8	Community Service Leave
Wigand, Thom	8924	JEA Tower, 6th	A0202	JEA Appointed	United Way	190.0	2016	0	United Way
Wigand, Thom	8924	JEA Tower, 6th	A0202	JEA Appointed	United Way	260.0	2017	0	United Way
Wiland, Christo	8745	SJRPP Plant	00452	SJRPP IBEW	Community He	20.0	2013	0	Community Health Charities
Wiland, Christo	8745	SJRPP Plant	00452	SJRPP IBEW	United Way	20.0	2013	0	United Way
Wiland, Mary J	383	SJRPP Plant	00467	SJRPP Manage	Community He	20.0	2013	0	Community Health Charities
Wiland, Mary J	383	SJRPP Plant	00467	SJRPP Manage	Community He	110.0	2014	0	Community Health Charities
Wiland, Mary J	383	SJRPP Plant	00467	SJRPP Manage	Community He	20.0	2016	0	Community Health Charities
Wiland, Mary J	383	SJRPP Plant	00467	SJRPP Manage	Community He	40.0	2017	0	Community Health Charities
Wiland, Mary J	383	SJRPP Plant	00467	SJRPP Manage	United Way	130.0	2013	0	United Way
Wiland, Mary J	383	SJRPP Plant	00467	SJRPP Manage	United Way	130.0	2014	0	United Way
Wiland, Mary J	383	SJRPP Plant	00467	SJRPP Manage	United Way	130.0	2015	0	United Way
Wiland, Mary J	383	SJRPP Plant	00467	SJRPP Manage	United Way	225.0	2016	0	United Way
Wiland, Mary J	383	SJRPP Plant	00467	SJRPP Manage	United Way	80.0	2017	0	United Way
Wiland, Mary J	383	SJRPP Plant	00467	SJRPP NBU	Community He	45.0	2017	0	Community Health Charities
Wiland, Mary J	383	SJRPP Plant	00467	SJRPP NBU	United Way	60.0	2017	0	United Way
Wilds, Brian E	6738	NGS Northside	30202	JEA Supervisor	Community He	50.0	2015	0	Community Health Charities
Wilds, Brian E	6738	NGS Northside	30202	JEA Supervisor	Community He	40.0	2016	0	Community Health Charities
Wilds, Brian E	6738	NGS Northside	30202	JEA Supervisor	Community He	230.0	2017	0	Community Health Charities
Wilds, Brian E	6738	NGS Northside	30202	JEA Supervisor	Community He	118.7	2017	0	Community Health Charities
Wilds, Brian E	6738	NGS Northside	30202	JEA Supervisor	Community He	134.1	2017	0	Community Health Charities
Wilds, Brian E	6738	NGS Northside	30202	JEA Supervisor	United Way	50.0	2015	0	United Way
Wilds, Brian E	6738	NGS Northside	30202	JEA Supervisor	United Way	50.0	2016	0	United Way
Wilds, Brian E	6738	NGS Northside	30202	JEA Supervisor	United Way Or	38.4	2017	0	United Way
Wiles, Dale S	1879	WW-RT, Core C	30134	JEA Supervisor	Community He	4.0	2015	0	Community Health Charities
Wiles, Dale S	1879	WW-RT, Core C	30134	JEA Supervisor	Community He	26.0	2016	0	Community Health Charities
Wiles, Dale S	1879	WW-RT, Core C	30134	JEA Supervisor	Community He	26.0	2017	0	Community Health Charities
Wiles, Dale S	1879	WW-RT, Core C	30134	JEA Supervisor	United Way	13.0	2013	0	United Way
Wiles, Dale S	1879	WW-RT, Core C	30134	JEA Supervisor	United Way	26.0	2014	0	United Way
Wiles, Dale S	1879	WW-RT, Core C	30134	JEA Supervisor	United Way	26.0	2015	0	United Way
Wiles, Dale S	1879	WW-RT, Core C	30134	JEA Supervisor	United Way	26.0	2016	0	United Way
Wiles, Dale S	1879	WW-RT, Core C	30134	JEA Supervisor	United Way	26.0	2017	0	United Way
Wiles, Dale S	1879	WW-RT, Core C	30140	LIUNA	United Way	13.0	2013	0	United Way
Will, Gregory J	1010	JEA Tower, 10t	20600	JEA Appointed	Community He	54.0	2013	0	Community Health Charities
Will, Gregory J	1010	JEA Tower, 10t	20600	JEA Appointed	United Way	18.0	2013	0	United Way

Will, Gregory J	1010	JEA Tower, 4th	20412	JEA Appointed	United Way	16.0	2015	0	United Way
Will, Gregory J	1010	JEA Tower, 4th	20412	JEA Appointed	United Way	26.0	2016	0	United Way
Will, Gregory J	1010	JEA Tower, 4th	20600	JEA Appointed	Community He	78.0	2013	0	Community Health Charities
Will, Gregory J	1010	JEA Tower, 4th	20600	JEA Appointed	United Way	34.0	2013	0	United Way
Will, Gregory J	1010	JEA Tower, 4th	20600	JEA Appointed	United Way	52.0	2014	0	United Way
Will, Gregory J	1010	JEA Tower, 4th	20600	JEA Appointed	United Way	36.0	2015	0	United Way
Willey, Lauren	4323	WW-RT, South	30131	LIUNA	Community He	8.0	2016	0	Community Health Charities
Willey, Lauren	4323	WW-RT, South	30131	LIUNA	Community He	52.0	2017	0	Community Health Charities
Willey, Lauren	4323	WW-RT, South	30131	LIUNA	United Way	52.0	2013	0	United Way
Willey, Lauren	4323	WW-RT, South	30131	LIUNA	United Way	52.0	2014	0	United Way
Willey, Lauren	4323	WW-RT, South	30131	LIUNA	United Way	52.0	2015	0	United Way
Willey, Lauren	4323	WW-RT, South	30131	LIUNA	United Way	52.0	2016	0	United Way
Willey, Lauren	4323	WW-RT, South	30131	LIUNA	United Way	52.0	2017	0	United Way
Williams, Alvin	3010	W&S Treatmer	30122	LIUNA	Community He	5.0	2017	0	Community Health Charities
Williams, Alvin	3010	W&S Treatmer	30122	LIUNA	United Way	52.0	2013	0	United Way
Williams, Alvin	3010	W&S Treatmer	30122	LIUNA	United Way	52.0	2014	0	United Way
Williams, Alvin	3010	W&S Treatmer	30122	LIUNA	United Way	12.0	2015	0	United Way
Williams, Bryar	9510	CSC Commonw	40403	JEA IBEW	Community Se	53.6	2016	3	Community Service Leave
Williams, Bryar	9510	CSC Meter Sho	40402	JEA IBEW	Community Se	157.7	2017	8	Community Service Leave
Williams, Bryar	9510	CSC Meter Sho	40402	JEA IBEW	United Way	190.0	2017	0	United Way
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	Community He	12.0	2014	0	Community Health Charities
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	Community He	82.0	2015	0	Community Health Charities
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	Community He	108.0	2016	0	Community Health Charities
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	Community He	115.0	2017	0	Community Health Charities
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	Community Se	404.9	2014	8	Community Service Leave
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	Community Se	416.3	2015	8	Community Service Leave
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	Community Se	214.4	2016	4	Community Service Leave
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	United Way	150.0	2013	0	United Way
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	United Way	176.0	2014	0	United Way
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	United Way	202.0	2015	0	United Way
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	United Way	227.0	2016	0	United Way
Williams, Clare	6639	JEA Tower, 13t	B0700	Professional En	United Way	253.0	2017	0	United Way
Williams, David	1692	CSC Commonw	30703	JEA IBEW	Community He	20.0	2014	0	Community Health Charities
Williams, David	1692	CSC Commonw	30703	JEA IBEW	Community He	130.0	2015	0	Community Health Charities
Williams, David	1692	CSC Commonw	30703	JEA IBEW	Community He	130.0	2016	0	Community Health Charities
Williams, David	1692	CSC Commonw	30703	JEA IBEW	Community He	5.0	2017	0	Community Health Charities
Williams, David	1692	CSC Commonw	30703	JEA IBEW	United Way	130.0	2013	0	United Way
Williams, David	1692	CSC Commonw	30703	JEA IBEW	United Way	130.0	2014	0	United Way
Williams, David	1692	CSC Commonw	30703	JEA IBEW	United Way	130.0	2015	0	United Way
Williams, David	1692	CSC Commonw	30703	JEA IBEW	United Way	130.0	2016	0	United Way
Williams, David	1692	CSC Commonw	30703	JEA IBEW	United Way	5.0	2017	0	United Way
Williams, David	9135	Customer Cent	30801	JEA IBEW	Community He	8.0	2013	0	Community Health Charities
Williams, David	9135	Customer Cent	30801	JEA IBEW	Community He	44.0	2014	0	Community Health Charities
Williams, Della	1670	Customer Cent	40110	AFSCME	Community He	20.0	2013	0	Community Health Charities
Williams, Della	1670	Customer Cent	40110	AFSCME	Community Se	210.1	2013	8	Community Service Leave
Williams, Della	1670	Customer Cent	40110	AFSCME	Community Se	210.1	2014	8	Community Service Leave
Williams, Della	1670	Customer Cent	40110	AFSCME	Community Se	210.1	2015	8	Community Service Leave
Williams, Elvia	3009	JEA Tower, 12t	10001	JEA Appointed	Community He	12.0	2013	0	Community Health Charities
Williams, Elvia	3009	JEA Tower, 12t	10001	JEA Appointed	Community He	78.0	2014	0	Community Health Charities
Williams, Elvia	3009	JEA Tower, 12t	10001	JEA Appointed	Community He	21.0	2015	0	Community Health Charities
Williams, Elvia	3009	JEA Tower, 12t	10001	JEA Appointed	Community Se	121.2	2013	4	Community Service Leave
Williams, Elvia	3009	JEA Tower, 12t	10001	JEA Appointed	United Way	130.0	2013	0	United Way
Williams, Elvia	3009	JEA Tower, 12t	10001	JEA Appointed	United Way	130.0	2014	0	United Way
Williams, Elvia	3009	JEA Tower, 12t	10001	JEA Appointed	United Way	35.0	2015	0	United Way
Williams, Elvia	3009	JEA Tower, 12t	10500	JEA Appointed	Community He	65.0	2015	0	Community Health Charities
Williams, Elvia	3009	JEA Tower, 12t	10500	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Williams, Elvia	3009	JEA Tower, 12t	10500	JEA Appointed	Community He	145.0	2017	0	Community Health Charities
Williams, Elvia	3009	JEA Tower, 12t	10500	JEA Appointed	United Way	95.0	2015	0	United Way
Williams, Elvia	3009	JEA Tower, 12t	10500	JEA Appointed	United Way	130.0	2016	0	United Way
Williams, Elvia	3009	JEA Tower, 12t	10500	JEA Appointed	United Way	225.0	2017	0	United Way
Williams, Gera	445	JEA Tower, 2nd	30901	Professional En	Community He	40.0	2016	0	Community Health Charities
Williams, Gera	445	JEA Tower, 2nd	30901	Professional En	Community He	120.0	2017	0	Community Health Charities
Williams, Gera	445	JEA Tower, 2nd	30901	Professional En	United Way	60.1	2013	0	United Way
Williams, Gera	445	JEA Tower, 2nd	30901	Professional En	United Way	60.1	2014	0	United Way
Williams, Gera	445	JEA Tower, 2nd	30901	Professional En	United Way	60.1	2015	0	United Way
Williams, Gera	445	JEA Tower, 2nd	30901	Professional En	United Way	60.1	2016	0	United Way
Williams, Gera	445	JEA Tower, 2nd	30901	Professional En	United Way	27.7	2017	0	United Way
Williams, Jame	5980	SSC Southside	30705	JEA IBEW	United Way	52.0	2013	0	United Way
Williams, Jame	5980	SSC Southside	30705	JEA IBEW	United Way	52.0	2014	0	United Way
Williams, Jame	5980	SSC Southside	30705	JEA IBEW	United Way	52.0	2015	0	United Way
Williams, Jame	5980	SSC Southside	30705	JEA IBEW	United Way	52.0	2016	0	United Way

Williams, Jame	5980	SSC Southside	30705	JEA IBEW	United Way	14.0	2017	0	United Way
Williams, Jeren	9659	Customer Cent	A0800	JEA Appointed	Community Se	113.6	2016	3	Community Service Leave
Williams, Jeren	6777	JEA Tower, 7th	40302	JEA Appointed	Community Se	569.0	2013	16	Community Service Leave
Williams, Jeren	6777	JEA Tower, 7th	40302	JEA Appointed	Community Se	643.2	2014	16	Community Service Leave
Williams, Jeren	6777	JEA Tower, 7th	40302	JEA Appointed	Community Se	329.6	2015	8	Community Service Leave
Williams, Jeren	6777	JEA Tower, 7th	40302	JEA Appointed	Community Se	329.6	2016	8	Community Service Leave
Williams, Jeren	6777	JEA Tower, 7th	40302	JEA Appointed	Community Se	329.6	2017	8	Community Service Leave
Williams, Jonte	9487	Laboratory Ser	D0300	Professional En	Community He	8.0	2015	0	Community Health Charities
Williams, Jonte	9487	Laboratory Ser	D0300	Professional En	Community He	44.0	2016	0	Community Health Charities
Williams, Jonte	9487	Laboratory Ser	D0300	Professional En	Community He	44.5	2016	0	Community Health Charities
Williams, Jonte	9487	Laboratory Ser	D0300	Professional En	Community He	25.0	2017	0	Community Health Charities
Williams, Jonte	9487	Laboratory Ser	D0300	Professional En	Community Se	155.3	2015	8	Community Service Leave
Williams, Jonte	9487	Laboratory Ser	D0300	Professional En	Community Se	172.7	2016	8	Community Service Leave
Williams, Jonte	9487	Laboratory Ser	D0300	Professional En	Community Se	190.0	2017	8	Community Service Leave
Williams, Jonte	9487	Laboratory Ser	D0300	Professional En	United Way	111.1	2016	0	United Way
Williams, Jonte	9487	Laboratory Ser	D0300	Professional En	United Way Special Inputs		2015	0	United Way
Williams, Joshu	7466	WW-RT, Core C	30134	LIUNA	Community He	130.0	2013	0	Community Health Charities
Williams, Joshu	7466	WW-RT, Core C	30134	LIUNA	Community He	110.0	2014	0	Community Health Charities
Williams, Joshu	7466	WW-RT, Core C	30134	LIUNA	Community He	15.0	2017	0	Community Health Charities
Williams, Joshu	7466	WW-RT, Core C	30134	LIUNA	United Way	104.0	2013	0	United Way
Williams, Joshu	7466	WW-RT, Core C	30134	LIUNA	United Way	124.0	2014	0	United Way
Williams, Joshu	7466	WW-RT, Core C	30134	LIUNA	United Way	130.0	2015	0	United Way
Williams, Joshu	7466	WW-RT, Core C	30134	LIUNA	United Way	130.0	2016	0	United Way
Williams, Joshu	7466	WW-RT, Core C	30134	LIUNA	United Way	130.0	2017	0	United Way
Williams, Leslie	8804	JEA Tower, 7th	40301	AFSCME	Community Se	138.5	2013	8	Community Service Leave
Williams, Leslie	8804	JEA Tower, 7th	40301	AFSCME	United Way	52.0	2013	0	United Way
Williams, Leslie	8804	JEA Tower, 7th	40301	AFSCME	United Way	40.0	2014	0	United Way
Williams, Maril	3000	JEA Tower, 7th	30014	JEA Appointed	Community He	23.0	2017	0	Community Health Charities
Williams, Maril	3000	JEA Tower, 7th	40302	JEA Appointed	Community He	44.0	2013	0	Community Health Charities
Williams, Maril	3000	JEA Tower, 7th	40302	JEA Appointed	Community He	20.0	2014	0	Community Health Charities
Williams, Maril	3000	JEA Tower, 7th	40302	JEA Appointed	Community He	114.0	2015	0	Community Health Charities
Williams, Maril	3000	JEA Tower, 7th	40302	JEA Appointed	Community He	1.0	2016	0	Community Health Charities
Williams, Maril	3000	JEA Tower, 7th	40302	JEA Appointed	Community Se	294.7	2013	8	Community Service Leave
Williams, Maril	3000	JEA Tower, 7th	40302	JEA Appointed	Community Se	147.4	2015	4	Community Service Leave
Williams, Maril	3000	JEA Tower, 7th	40302	JEA Appointed	United Way	292.0	2013	0	United Way
Williams, Maril	3000	JEA Tower, 7th	40302	JEA Appointed	United Way	20.0	2014	0	United Way
Williams, Maril	3000	JEA Tower, 7th	ZE000	JEA Appointed	Community He	25.0	2016	0	Community Health Charities
Williams, Philip	7036	W&S Wastewa	30602	LIUNA	Community He	80.0	2015	0	Community Health Charities
Williams, Philip	7036	W&S Wastewa	30602	LIUNA	Community He	220.0	2016	0	Community Health Charities
Williams, Philip	7036	W&S Wastewa	30607	LIUNA	Community He	40.0	2014	0	Community Health Charities
Williams, Philip	7036	W&S Wastewa	30607	LIUNA	Community He	180.0	2015	0	Community Health Charities
Williams, Philip	7036	W&S Wastewa	30607	LIUNA	Community Se	194.2	2014	8	Community Service Leave
Williams, Philip	7036	W&S Wastewa	30607	LIUNA	Community Se	203.1	2015	8	Community Service Leave
Williams, Rodn	1995	W&S Treatmer	30136	JEA Appointed	Community He	20.0	2016	0	Community Health Charities
Williams, Rodn	1995	W&S Treatmer	30136	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Williams, Rodn	1995	W&S Treatmer	30137	JEA Appointed	Community He	20.0	2013	0	Community Health Charities
Williams, Rodn	1995	W&S Treatmer	30137	JEA Appointed	Community He	110.0	2014	0	Community Health Charities
Williams, Rodn	1995	W&S Treatmer	30137	JEA Appointed	United Way	130.0	2013	0	United Way
Williams, Rodn	1995	W&S Treatmer	30137	JEA Appointed	United Way	30.0	2014	0	United Way
Williams, Rudo	6638	WW-RT, Core C	30134	LIUNA	Community He	110.0	2013	0	Community Health Charities
Williams, Tony	372	SJRPP Plant	00461	SJRPP NBU	Community Se	451.5	2013	10	Community Service Leave
Williams, Tony	372	SJRPP Plant	00461	SJRPP NBU	Community Se	377.4	2015	8	Community Service Leave
Williams, Travi	9814	JEA Tower, 9th	20411	Professional En	Community He	53.7	2017	0	Community Health Charities
Williams, Travi	9814	JEA Tower, 9th	20411	Professional En	Community He	60.6	2017	0	Community Health Charities
Williams, Travi	9814	JEA Tower, 9th	20411	Professional En	Community Se	242.4	2017	8	Community Service Leave
Williams, Wan	458	Customer Cent	40111	AFSCME	United Way	180.0	2013	0	United Way
Williams, Wan	458	Customer Cent	40110	AFSCME	Community Se	315.1	2014	12	Community Service Leave
Williams, Wan	458	Customer Cent	40110	AFSCME	Community Se	210.1	2015	8	Community Service Leave
Williams, Wan	458	Customer Cent	40110	AFSCME	United Way	340.0	2013	0	United Way
Williams, Wan	458	Customer Cent	40110	AFSCME	United Way	520.0	2014	0	United Way
Williams, Wan	458	Customer Cent	40110	AFSCME	United Way	420.0	2015	0	United Way
Williams, Wan	458	Customer Cent	40120	AFSCME	United Way	100.0	2015	0	United Way
Williams, Wan	458	Customer Cent	40120	AFSCME	United Way	340.0	2016	0	United Way
Williams, Zend	3036	CSC Meter Sho	40402	AFSCME	United Way	10.0	2015	0	United Way
Williams, Zend	3036	CSC Meter Sho	40402	AFSCME	United Way	130.0	2016	0	United Way
Williams, Zend	3036	CSC Meter Sho	40402	AFSCME	United Way	30.0	2017	0	United Way
Williams, Zend	3036	JEA Meter Rea	40401	AFSCME	United Way	130.0	2013	0	United Way
Williams, Zend	3036	JEA Meter Rea	40401	AFSCME	United Way	130.0	2014	0	United Way
Williams, Zend	3036	JEA Meter Rea	40401	AFSCME	United Way	120.0	2015	0	United Way
Williams, Zend	3036	JEA Tower, 15t	40406	AFSCME	United Way	5.0	2017	0	United Way
Williamson, Ke	8174	WW-RT, West	30135	LIUNA	Community He	40.0	2013	0	Community Health Charities

Williamson, Ke	8174	WW-RT, West	30135	LIUNA	Community He	220.0	2014	0	Community Health Charities
Williamson, Lir	9116	JEA Tower, 15t	C0500	JEA Appointed	Community Se	300.0	2013	8	Community Service Leave
Williamson, Lir	9116	JEA Tower, 15t	C0500	JEA Appointed	Community Se	365.4	2014	8	Community Service Leave
Williamson, Lir	9116	JEA Tower, 15t	C0500	JEA Appointed	Community Se	141.2	2015	3	Community Service Leave
Williamson, Lir	9116	JEA Tower, 15t	C0500	JEA Appointed	Community Se	170.0	2016	3.5	Community Service Leave
Williamson, Lir	9116	JEA Tower, 15t	C0500	JEA Appointed	United Way	41.7	2016	0	United Way
Willis, Mark C	409	SJRPP Training	A0104	JEA Appointed	Community He	30.0	2017	0	Community Health Charities
Willis, Mark C	409	SJRPP Training	A0104	JEA Appointed	United Way	190.0	2017	0	United Way
Willis, Mark C	409	SJRPP Training	A0104	JEA IBEW	Community He	330.0	2013	0	Community Health Charities
Willis, Mark C	409	SJRPP Training	A0104	JEA IBEW	Community He	40.0	2015	0	Community Health Charities
Willis, Mark C	409	SJRPP Training	A0104	JEA IBEW	Community He	220.0	2016	0	Community Health Charities
Wills, Steven C	5068	SJRPP Plant	00461	SJRPP NBU	United Way	8.0	2013	0	United Way
Wills, Steven C	5068	SJRPP Plant	00461	SJRPP NBU	United Way	2.0	2014	0	United Way
Wing, Timothy	7792	Customer Cent	30801	JEA IBEW	Community He	5.0	2017	0	Community Health Charities
Wing, Timothy	7792	Customer Cent	30801	JEA IBEW	United Way	5.0	2017	0	United Way
Wing, Timothy	7792	W&S Wastewa	30606	LIUNA	Community He	20.0	2014	0	Community Health Charities
Wing, Timothy	7792	W&S Wastewa	30606	LIUNA	Community He	130.0	2015	0	Community Health Charities
Wing, Timothy	7792	W&S Wastewa	30606	LIUNA	Community He	130.0	2016	0	Community Health Charities
Wing, Timothy	7792	W&S Wastewa	30606	LIUNA	Community He	125.0	2017	0	Community Health Charities
Wing, Timothy	7792	W&S Wastewa	30606	LIUNA	United Way	110.0	2014	0	United Way
Wing, Timothy	7792	W&S Wastewa	30606	LIUNA	United Way	160.0	2015	0	United Way
Wing, Timothy	7792	W&S Wastewa	30606	LIUNA	United Way	130.0	2016	0	United Way
Wing, Timothy	7792	W&S Wastewa	30606	LIUNA	United Way	125.0	2017	0	United Way
Wing, Timothy	7792	W&S Wastewa	30607	LIUNA	United Way	260.0	2013	0	United Way
Wing, Timothy	7792	W&S Wastewa	30607	LIUNA	United Way	150.0	2014	0	United Way
Wingate, Jame	1896	W&S Wastewa	30604	JEA Supervisor	United Way	26.0	2013	0	United Way
Wingate, Jame	1896	W&S Wastewa	30604	JEA Supervisor	United Way	46.0	2014	0	United Way
Wingate, Jame	1896	W&S Wastewa	30604	JEA Supervisor	United Way	52.0	2015	0	United Way
Wingate, Jame	1896	W&S Wastewa	30604	JEA Supervisor	United Way	52.0	2016	0	United Way
Wingate, Jame	1896	W&S Wastewa	30604	JEA Supervisor	United Way	52.0	2017	0	United Way
Winters, Euger	7719	NGS Northside	30200	JEA Appointed	Community He	8.0	2017	0	Community Health Charities
Winters, Euger	7719	NGS Northside	30300	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Winters, Euger	7719	NGS Northside	30300	JEA IBEW	Community He	52.0	2016	0	Community Health Charities
Winters, Euger	7719	NGS Northside	30300	JEA IBEW	Community He	38.0	2017	0	Community Health Charities
Winton, Tiffany	9569	JEA Tower, 13t	B0400	Professional En	Community He	50.0	2016	0	Community Health Charities
Winton, Tiffany	9569	JEA Tower, 13t	B0400	Professional En	Community He	25.0	2017	0	Community Health Charities
Winton, Tiffany	9569	JEA Tower, 13t	B0400	Professional En	Community Se	93.2	2016	3	Community Service Leave
Wiseman, Johr	2833	NGS Northside	30200	JEA Appointed	United Way	200.0	2013	0	United Way
Wiseman, Johr	2833	NGS Northside	30200	JEA Appointed	United Way	190.0	2014	0	United Way
Wiseman, Willi	7865	WW-RT, Core (	30140	JEA Supervisor	Community He	80.8	2017	0	Community Health Charities
Wiseman, Willi	7865	WW-RT, Core (	30140	JEA Supervisor	Community He	71.6	2017	0	Community Health Charities
Wittkopp, Can	777	Customer Cent	40304	AFSCME	Community He	20.0	2014	0	Community Health Charities
Wittkopp, Can	777	Customer Cent	40304	AFSCME	Community He	130.0	2015	0	Community Health Charities
Wittkopp, Can	777	Customer Cent	40304	AFSCME	Community He	130.0	2016	0	Community Health Charities
Wittkopp, Can	777	Customer Cent	40304	AFSCME	Community He	120.0	2017	0	Community Health Charities
Wittkopp, Can	777	Customer Cent	40304	AFSCME	Community Se	106.6	2017	4	Community Service Leave
Wittkopp, Can	777	JEA Tower, 6th	A0201	JEA Appointed	Community He	10.0	2017	0	Community Health Charities
Wood, Gregory	4895	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	322.0	2016	8	Community Service Leave
Wood, Gregory	4895	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	322.0	2017	8	Community Service Leave
Wood, Gregory	4895	JEA Tower, 3rd	A0302	JEA Appointed	United Way	200.0	2014	0	United Way
Wood, Gregory	4895	JEA Tower, 3rd	A0302	JEA Appointed	United Way	60.0	2015	0	United Way
Wood, Robert	6460	WW-RT, Core (	30134	LIUNA	Community He	570.0	2013	0	Community Health Charities
Wood, Robert	6460	WW-RT, Core (	30134	LIUNA	Community He	130.0	2014	0	Community Health Charities
Wood, Robert	6460	WW-RT, Core (	30134	LIUNA	Community He	20.0	2016	0	Community Health Charities
Wood, Robert	6460	WW-RT, Core (	30134	LIUNA	Community He	130.0	2017	0	Community Health Charities
Wood, Robert	6460	WW-RT, Core (	30134	LIUNA	United Way	52.0	2013	0	United Way
Wood, Robert	6460	WW-RT, Core (	30134	LIUNA	United Way	52.0	2014	0	United Way
Wood, Robert	6460	WW-RT, Core (	30134	LIUNA	United Way	52.0	2015	0	United Way
Wood, Robert	6460	WW-RT, Core (	30134	LIUNA	United Way	52.0	2016	0	United Way
Wood, Robert	6460	WW-RT, Core (	30134	LIUNA	United Way	52.0	2017	0	United Way
Woodle, Jason	3086	SOCC	40308	LIUNA	United Way	52.0	2013	0	United Way
Woodle, Jason	3086	SOCC	40308	LIUNA	United Way	52.0	2014	0	United Way
Woodle, Jason	3086	SOCC	40308	LIUNA	United Way	52.0	2015	0	United Way
Woodle, Jason	3086	SOCC	40308	LIUNA	United Way	52.0	2016	0	United Way
Woodle, Jason	3086	SOCC	40308	LIUNA	United Way	52.0	2017	0	United Way
Woods, Billie J	6674	CSC Commonw	30702	JEA IBEW	Community Se	564.4	2013	20	Community Service Leave
Woods, Marze	6032	SJRPP Plant	00467	SJRPP IBEW	Community He	80.0	2013	0	Community Health Charities
Woods, Marze	6032	SJRPP Plant	00467	SJRPP IBEW	Community He	440.0	2014	0	Community Health Charities
Woods, Marze	6032	SJRPP Plant	00467	SJRPP IBEW	United Way	130.0	2013	0	United Way
Woods, Marze	6032	SJRPP Plant	00467	SJRPP IBEW	United Way	130.0	2014	0	United Way
Woods, Marze	6032	SJRPP Plant	00467	SJRPP IBEW	United Way	130.0	2015	0	United Way

Woods, Marze	6032	SJRPP Plant	00467	SJRPP IBEW	United Way	130.0	2016	0	United Way
Woods, Marze	6032	SJRPP Plant	00467	SJRPP IBEW	United Way	130.0	2017	0	United Way
Woods, Toni W	7117	JEA Tower, 12t	10500	JEA Appointed	Community Se	305.7	2013	8	Community Service Leave
Woods, Toni W	7117	JEA Tower, 12t	10500	JEA Appointed	United Way	675.5	2013	0	United Way
Woolery, Shaw	522	SOCC	40307	JEA IBEW	United Way	65.0	2013	0	United Way
Woolery, Shaw	522	SOCC	40307	JEA IBEW	United Way	65.0	2014	0	United Way
Woolery, Shaw	522	SOCC	40307	JEA IBEW	United Way	65.0	2015	0	United Way
Woolery, Shaw	522	SOCC	40307	JEA IBEW	United Way	65.0	2016	0	United Way
Woolery, Shaw	522	SOCC	40307	JEA IBEW	United Way	65.0	2017	0	United Way
Worley, John A	106	JEA Tower, 8th	D0202	JEA Appointed	Community He	44.0	2013	0	Community Health Charities
Worley, John A	106	JEA Tower, 8th	D0202	JEA Appointed	United Way	1001.0	2013	0	United Way
Worley, John A	106	JEA Tower, 8th	D0202	JEA Appointed	United Way	1001.0	2014	0	United Way
Worley, John A	106	JEA Tower, 8th	D0202	JEA Appointed	United Way	1001.0	2015	0	United Way
Worley, John A	106	JEA Tower, 8th	D0202	JEA Appointed	United Way	269.5	2016	0	United Way
Woyak, Nathar	9063	Customer Cent	A0501	Professional En	Community Se	274.8	2013	8	Community Service Leave
Woyak, Nathar	9063	Customer Cent	A0501	Professional En	Community Se	279.4	2014	8	Community Service Leave
Woyak, Nathar	9063	Customer Cent	A0501	Professional En	Community Se	289.3	2015	8	Community Service Leave
Woyak, Nathar	9063	Customer Cent	A0501	Professional En	Community Se	298.0	2016	8	Community Service Leave
Woyak, Nathar	9063	Customer Cent	A0501	Professional En	United Way	200.0	2014	0	United Way
Woyak, Nathar	9063	Customer Cent	A0501	Professional En	United Way	260.0	2015	0	United Way
Woyak, Nathar	9063	Customer Cent	A0501	Professional En	United Way	260.0	2016	0	United Way
Woyak, Nathar	9063	Customer Cent	A0501	Professional En	United Way	180.0	2017	0	United Way
Wright, Bernar	1599	Customer Cent	30801	JEA IBEW	Community He	59.7	2016	0	Community Health Charities
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	Community He	8.0	2015	0	Community Health Charities
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	Community He	52.0	2016	0	Community Health Charities
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	Community He	52.0	2017	0	Community Health Charities
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	Community Se	624.3	2013	16	Community Service Leave
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	Community Se	312.2	2014	8	Community Service Leave
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	Community Se	347.1	2016	8	Community Service Leave
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	Community Se	134.1	2017	3	Community Service Leave
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	United Way	52.0	2013	0	United Way
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	United Way	52.0	2014	0	United Way
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	United Way	52.0	2015	0	United Way
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	United Way	52.0	2016	0	United Way
Wright, Billy W	3520	SSC Southside	30705	JEA Supervisor	United Way	52.0	2017	0	United Way
Wright, Jerry A	9263	W&S Treatmer	30122	LIUNA	Community He	8.0	2016	0	Community Health Charities
Wright, Jerry A	9263	W&S Treatmer	30122	LIUNA	Community He	52.0	2017	0	Community Health Charities
Wright, John El	6250	Customer Cent	30803	JEA Appointed	Community Se	569.0	2013	16	Community Service Leave
Wright, John El	6250	JEA Tower, 5th	30803	JEA Appointed	Community Se	306.2	2014	8	Community Service Leave
Wright, John El	6250	JEA Tower, 5th	30803	JEA Appointed	Community Se	120.3	2015	3	Community Service Leave
Wright, John El	6250	JEA Tower, 5th	30803	JEA Appointed	United Way	239.4	2015	0	United Way
Wright, John El	6250	JEA Tower, 5th	30803	JEA Appointed	United Way	284.0	2016	0	United Way
Wright, John El	6250	JEA Tower, 5th	30803	JEA Appointed	United Way Special Inputs		2015	0	United Way
Wright, Mark	141	SJRPP Plant	00410	SJRPP Manage	United Way	15.0	2013	0	United Way
Wright, Mark	141	SJRPP Plant	00410	SJRPP Manage	United Way	5.0	2014	0	United Way
Wright, Mary Y	109	SJRPP Plant	00439	SJRPP IBEW	United Way	338.0	2013	0	United Way
Wright, Mary Y	109	SJRPP Plant	00439	SJRPP IBEW	United Way	338.0	2014	0	United Way
Wright, Mary Y	109	SJRPP Plant	00439	SJRPP IBEW	United Way	208.0	2015	0	United Way
Wright, Richar	1134	JEA Brandy Bra	30401	JEA Supervisor	Community He	8.0	2013	0	Community Health Charities
Wright, Richar	1134	JEA Brandy Bra	30401	JEA Supervisor	Community He	52.0	2014	0	Community Health Charities
Wright, Richar	1134	JEA Brandy Bra	30401	JEA Supervisor	Community He	52.0	2015	0	Community Health Charities
Wright, Richar	1134	JEA Brandy Bra	30401	JEA Supervisor	Community He	52.0	2016	0	Community Health Charities
Wright, Richar	1134	JEA Brandy Bra	30401	JEA Supervisor	Community He	52.0	2017	0	Community Health Charities
Wright, Richar	1134	JEA Brandy Bra	30401	JEA Supervisor	United Way	390.0	2013	0	United Way
Wright, Richar	1134	JEA Brandy Bra	30401	JEA Supervisor	United Way	390.0	2014	0	United Way
Wright, Richar	1134	JEA Brandy Bra	30401	JEA Supervisor	United Way	390.0	2015	0	United Way
Wright, Richar	1134	JEA Brandy Bra	30401	JEA Supervisor	United Way	390.0	2016	0	United Way
Wright, Richar	1134	JEA Brandy Bra	30401	JEA Supervisor	United Way	200.0	2017	0	United Way
Wright, Tyler D	9528	CSC Commonw	40403	JEA IBEW	Community He	61.8	2017	0	Community Health Charities
Wright, Tyler D	9528	CSC Commonw	40403	JEA IBEW	Community He	52.4	2017	0	Community Health Charities
Wright-Morgar	9037	Customer Cent	40100	JEA Appointed	Community Se	620.0	2015	16	Community Service Leave
Wright-Morgar	9037	Customer Cent	40100	JEA Appointed	United Way	100.0	2015	0	United Way
Wright-Morgar	9037	Customer Cent	40120	JEA Appointed	Community Se	629.4	2016	16	Community Service Leave
Wright-Morgar	9037	Customer Cent	40120	JEA Appointed	United Way	110.0	2015	0	United Way
Wright-Morgar	9037	Customer Cent	40120	JEA Appointed	United Way	260.0	2016	0	United Way
Wright-Morgar	9037	Customer Cent	40120	JEA Appointed	United Way	80.0	2017	0	United Way
Wright-Morgar	9037	Customer Cent	40110	JEA Appointed	Community Se	139.4	2014	4	Community Service Leave
Wright-Morgar	9037	Customer Cent	40110	JEA Appointed	United Way	190.0	2014	0	United Way
Wright-Morgar	9037	Customer Cent	40110	JEA Appointed	United Way	50.0	2015	0	United Way
Wright-Morgar	9037	Customer Cent	40800	JEA Appointed	Community Se	942.2	2013	28	Community Service Leave
Wright-Morgar	9037	Customer Cent	40800	JEA Appointed	United Way	200.0	2013	0	United Way

Wright-Morgar	9037	Customer Cent	40800	JEA Appointed	United Way	70.0	2014	0	United Way
Wucker, Donal	5396	JEA Tower, 12t	10001	Professional En	Community Se	187.8	2013	4	Community Service Leave
Wucker, Donal	5396	JEA Tower, 12t	10001	Professional En	Community Se	384.9	2014	8	Community Service Leave
Wucker, Donal	5396	JEA Tower, 12t	10001	Professional En	Community Se	288.7	2015	6	Community Service Leave
Wucker, Donal	5396	JEA Tower, 12t	10001	Professional En	Community Se	388.5	2016	8	Community Service Leave
Wucker, Donal	5396	JEA Tower, 12t	10001	Professional En	Community Se	148.6	2017	3	Community Service Leave
Wylie, Wanda	262	SJRPP Plant	00442	SJRPP IBEW	Community He	400.0	2013	0	Community Health Charities
Wynn, Michae	9409	CSC Commonw	40402	JEA IBEW	Community Se	150.2	2016	8	Community Service Leave
Wynn, Michae	9409	CSC Meter Sho	40403	JEA IBEW	Community He	31.1	2015	0	Community Health Charities
Wynn, Robert	2045	WW-RT, South	30131	LIUNA	Community He	20.0	2016	0	Community Health Charities
Wynn, Robert	2045	WW-RT, South	30131	LIUNA	Community He	130.0	2017	0	Community Health Charities
Wynn, Robert	2045	WW-RT, South	30131	LIUNA	United Way	130.0	2013	0	United Way
Wynn, Robert	2045	WW-RT, South	30131	LIUNA	United Way	130.0	2014	0	United Way
Wynn, Robert	2045	WW-RT, South	30131	LIUNA	United Way	130.0	2015	0	United Way
Wynn, Robert	2045	WW-RT, South	30131	LIUNA	United Way	130.0	2016	0	United Way
Wynn, Robert	2045	WW-RT, South	30131	LIUNA	United Way	130.0	2017	0	United Way
Wyss, Jacob S	7914	WSC Westside	30704	JEA IBEW	United Way	26.0	2013	0	United Way
Wyss, Jacob S	7914	WSC Westside	30704	JEA IBEW	United Way	26.0	2014	0	United Way
Wyss, Jacob S	7914	WSC Westside	30704	JEA IBEW	United Way	7.0	2015	0	United Way
Yap, Nelson Alf	7390	JEA Tower, 13t	B0600	Professional En	Community He	20.0	2016	0	Community Health Charities
Yap, Nelson Alf	7390	JEA Tower, 13t	B0600	Professional En	Community He	115.0	2017	0	Community Health Charities
Yap, Nelson Alf	7390	JEA Tower, 13t	B0600	Professional En	Community Se	380.1	2013	8	Community Service Leave
Yap, Nelson Alf	7390	JEA Tower, 13t	B0600	Professional En	Community Se	193.6	2014	4	Community Service Leave
Yap, Nelson Alf	7390	JEA Tower, 13t	B0600	Professional En	Community Se	242.6	2015	5	Community Service Leave
Yarger, Paul	7267	SJRPP Plant	00439	SJRPP NBU	Community Se	168.2	2015	3	Community Service Leave
Yarger, Paul	7267	SJRPP Plant	00439	SJRPP NBU	Community Se	233.2	2016	4	Community Service Leave
Yeager, James	539	SSC Southside	40305	JEA Appointed	United Way	3.0	2015	0	United Way
Yeager, James	539	WSC Westside	30704	JEA Supervisors	United Way	26.0	2013	0	United Way
Yeager, James	539	WSC Westside	30704	JEA Supervisors	United Way	26.0	2014	0	United Way
Yeager, James	539	WSC Westside	30704	JEA Supervisors	United Way	18.0	2015	0	United Way
Yeager, James	539	WSC Westside	40305	JEA Appointed	United Way	5.0	2015	0	United Way
Yeager, James	539	WSC Westside	40305	JEA Appointed	United Way	26.0	2016	0	United Way
Yeager, James	539	WSC Westside	40305	JEA Appointed	United Way	26.0	2017	0	United Way
Yeager, Paul Ed	7268	SJRPP Plant	00439	SJRPP IBEW	Community He	220.0	2013	0	Community Health Charities
Yearwood, Jess	9544	SJRPP Plant	00451	SJRPP Manage	Community He	25.0	2015	0	Community Health Charities
Yearwood, Jess	9544	SJRPP Plant	00451	SJRPP Manage	Community He	25.0	2016	0	Community Health Charities
Yearwood, Jess	9544	SJRPP Plant	00451	SJRPP Manage	Community Se	184.0	2015	8	Community Service Leave
Yearwood, Jess	9544	SJRPP Plant	00451	SJRPP Manage	Community Se	189.8	2016	8	Community Service Leave
Yearwood, Jess	9544	SJRPP Plant	00451	SJRPP Manage	United Way Or	25.0	2017	0	United Way
Yearwood, Jess	9544	SJRPP Plant	00451	SJRPP NBU	Community Se	98.2	2017	4	Community Service Leave
Yearwood, Lisa	9129	JEA Tower, 13t	B0010	Professional En	Community Se	363.5	2014	8	Community Service Leave
Yearwood, Lisa	9129	JEA Tower, 13t	B0010	Professional En	Community Se	368.5	2015	8	Community Service Leave
Yearwood, Lisa	9129	JEA Tower, 13t	B0010	Professional En	Community Se	386.2	2016	8	Community Service Leave
Yearwood, Lisa	9129	JEA Tower, 13t	B0900	Professional En	Community Se	386.2	2017	8	Community Service Leave
Yeatman, Phillip	2162	JEA Tower, 5th	30137	JEA Supervisors	Community He	8.0	2016	0	Community Health Charities
Yeatman, Phillip	2162	JEA Tower, 5th	30137	JEA Supervisors	Community He	52.0	2017	0	Community Health Charities
Yeatman, Phillip	2162	JEA Tower, 5th	30137	JEA Supervisors	United Way	24.0	2016	0	United Way
Yeatman, Phillip	2162	JEA Tower, 5th	30137	JEA Supervisors	United Way	52.0	2017	0	United Way
Yeatman, Phillip	2162	W&S Treatmer	30137	JEA Supervisors	Community He	20.0	2015	0	Community Health Charities
Yeatman, Phillip	2162	W&S Treatmer	30137	JEA Supervisors	Community Se	347.1	2016	8	Community Service Leave
Yeatman, Phillip	2162	W&S Treatmer	30137	JEA Supervisors	United Way	18.0	2015	0	United Way
Yeatman, Phillip	2162	W&S Treatmer	30137	JEA Supervisors	United Way	28.0	2016	0	United Way
Yeatman, Phillip	2162	WW-RT, South	30131	JEA Supervisors	Community He	16.0	2013	0	Community Health Charities
Yeatman, Phillip	2162	WW-RT, South	30131	JEA Supervisors	Community He	104.0	2014	0	Community Health Charities
Yeatman, Phillip	2162	WW-RT, South	30131	JEA Supervisors	Community He	68.0	2015	0	Community Health Charities
Yeatman, Phillip	2162	WW-RT, South	30131	JEA Supervisors	Community Se	312.2	2015	8	Community Service Leave
Yeatman, Phillip	2162	WW-RT, South	30131	JEA Supervisors	United Way	52.0	2013	0	United Way
Yeatman, Phillip	2162	WW-RT, South	30131	JEA Supervisors	United Way	52.0	2014	0	United Way
Yeatman, Phillip	2162	WW-RT, South	30131	JEA Supervisors	United Way	34.0	2015	0	United Way
Yordy, Mark S	993	JEA Brandy Bra	30402	JEA IBEW	Community He	8.0	2015	0	Community Health Charities
Yordy, Mark S	993	JEA Brandy Bra	30402	JEA IBEW	Community He	44.0	2016	0	Community Health Charities
Yordy, Mark S	993	JEA Brandy Bra	30402	JEA IBEW	Community Se	278.0	2016	8	Community Service Leave
Yordy, Mark S	993	JEA Brandy Bra	30402	JEA IBEW	United Way	52.0	2013	0	United Way
Yordy, Mark S	993	JEA Brandy Bra	30402	JEA IBEW	United Way	52.0	2014	0	United Way
Yordy, Mark S	993	JEA Brandy Bra	30402	JEA IBEW	United Way	12.0	2015	0	United Way
Young, Orrin W	6487	JEA Tower, 11t	D0202	JEA Appointed	Community Se	180.9	2016	3	Community Service Leave
Young, Orrin W	6487	JEA Tower, 11t	D0202	JEA Appointed	United Way	180.0	2016	0	United Way
Young, Orrin W	6487	JEA Tower, 11t	D0202	JEA Appointed	United Way	260.0	2017	0	United Way
Young, Orrin W	6487	JEA Tower, 11t	E0000	JEA Appointed	United Way	769.4	2015	0	United Way
Young, Orrin W	6487	JEA Tower, 11t	E0000	JEA Appointed	United Way	279.3	2016	0	United Way
Young, Orrin W	6487	JEA Tower, 9th	E0000	JEA Appointed	United Way	827.1	2013	0	United Way

Young, Orrin W	6487	JEA Tower, 9th	E0000	JEA Appointed	United Way	269.3	2014	0	United Way
Young, Shanno	9550	Customer Cent	40830	JEA Appointed	Community Se	282.7	2016	8	Community Service Leave
Youngblood, Ja	9003	JEA Tower, 6th	A0102	JEA Manageria	Community He	30.0	2013	0	Community Health Charities
Zahir, Hamid A	510	Customer Cent	30001	JEA Appointed	United Way	500.1	2013	0	United Way
Zahir, Hamid A	510	Customer Cent	40000	JEA Appointed	United Way	192.4	2013	0	United Way
Zahir, Hamid A	510	Customer Cent	30003	JEA Appointed	Community He	20.0	2015	0	Community Health Charities
Zahir, Hamid A	510	Customer Cent	30003	JEA Appointed	Community He	110.0	2016	0	Community Health Charities
Zahir, Hamid A	510	Customer Cent	30003	JEA Appointed	Community He	109.7	2016	0	Community Health Charities
Zahir, Hamid A	510	Customer Cent	30003	JEA Appointed	Community Se	468.1	2014	8	Community Service Leave
Zahir, Hamid A	510	Customer Cent	30003	JEA Appointed	Community Se	964.3	2015	16	Community Service Leave
Zahir, Hamid A	510	Customer Cent	30003	JEA Appointed	Community Se	990.9	2016	16	Community Service Leave
Zahir, Hamid A	510	Customer Cent	30003	JEA Appointed	United Way	230.8	2013	0	United Way
Zahir, Hamid A	510	Customer Cent	30003	JEA Appointed	United Way	1000.2	2014	0	United Way
Zahir, Hamid A	510	Customer Cent	30003	JEA Appointed	United Way	1000.2	2015	0	United Way
Zahir, Hamid A	510	Customer Cent	30003	JEA Appointed	United Way	1053.6	2016	0	United Way
Zahir, Hamid A	510	Customer Cent	30003	JEA Appointed	United Way	807.9	2017	0	United Way
Zahir, Hamid A	510	JEA Tower, 9th	30003	JEA Appointed	Community Se	840.3	2013	16	Community Service Leave
Zahir, Hamid A	510	JEA Tower, 9th	30003	JEA Appointed	United Way	76.9	2013	0	United Way
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	Community He	8.0	2014	0	Community Health Charities
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	Community He	64.0	2015	0	Community Health Charities
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	Community He	130.0	2016	0	Community Health Charities
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	Community He	115.0	2017	0	Community Health Charities
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	Community Se	340.6	2015	8	Community Service Leave
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	Community Se	340.6	2016	8	Community Service Leave
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	Community Se	349.2	2017	8	Community Service Leave
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	United Way	70.0	2013	0	United Way
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	United Way	130.0	2014	0	United Way
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	United Way	30.0	2015	0	United Way
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	United Way	95.0	2016	0	United Way
Zahir, Mohamr	505	NGS Northside	30200	JEA Appointed	United Way	130.0	2017	0	United Way
Zahir, Mohamr	505	NGS Northside	30203	JEA Appointed	United Way	42.0	2013	0	United Way
Zander, Doug F	7622	Customer Cent	30802	JEA Appointed	Community He	40.0	2013	0	Community Health Charities
Zander, Doug F	7622	Customer Cent	30802	JEA Appointed	Community He	260.0	2014	0	Community Health Charities
Zander, Doug F	7622	Customer Cent	30802	JEA Appointed	Community He	260.0	2015	0	Community Health Charities
Zander, Doug F	7622	Customer Cent	30802	JEA Appointed	Community He	240.0	2016	0	Community Health Charities
Zander, Doug F	7622	Customer Cent	30802	JEA Appointed	Community Se	650.9	2014	16	Community Service Leave
Zander, Doug F	7622	Customer Cent	30802	JEA Appointed	Community Se	709.4	2015	16	Community Service Leave
Zander, Doug F	7622	Customer Cent	30802	JEA Appointed	Community Se	721.9	2016	16	Community Service Leave
Zander, Doug F	7622	Customer Cent	30802	JEA Appointed	United Way	260.0	2013	0	United Way
Zander, Doug F	7622	Customer Cent	30802	JEA Appointed	United Way	260.0	2014	0	United Way
Zander, Doug F	7622	Customer Cent	30802	JEA Appointed	United Way	260.0	2015	0	United Way
Zander, Doug F	7622	Customer Cent	30802	JEA Appointed	United Way	240.0	2016	0	United Way
Zhao, Wenmin	8071	JEA Tower, 10t	10210	Professional En	Community Se	303.9	2015	8	Community Service Leave
Zimmerman, R	1509	JEA Tower, 9th	40230	AFSCME	Community He	16.0	2014	0	Community Health Charities
Zipperer, Charl	8170	NGS Northside	30300	JEA IBEW	Community Se	136.3	2015	4	Community Service Leave
Zufall, Wesley	7776	WW-RT, East G	30133	LIUNA	United Way	52.0	2013	0	United Way
Zufall, Wesley	7776	WW-RT, East G	30133	LIUNA	United Way	52.0	2014	0	United Way
Zufall, Wesley	7776	WW-RT, East G	30133	LIUNA	United Way	52.0	2015	0	United Way
Zufall, Wesley	7776	WW-RT, East G	30133	LIUNA	United Way	52.0	2016	0	United Way
Zufall, Wesley	7776	WW-RT, East G	30133	LIUNA	United Way	52.0	2017	0	United Way
Arnold, Vincen	3671	NGS Northside	30205	JEA IBEW	Community Se	125.9	2016	4	Community Service Leave
Beard, Heather	2597	Customer Cent	A0502	JEA Appointed	Community Se	168.5	2016	4	Community Service Leave
Bessent, Monic	676	JEA Tower, 6th	A0201	AFSCME	Community Se	96.1	2016	4	Community Service Leave
Bledsoe, David	1425	NGS Northside	30200	JEA Appointed	Community Se	214.8	2016	4	Community Service Leave
Boykins, Lasha	9169	Customer Cent	40110	AFSCME	Community Se	140.6	2015	8	Community Service Leave
Breedlove, Ma	3089	WSC Westside	A0104	JEA Appointed	Community Se	88.8	2017	2	Community Service Leave
Brumfield, Rich	450	Customer Cent	A0800	JEA Appointed	Community Se	377.1	2014	8	Community Service Leave
Cadle, Robert E	9667	W&S Wastewa	30600	JEA Appointed	Community Se	180.3	2016	3	Community Service Leave
Cheshire, Lisa A	8805	JEA Tower, 7th	40303	AFSCME	Community Se	87.6	2017	4	Community Service Leave
Costea, Lawren	9056	Customer Cent	30800	Professional En	Community Se	151.5	2016	5	Community Service Leave
Cotman, Wand	2888	Customer Cent	40111	JEA Supervisor	Community Se	141.8	2016	4	Community Service Leave
Crane, Travis P	6191	JEA Tower, 12t	ZE000	JEA Appointed	Community Se	352.2	2015	8	Community Service Leave
Davis, Paul Lut	6096	SOCC	30701	Professional En	Community Se	380.8	2015	8	Community Service Leave
Deal, Jerry L	5879	NGS Northside	30300	JEA IBEW	Community Se	290.5	2017	8	Community Service Leave
Dendor, Edwin	801	Customer Cent	31010	JEA Appointed	Community Se	239.8	2016	4	Community Service Leave
Diaz, Jocelyn G	8723	JEA Tower, 15t	40406	JEA Appointed	Community Se	150.6	2017	4	Community Service Leave
Diaz, Jocelyn G	8723	JEA Tower, 7th	40304	JEA Appointed	Community Se	153.9	2014	5	Community Service Leave
Edwards, Ange	9050	JEA Tower, 6th	A0101	JEA Appointed	Community Se	83.7	2016	3	Community Service Leave
Erb, Richard W	8981	CSC Commonw	40405	JEA IBEW	Community Se	71.6	2015	3	Community Service Leave
Fleming, Dawn	9399	JEA Tower, 6th	A0102	JEA Manageria	Community Se	236.6	2016	8	Community Service Leave
Flores, Robin C	9374	SOCC	40307	Professional En	Community Se	220.1	2016	8	Community Service Leave

Fontaine, Heat	5295	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	160.1	2015	4	Community Service Leave
Freeman, Paul	9326	JEA Tower, 13t	20700	Professional En	Community Se	317.9	2015	8	Community Service Leave
Freudenthal, C	608	Customer Cent	30800	JEA Appointed	Community Se	448.0	2017	8	Community Service Leave
Grant, Wesley	2173	WSC Westside	A0104	JEA Appointed	Community Se	446.1	2017	8	Community Service Leave
Gumera, Epifar	9745	JEA Tower, 6th	A0201	JEA Appointed	Community Se	115.4	2016	4	Community Service Leave
Hartenstine, Sh	9571	JEA Tower, 6th	A0101	JEA Manageria	Community Se	51.7	2016	3	Community Service Leave
Henson, Jack L	8156	CSC Commonw	40402	JEA IBEW	Community Se	91.1	2017	3	Community Service Leave
Hill, Eileen Mar	1782	JEA Tower, 16t	A0000	JEA Appointed	Community Se	127.6	2015	4	Community Service Leave
Hill, Eileen Mar	1782	JEA Tower, 6th	ZE000	JEA Appointed	Community Se	127.6	2015	4	Community Service Leave
Holbrook, Mich	9148	JEA Tower, 2nd	30902	Professional En	Community Se	270.2	2016	8	Community Service Leave
Holmes, Nicole	8692	JEA Tower, 13t	B0500	Professional En	Community Se	399.0	2015	8	Community Service Leave
Howell, Pamel	3061	Customer Cent	40820	JEA Appointed	Community Se	282.6	2017	8	Community Service Leave
Keenan, Verno	7705	NGS Northside	30205	JEA IBEW	Community Se	263.1	2017	8	Community Service Leave
Kendrick, Jonat	9663	JEA Tower, 6th	A0000	JEA Appointed	Community Se	137.0	2015	3	Community Service Leave
Lanoux, Patrici	2864	Customer Cent	A0103	AFSCME	Community Se	72.1	2016	3	Community Service Leave
Leddy, Patrick	2181	WSC Westside	A0104	JEA Appointed	Community Se	192.0	2017	4	Community Service Leave
Lee, Sonja Lyn	9060	JEA Tower, 6th	A0102	JEA Appointed	Community Se	128.6	2015	4	Community Service Leave
Lewis, Victoria	9530	JEA Tower, 6th	A0101	JEA Appointed	Community Se	83.7	2016	3	Community Service Leave
Locke, Michael	998	SOCC	30701	Professional En	Community Se	57.0	2014	1	Community Service Leave
Maillis, Patricia	9231	JEA Tower, 6th	A0200	JEA Appointed	Community Se	297.0	2016	4.5	Community Service Leave
Martin, Steven	1731	WSC Westside	A0104	JEA IBEW	Community Se	126.9	2015	3	Community Service Leave
McCarthy, John	4349	Customer Cent	A0500	JEA Appointed	Community Se	208.1	2016	3	Community Service Leave
McClure, Matt	1133	JEA Tower, 8th	D0100	Professional En	Community Se	437.4	2017	8	Community Service Leave
Michael, Victor	395	SJRPP Plant	00439	SJRPP Manage	Community Se	136.6	2016	3	Community Service Leave
Mitchell, ReSha	9178	JEA Tower, 6th	A0102	JEA Appointed	Community Se	226.2	2014	8	Community Service Leave
Moran, Mary L	1575	JEA Tower, 10t	10220	JEA Appointed	Community Se	291.7	2017	5	Community Service Leave
Nichols, Huber	473	SOCC	40307	JEA IBEW	Community Se	317.0	2016	8	Community Service Leave
Noland, Shann	4318	JEA Tower, 8th	D0400	JEA Supervisor	Community Se	109.7	2016	4	Community Service Leave
Parker, Josh E	2177	W&S Wastewa	30604	JEA Appointed	Community Se	191.6	2016	4	Community Service Leave
Rager, Greg Da	5945	JEA Tower, 13t	20700	Professional En	Community Se	285.6	2017	5.5	Community Service Leave
Redd, Richard	516	SOCC	40307	JEA IBEW	Community Se	317.0	2016	8	Community Service Leave
Reed, Andrew	9210	NGS Northside	30300	JEA IBEW	Community Se	198.2	2016	6	Community Service Leave
Remsen, Ruth	696	Ridenour Train	30100	JEA Appointed	Community Se	112.5	2016	3	Community Service Leave
Sanchez, Narci	2970	NGS Northside	30205	JEA Appointed	Community Se	124.5	2016	3	Community Service Leave
Seda, Diana G	594	SOCC	30701	Professional En	Community Se	428.9	2016	8	Community Service Leave
Strickland, Mat	9649	JEA Tower, 13t	B0400	Professional En	Community Se	198.5	2016	4	Community Service Leave
Thomas, Euger	6396	JEA Tower, 13t	ZE000	Professional En	Community Se	115.2	2015	4	Community Service Leave
Thomas, Euger	6396	JEA Tower, 13t	ZE000	Professional En	Community Se	237.3	2016	8	Community Service Leave
Tilden, Payson	7478	JEA Tower, 12t	10001	JEA Appointed	Community Se	138.7	2017	3	Community Service Leave
Todd, Landon I	5900	JEA Tower, 3rd	A0302	JEA Appointed	Community Se	118.1	2015	3	Community Service Leave
Vera, Guillerm	9311	JEA Tower, 13t	B0500	Professional En	Community Se	411.2	2016	8	Community Service Leave
Wells, Rachael	9474	JEA Tower, 6th	A0201	JEA Appointed	Community Se	283.2	2016	8	Community Service Leave
Wheeler, Todd	4358	JEA Tower, 13t	B0010	Professional En	Community Se	332.8	2013	8	Community Service Leave
White, Neil Da	9342	SOCC	30700	JEA Appointed	Community Se	468.0	2016	8	Community Service Leave
Wiertsema, Th	566	Customer Cent	40405	JEA Appointed	Community Se	123.8	2016	2.5	Community Service Leave
Yap, Nelson Alf	7390	JEA Tower, 13t	B0600	Professional En	Community Se	320.8	2017	6	Community Service Leave

Volunteer Participants FY14

Volunteer Name	Total number of Hours 3,456	Total number of Volunteers 550
Hiers, Angelia	8	
Blutcher, Karen	8	
West, Charlene	8	
Carroll, Gigi	8	
Stokes, Jennifer	8	
Poyadou, Lisa	8	
Hannah, Thomas	8	
Mishar, Daniel	8	
Baker, Garry	8	
Bowden, Antoine	8	
Green, Melissa	8	
Carswell, Nadine	8	
McClure,Matt	8	
Reeves, Michelle	8	
Rackley, Felita	8	
Wilson, Sue	8	
Moreland, Chatina	8	
Warren, Pam	8	
Clark, Veronica	8	
Cumiskey, Owen	8	
Domingo, Michelle	8	
Novak, Brian	8	
Roberts, Erin	8	
Diaz, Jocelyn	8	
25 employees	200	
Edwin Drew	4	
Rosemary Takacs	4	
Kristin Anderson	4	
Mayan Dave	4	
Lisa Kievit	4	
Theodric Arline	4	
Edgar Gutierrez	4	
Keith Fouraker	4	
Maria Cabral	4	
Alan Goldman	4	
Jim Chapman		
Mary Whitten	4	
Andrea Chaney	4	
Ava Josic	4	
Savannah Calvert	4	
Ana Nuredini	4	
Donna Lowery	4	
Robyn Watson	4	
Carol Higley	4	
Joshua Howard	4	
Bonnie Surrency	4	
Diane Lanoux	4	
Joanne White	4	
Bonnie Anderson	4	
Wanda Williams	4	
Diane Quarterman	4	
Larry Stevens	4	
Jerry Fulop	4	

Volunteer Participants FY15

Volunteer Last Name	Volunteer First Name	Total number of Hours 4,096	Total number of Volunteers 753
Harrelson	Jerri	4	
Parker	Donna	4	
Harris	Terry	4	
Bessent	Monica	4	
Jackson	Armondo	4	
Rivera	Zasha	4	
Simmons	Mello-Dee	4	
Bryant	James	4	
Haskins	Abigail	4	
Brown	Audrey	4	
Corder	Doug	4	
Mullis	Howard	4	
Day	Traci	4	
Jackson	Arthur	4	
Williams	Marilyn	4	
Fulop	Jerry	4	
West	Charlene	4	
Peterson	Jamie	4	
Brown	Jonathan	4	
Goss	Suzanne	4	
Cooper	Brenda	4	
Bowden	Jonte	4	
Felder	Bonnie	4	
Keenan	Mack	4	
Kyle	Gina	4	
Jackson	Arthur	4	
Holland	Matt	5	
Bryant	James	5	
Dajero	Sally	5	
Hannah	Thomas	5	
Hughey	Brittany	5	
Demby	Slice	5	
Sumpter	James	8	
Ferguson	Gary	8	
King	Rod	8	
Ervin	Ethelle	8	
Hand	Bob	8	
Doyle	Chris	8	
Kisloski	Joe	8	
Cantrell	Evan	8	
Crawford	Tony	8	
Germann	Tom	8	
Stephens	Larry	8	
Samples	Roy	8	
Carbone	Marissa	3	
James	Vernon	3	
Walton	April	3	
Dove	Eric	3	
Pearl	Ida	3	
Perez	Virgina	3	
Guiler	Donna	3	
Robinson	Shondriel	3	
Daniels	LaShaun	3	

Volunteer Participants FY16

Volunteer Last Name	Volunteer First Name	Total number of Hours 4,929	Total number of Volunteers 985
Blutcher	Karen	3	
English	Sherry	3	
Franco	Eliana	3	
Fuller	Voncea	3	
Glover	Sherry	3	
Kievit	Lisa	3	
Rauth	David	3	
Doyle	Chris	3	
Calvert	Savannah	3	
Hand	Robert	3	
Hall	Toccara	3	
Maillis	Patricia	3	
Stothers	Curtis	3	
Warren	Pam	3	
Vilchez	Angel	3	
Barlow	Randy	5	
Chandrasek	Sekhar	4.5	
Dickie	Samantha	4.5	
Fuller	Voncea	8	
Cockfield	Jazzmine	2	
Craven	Lorie	2	
Haskins	Abigail	2	
Lee	Sonja	2	
Hawthorne	LaShell	2	
LaLonde	Jack	2	
Lopez-Baca	Elizabeth	2	
Rayburn	Melissa	2	
West	Charlene	2	
Ali	Eesa	8	
Bianchi	Jacob	8	
Bowden	Jonte	8	
Couturier	Joseph	8	
Holbrooks	Kevin	8	
Hu	Shaodong	8	
Moser	Steve	8	
Musah	Idris	8	
Vandenhoy	Lynn	8	
Wainwright	Laurel	8	
Cantrell	Evan	8	
Dykhus	Scott	8	
Ervin	Ethelle	8	
Fiegl	Mark	8	
Germann	Tommy	8	
Grayson	Steve	8	
Hawkins	Tommy	8	
Hodge	Dan	8	
King	Rod	8	
Kisloski	Joe	8	
Moody	Jeff	8	
Sica	Sam	8	
Stephens	Larry	8	
Sumpter	James	8	
Cantrell	Evan	8	

Volunteer Participants FY17

Volunteer Last Name	Volunteer First Name	Total number of Hours 4,562	Total number of Volunteers 912
Sanchez	Jing	4	
Tuten	Steve	4	
Whiting	Monica	3	
Franco	Eliana	5	
Forbes	Brenda	5	
Kerber	Fred	5	
Yeager	Chad	5	
Mock	Cheryl	5	
Van Aarsten	Randy	5	
Kievit	Lisa	5	
Petty	Eric	5	
Hannah	Thomas	5	
Cash	Kendra	4	
Stamper	Vivie	8	
Fontaine	Heather	8	
Bides	Arthur	8	
Goss	Suzanne	4	
Calvert	Savannah	3	
Stokes	Jennifer	8	
Avedon	Paul	8	
Khatibi	Mason	8	
McKee	Williams	8	
Simpson	Phyllis	8	
Jones	Thomas	3	
Walker	Paulette	8	
Hightower	Mike	4	
Stothers	Curtis	4	
Young	Wayne	4	
Tablada	Alan	8	
Lee	Charles	8	
Sams	Pat	8	
Arant	Angela	3	
Blair	George	3	
Turchyn	Adam	3	
Bernardo	Kevin	3	
Brittain	Rashid	3	
Sanchez	Narcisco	3	
Peterson	Jamie	3	
Forbes	Brenda	3	
Stephens	Larry	8	
McClure	Kenny	8	
Kisloski	Joe	8	
Shallcross	Michael	8	
Fiegel	Mark	8	
Cantrell	Evan	8	
Stephens	Larry	8	
McClure	Kenny	8	
Kisloski	Joe	8	
Shallcross	Michael	8	
Fiegel	Mark	8	
Cantrell	Evan	8	
Neumann	Kim	4	
Smith	Anthony	4	

Volunteer Participants FY18 October - March

Volunteer Last Name	Volunteer First Name	Total number of Hours 2,267	Total number of Volunteers 394
Van Aartsen	Randall	4	
Brugnolotti	Steve	8	
Kerber	Fred	8	
Kievet	Lisa	8	
LaLonde	Jack	8	
Middleton	Tanya	8	
Moody	Ruth-Ann	8	
Paulson	Elizabeth	8	
Petty	Eric	8	
Petty	Michelle	8	
Stokes	Jennifer	8	
Yeager	Andy	8	
Yeager	Chad	8	
Fuller	Voncea	8	
Williams	Elvia	8	
Middleton	Tanya	8	
Brugnolotti	Steve	8	
Petty	Eric	8	
Petty	Michelle	8	
Owens	Gregory	8	
Gosendi	Victor	8	
Bernich	Ernest	8	
Blutcher	Karen	8	
Pugh	Nicole	8	
Alexander	Kevin	8	
Butler	Mike	8	
Crowder	Rosemary	8	
Kerber	Fred	8	
Smith	Don	4	
Williams	Jeremy	4	
Pelt	Cynthia	4	
Hargrove	Richard	4	
Herring	Louis	4	
Taylor	Herbert	4	
Bakai	Richard	4	
Sterling	Michael	4	
Hughes	Sandra	4	
Ivy	Tory	4	
Jackson	Natasha	4	
Gutierrez	Valerie	4	
Bureau	Audrey	4	
Rodgers	William	4	
Pelt	David	4	
Bourne-Freeman	Florence	4	
Arnold	Vincent	4	
Knight	Rick	4	
Webster	Marvin	4	
Harper	Sherea	3	
Moody	Ruth-Ann	3	
Paulson	Elizabeth	3	
Craven	Lorie	3	
Pate	Gerald	2	
Crawford	Danielle	2	

Karen Wenberg	4
Kristin Anderson	4
Wesley Nelson	4
Regina Owens	4
Deb McBride	4
Greg Lynn	4
Branden Schumacher	4
Kris Rosenhauer	4
Rob Mack	4
Edgar Gutierrez	4
Aberlardo Antique	4
Patrick McCormack	4
Elizabeth Maxwell	4
Ernest Bernick	4
Wendie Wiedenbeck	4
Debbie Auger	4
Rodney Faulk	4
Richard Erb	4
Connie Opland	4
Leah Greene	4
Paul Thomas	4
Denver Whittaker	4
Brenda Cooper	4
Curtis Stothers	4
Ken Register	4
Bonnie Surrency	4
Diane Lanoux	4
Roger Parker	4
Owen Cumiskey	8
Greg Knepp	8
Celeste Stevens	8
Sue Wilson	4
Suzanne Goss	4
Greg Turner	8
William Steichen	8
Tobi Correa	4
Zasha Rivera	4
ReShawndia Mitchell	4
Matt Strickland	4
LaShaunda Boykins	4
Gerald Moon	4
Karen Wenberg	4
ReShawndia Mitchell	4
Mary Anne Evans	3
Jim Chapman	3
Margaret Harris	3
Abigail Haskins	3
Donna Lowery	3
Felita Rackley	3
Chatina Moreland	3
Pam Warren	3
Karen Wenberg	3
Juliet Reid	3
Maria Salqueiro	3
Tim Bradley	3
Valentin Almestica	8
Loan Carley	8
Francis Claxton	8
Carolyn Costa	8

Opland	Connie	3
Domingo	Michelle	3
Bachara	Gary	3
Parks	Robert	3
Wenberg	Karen	3
Kearson	William	3
Bryant	James	5
Rauth	David	5
Carroll	Gigi	5
Durrant	Michael	4
Long	Michael	4
Gutos	Joy	4
Fuller	Voncea	4
Boyce	Gerri	4
Holmes	Nicole	4
Jackson	Arthur	8
Vandenhoy	Lynn	8
Montgomery	Cherie	4
Lambert	Denise	4
Register	William	4
Rosenhauer	Kris	4
McCully	Jim	4
Lowery	Donna	8
Howard	Josh	4
Pearl	Ida	4
Chapman	Jim	4
Ellison	Glenn	4
Yarger	Paul	4
Neumann	Kim	4
Carte	Michelle	4
Maginnis	Patrick	4
Maginnis	Sara	4
Burns	Lloyd	4
Nealy	Stephanie	4
Jackson	Arthur	8
Lee	Sonja	4
McClure	Matt	4
Mack	Robert	4
McCormack	Patrick	4
Allen	Angela	4
Schlager	Linda	4
Champ	Doris	4
England	Troy	4
Roland	Ralph	4
Gosendi	Victor	4
Dugan	Bruce	4
McBride	Deborah	4
Watson	Robyn	4
Higley	Carol	4
Osner	Blake	4
Perez	Virginia	4
Kitchen	Toris	4
Bounthrack	Rachelna	4
Gaughan	Laurie	4
Moore	Julie	4
Montanez	Lee	4
Morris	Timothea	4
Hardwick-Wright	John	4

Dykhus	Scott	8
Ervin	Ethelle	8
Fiegl	Mark	8
Germann	Tommy	8
Grayson	Steve	8
Hawkins	Tommy	8
King	Rod	8
Kisloski	Joe	8
Moody	Jeff	8
Sica	Sam	8
Stephens	Larry	8
Sumpter	James	8
Dallis	Anthony	3
Yordy	Mark	3
Bianchi	Jacob	4.5
Bemis	Andy	4.5
Evans	Maryanne	4.5
Flennoy	Charna	4.5
Higley	Carol	4.5
Hill	Eileen	4.5
Guyton-Baker	Mary	4.5
Hill	Shay	4.5
Kendrick	Jonathan	4.5
Jackson	Arthur	4.5
Moody	Ruth-Ann	4.5
Moody	Adam	4.5
Moon	Gerald	4.5
Quarterman	Kristina	4.5
Wigand	Tom	4.5
Bryant	James	3
Burns	Dennis	3
Cottrell	Brandon	3
Lee	Sonja	3
Hudson	Nathaniel	3
Ingram	Erick	3
Maillis	Patricia	3
Scheel	Josef	3
Wells	Rachel	3
Benavides	Maria	4
Henderson	Jessica	3
He	Yan	3
Allen	Angela	3
Hatfield	Tammy	8
Holland	Britt	3
Kyle	Gina	3
Mack	Robert	3
Johnson	Marilyn	3
Micke	Johnathan	3
Lewis	Tonya	3
Maginnis	Sara	3
Maginnis	Patrick	3
Paulson	Elizabeth	3
Yordy	Mark	3
Williams	Bryan	3
Aenchbacher	Robert	3
Cooper	Brenda	3
Fulop	Jerry	3
Greene	Leah	3
Ealy	Natasha	3

Crowe	Kathleen	4
Sanchez	Narciso	4
Whiting	Monica	8
Owens	Gregory	8
Williams	Elvia	8
Blutcher	Karen	8
Goss	Suzanne	8
Kerber	Fred	8
Petty	Eric	8
Petty	Michelle	8
Brugnolotti	Steve	8
Alexander	Kevin	8
Simmons	Troy	8
Middleton	Tanya	8
Fischer	Melinda	4
Crowe	Kathleen	4
He	Yan	4
Roark	Robert	4
Wheeler	Todd	4
Plicque	Jacob	4
Lovelace	Todd	4
Sharma	Rakesh	4
Baber	Jason	4
Kalina	Tia	4
Moody	Ruth-Ann	4
Jackson	Arthur	4
Opland	Connie	4
DiBenedetto	Frank	4
Angeli	Henry	4
Day	Traci	4
Greene	Leah	4
Register	Ken	4
Whittaker	Denver	4
Thomas	Paul	4
Stothers	Curtis	3
Kearson	Bill	4
Galvan	Robert	4
Kovach	Mike	4
Dove	Eric	4
Morrow	Josh	4
Domingo	Michelle	4
Bachara	Gary	4
Forbes	Brenda	3
Hart	Walt	3
Edgerton	Brian	3
Nixon	Darnell	3
Burgess	Lawrence	3
Birdsong	John	3
Stevens	Daniel	3
Warren	Brad	3
Corbett	Scott	3
Davies	Earl	3
Weeks	Ryan	3
Stanfill	Rick	3
Knight	Joseph	3
Schenk	Keith	3
Jaramillo	Jose	3
Baskins	John	3
Scrivner	Nate	3

Volunteer Participants FY18 November - March

Employee Name	Hours
Horn, Jennifer L.	8
Bensel, Sierra S.	8
Howard, Rachel R.	4
Davis, Audra L.	4
Hope, Kelsey B.	4
Hardison, Mary D. (Kit	3
Walmsley, Valerie J.	4
Carrere, Krista K. - Cap	4
Arnold, A. Shawn - Ma	5
Phillippo, Amy E.	8
Jones, Charlotte B. - A	4
Lund, Terry A. - Senior	6
Moore, Julie A. - Senic	6
Mayo, Bradley R.	4
Rehmel, Tina K.	4
Lowery, Donna B.	4
Howard, Joshua P. - M	4
Goss, Suzanne E. - Go	4
Akrayi, Jamila R.	8
Montanez, Eliseo (Lee	4
England, Troy L. - Seni	4
Whittaker II, Denver F	4
Thomas, Paul M. - Mg	4
Yearwood, Lisa D.	4
LaBarrie, Keith Q. - Di	4
Holmes, Nicole T.	4
Krings, Joseph P.	4
Stone, Patrick A.	4
Gaughan, Laurie A. - S	4
Arnold, David W. - Ser	4
DiBenedetto, Frank - I	4
Mills, Tucker J. - Finan	4
Elmore, Steven D. - Fi	4
Goodwin, Sara S. - Fin	4
Whitmer, Laure A. - M	4
Morecraft, James R. -	4
Sams, Patricia G. - Ma	4
Strackbine, Scott I.	4
Becker, Carl R. - Mana	4
Obermeyer, Jaime L.	6
Lee, Sonja L. - Manage	3
Maillis, Patricia L. - Di	5
Benavides, Maria L. - I	8
Galvan, Robert C.- Mg	8
Maiden, Delphine D. -	4
Lewis, Jr. R. T. (Bobbo	4
Williams, Marilyn R. -	8
White Hill, Eileen M. -	4
Evans, Maryanne D. -	3
Bartol, Thomas J. - Mg	3
Chase, William R.	3
Angeli, Henry - Enterp	4
Washington III, Rober	3
Hughes, Sandra L.	3
Littlefield, Jamie L.	3
Dove, Eric D.	8
Wood, Gregory A. - M	4

Jennifer Goodwin	8
Ava Josic	8
Joseph McClung	8
Virginia Perez	8
Maria Salqueiro	8
Kris Rosenhauer	8
Jennifer Stokes	8
Craig Jones	8
Brandon Robins	8
Jose Dominquez	8
James Healy	8
Kent Brumfield	8
Carol Higley	8
Melinda Fischer	8
Pillutla Chandrasekhar	8
Shana Challenger	8
Maritza Rivera Clapp	8
Luann Coley	8
Ruth Remsen	8
Ariss Fajardo	8
Theodic Arline	8
Tom Ventresca	8
Jasen Baber	8
Vernon James	8
Marisa Carbone	8
Paul Talbert	8
Philip Williams	8
Nicole Bolatete	8
Luis Otero	8
Jacob Bianchi	8
Billie Woods	4
Mary Anne Evans	4
Michelle Carte	4
Kimberly Neumann	4
Nancy NesSmith	4
Chasity Greenwood	4
Gerri Boyce	4
Heather Fontaine	4
Joyce Lewis	4
Brandy Smith	4
Brian Phillips	4
Gigi Carroll	4
Glen Ellison	4
Gary Trbovich	4
Tim Bradley	4
Chip Marcus	4
Bianca Cortney	4
Delphine Maiden	4
David Kaplan	4
David Barry	4
Greg Corcoran	4
Daniel Hunter	4
Lisa Poyadou	4
Shannon Sprinkle	4
Deb Beaver	4
Courtney Bianconi	4
Christina Jacobs	4
Alan Tablada	4
Dori Smith	4

Thurman	Howard	4
Ellis	Randy	4
Mehler	Craig	4
Maillis	Patricia	4
Dibenedetto	Frank	4
Jackson	Arthur	8
Stevens	Celeste	4
Tull	Ray	4
Vandermass	Rick	4
Blackshear	Victor	4
Crawford	Julie	4
Whitmer	Laure	4
Whitten	John	8
Hill	Shay	4
Whitten	Jo	8
Goss	Suzanne	4
Graves	Robert	4
Stephens	Larry	8
Williams	Leslie	8
Greene	Leah	4
Thomas	Paul	4
Cooper	Brenda	4
Aenchbacher	Robert	4
Register	Ken	4
Parker	Roger	4
Parks	Wayne	4
Bowden	Jonte	4
Opland	Connie	4
Hughes	Brittany	4
Moon	Gerald	4
Christiansen	Sandy	4
Edgar	Cindy	4
Davis	Charles R	4
Calvert	Savannah	4
Roberts	Erin	4
Clark	Veronica	4
Graves	Robert	4
Williams	Marilyn	4
Turner	Greg	8
Stephens	Larry	8
McKee	Dave	4
Petty	Michelle	8
Stone	Patrick	4
LaBarrie	Keith	4
Knowles	Jerry	4
Krings	Joe	4
Eaton	Michael	4
Morris	Timothea	4
Kievit	Lisa	4
Maldonado	Jorge	4
Long	Sylvia	4
Riley	Peggy	4
Phelan	Lori	4
Batey	Ruby	4
Harris	Margaret	4
Stamper	Derrick	4
Goodin	Richard	4
Shuler	Lawrence	4
Doane	Scott	4

Parker	Roger	3
Register	Ken	3
Myers	Jim	3
Thomas	Paul	3
Ramsubhag	Carl	3
Bachara	Gary	3
Domingo	Michelle	3
Dove	Eric	3
Galvan	Robert	3
Kearson	Bill	3
Morrow	Josh	3
Smith	Taneshia	3
Spann	Judi	3
Thomas	Eugene	3
Wheeler	Todd	3
Yearwood	Lisa	3
Bacote	Janel	3
Eaton	Michael	3
Clark	Veronica	3
Jackson	Joe	3
Klosterman	Liza	3
Knowles	Jerry	3
Krings	Joe	3
LaBarrie	Keith	3
Boyce	Gerri	3
Angeli	Henry	3
Arnold	David	3
DiBenedetto	Frank	3
England	Troy	3
Gaughan	Laurie	3
Glomstein	Madelene	3
Ham	Melissa	3
Hardwick-	Bridgette	3
Montanez	Lee	3
Moore	Julie	3
Opland	Connie	3
Stephens	Larry	8
Bachara	Gary	3
Domingo	Michelle	3
Dove	Eric	3
Galvan	Robert	3
Guiler	Donna	3
Guyton Baker	Mary	3
Kearson	Bill	3
McDowell	Daniel	3
Rosenhauer	Kris	3
Tuten	Steven	3
Morrow	Josh	3
Stephens	Larry	8
Thomas	Eugene	3
Wheeler	Todd	3
Yearwood	Lisa	3
Carte	Michele	4
Benavides	Maria	4
Christiansen	Sandy	4
Eaton	Michael	4
Blackshear	Victor	8
Connolly	Eileen	4
Cottle	Steve	4

Peterson	Daryl	3
Alford	Kecia	3
Hardison	Kitty	3
Paulson	Elizabeth	3
Stothers	Julie	4
Kearson	Bill	4
Galvan	Robert	4
Dove	Eric	4
Thomas	Eugene	4
Bachara	Gary	4
Thomas	Bridgette	4
Moreland	Chatina	4
Benavides	Maria	4
England	Troy	4
Arnold	David	4
Montanez	Eliseo	4
Gaughan	Laurie	8
Lund	Terry	8
Moore	Julie	8
Brittain	Rashid	8
Williams	Leslie	4
Bracy	Jarvis	4
Gill	Emily	4
Beasley	Ron	1
Flowers	Alan	1
Catrett	Chris	1
Smith	Tyler	1
Wainwright	Tyrus	1
Stern	Gary	1
Akrayi	Jamila	4
Klosterman	Liza	4
Jones	Thomas	4
Williams	Leslie	4
Calvert	Savannah	4
Davis	Audra	4
Howard	Rachel	4
Yearwood	Lisa	4
Eaton	Michael	4
Stone	Patrick	4
Krings	Joe	4
Holmes	Nicole	8
Labarrie	Keith	4
Wittkopp	Candy	4
Jennings	Lisa	4
Allen	Angela	4
Micke	Jonathan	4
Kyle	Gina	4
Mack	Robb	4
Dugan	Bruce	4
Higley	Carol	4
Holland	Britt	4
Day	Chrissy	4
Harris	Raymond	4
Jackson	Joseph	4
Joiner	Keith	4
Krishnan	Sankar	4
Quarterman	Kristina	8
Jennings	Lisa	4
Mills	Tucker	4

Mead, Christopher H.	4
Kearson, William A. -	8
Delay, Theodore E.	8
Thomas, Eugene - Ma	8
Bachara, Gary G.	8
Eaton, Michael T. - Sp	8
Eaton, Michael T. - Sp	8
Spain, James M.	4
Harris, Raymond W.	4
Fleming, Dawn D.	8
Maginnis, Sara E.	8
Jennings, Lisa A. - Con	8
Opland, Connie C.	4
Rauth, David T. (Tom)	2
Cash, Kendra J. - Custo	3
Flennoy, Charna M. -	2
Yap, Nelson A.	2
Thomas, Donte L. - Ta	2
Tuten, Steven V. - Dire	2
Yap, Nelson A.	8
Boatwright, Dan B. - M	8
Williams, David R - Mg	8
Neupane, Pranaya P. -	8
Micke, Jonathan E. - A	4
Higley, Carol A. - Hum	4
Martinez, Bruno - Wo	4
Kyle, Gina A. - Media	4
Jackson, Christina M.	4
Allen, Angela J. - Work	4
Higley, Carol A. - Hum	4
Mack, Robert E. - Dir C	4
Jolley, David R. - Mana	4
Nealy, Stephanie M. -	8
Quarterman, Kristina	8
Owens, Katura E. - Mg	4
Seely, Patricia G.	4
Moody, Ruth-Ann	4
Thomas, Donte L. - Ta	4
Middleton, Tanya D. -	4
Strickland, Matt J.	4
Owens, Katura E. - Mg	4
Rogers-Moody, Andre	4
Whitten, Mary J. (Risk	8
Thomas, Catrina L.- M	8
Rager, Greg D. - Mana	4
Jackson, Arthur L.	4
Edgar, Cindy L. - Direc	4
Thurman, Howard F. -	8
Kalina, Tia R.	4
Dallis, Anthony J.	8
Stevens, Gregory S.	8
Stevens, Celeste A.	8
Cooper, Brenda M.	3
Lanoux, P. Diane	3
Bates, Darius N.	4
Birdsong, John D.	4
Combs, Harold L.	4
Weeks, Ryan T. - Asso	4
Bates, Darius N.	4

Leona Mitchell	4
John Sgambettera	4
Phil Maltese	4
Idris Musah	4
Kristina Quarterman	4
John Wright	4
Thomas Hannah	4
Ruth Remsen	4
Charlene West	4
Angela Cimino	4
Sally Dajero	4
Caitlin Armstrong	4
Henry Angeli	8
Raymond Butts	8
Luke Byous	8
Ralph Cary	8
Hans Connell	8
Greg Corcoran	8
Aimee Couturier	8
Owen Cumiskey	8
Patrick Harwood	8
Tom McDonald	8
Britt Holland	8
Badie Hassan	8
Charlotte Jones	8
Matt Mcclure	8
Kenneth Nikkola	8
Katie Roark Bizub	8
Jacklyn Taricska	8
Brian Davis	8
Bonnie Surrency	8
Diane Lanoux	8
Barry Chapman	8
Mayan Dave	8
Jason Compton	8
Ed Cordova	8
Paul Avedon	8
Karen Foreman	8
Freddie Trotter	8
Charlene West	8
Sally Dajero	8
Brit Holland	8
Edgar Gutierrez	8
Connie Opland	8
Christopher Hill	8
Timothy Allen	8
Ron Evans	8
Maria Cabral	8
Deena Young	8
William Register	8
Patricia Maillis	8
Chris Floyd	8
Gayle Lephart	8
Kendra Elmore	8
Mike Harper	8
Farid Zahir	8
Charles Dugger	8
Keith Fouraker	8
Payson Tilden	8

Soileau	Casey	4
Cabral	Maria	3
DiBenedetto	Frank	3
Fletcher	Don	3
LaLonde	Jack	3
Kyle	Gina	3
Evans	Ron	3
Durham	Russell	3
Scheel	Josef	3
Cottrell	Brandon	3
Nuredini	Ana	3
Parker	Donna	3
Hill	Eileen	3
Charleroy	Melissa	3
Ryan	Jeanne	3
Resos	Mark	3
Watkins	Kenneth Drew	3
Nessmith	Nancy	3
Mishra	Daniel	5
Bodenstein	Paul	8
Felder	Bonnie	5
Burbure	Vijay	5
Dave	Mayan	8
Lovelace	Todd	8
Plicque	Jacob	5
D'Avico	Mike	8
Legge	Paul	5
Kalina	Tia	4
Arline	Theodric	6
Carley	Loan	8
Stokes	Jennifer	8
Fajardo	Ariss	8
Johnson	Akiesha	8
Stanford	Walette	5
Rosenhauer	Kris	8
Salgueiro	Maria	8
Wang	Kai	8
Coley	LuAnn	8
Jones	Craig	4
Higley	Carol	4
McClung	Joseph	8
Robins	Branden	8
Remsen	Ruth	8
Midkiff	Brian	8
Trinidad	Edgardo	8
Bides	Arthur	8
Baber	Jason	8
Goodwin	Jennifer	8
Chandrasekharan	Pillutla	8
Adams	Jim	8
Jones	Madricka	8
Sams	Patricia	8
Abellana	Elvin	8
Bolatete	Nicole	8
Almestica	Valentin	8
Zipperer	Charles	8
Mishra	Daniel	8
Williams	Philip	8
Chang	David	8

Dallis	Anthony	8
Jackson	Arthur	8
Knowles	Jerry	4
Nuredini	Ana	4
Neumann	Kim	4
Krings	Joe	4
Ruggiero	Brandon	4
LaBarrie	Keith	4
Quarterman	Kristina	4
Stevens	Gregory	8
Stevens	Celeste	8
Vander Maas	Rick	8
Whitmer	Laure	8
Whitten	John	8
Strickland	Matt	4
Whitten	Jo	8
Turner	Gregory	8
Alford	Akecia	3
Kievit	Lisa	3
Angeli	Henry	3
Carter	Byron	3
DiBenedetto	Frank	3
Cavin	Ellyn	3
Fletcher	Don	3
Rivera-Clapp	Maritza	3
Armstrong	Caitlin	4
Cabral	Maria	4
Hannah	Thomas	4
Crowe	Kathleen	4
Moody	Ruth-Ann	4
Moody	Adam	4
Fish	Walter	3
Burbure	ViJay	5
D'Avico	Mike	5
Fisher	Christopher	8
Garcia	Marco	8
Dave	Mayan	8
Khatibi	Mason	8
Lovelace	Todd	8
Mishra	Daniel	8
Plicque	Jacob	8
Sharma	Rakesh	5
Spence	Sheldon	8
Stroupe	Randy	5
Armstrong	Alvin	4
Gatlin	Berlinda	4
Jolley	David	4
Oellerich	Krystal	4
Paulson	Elizabeth	4
Bowden	Antoine	3
Cockfield	Jazzmine	3
Haskins	Abigail	3
Lee	Sonja	3
Morrison	Dale	3
Ousley	Kunesha	3
Rayburn	Melissa	3
Mott	Shannon	6
Thomas	Donte	6
Abraham	Leyia	3

Whitmere	Laura	4
Lanier	George	4
Scheel	Josef	4
Nelson	Marty	4
Bailey	Brian	4
Taylor	Herbert	4
Neupane	Pranaya	4
Schlossman	Scott	8
Elmore	Steve	4
Khatibi	Mason	4
Vander Mass	Rick	8
Blackshear	Victor	8
Crawford	Julie	8
Jackson	Arthur	8
Limbaugh	Margaret	4
Akrayi	Jamila	4
Moody	Ruth-Ann	4
Neumann	Kim	4
Wigand	Tom	4
Bemis	Andy	4
Flennoy	Charna	2
Hill	Eileen	4
Evans	Maryanne	4
Benavides	Maria	4
Stevens	Celeste	8
Hill	Shay	
Whitten	Mary	8
Whitten	John	8
Stevens	Gregory	8
Daillis	Anthony	8
Walsmey	Valerie	4
Otto	Victoria	4
Strength	John	4
Weaver	Dan	4
Ellis	Randy	4
Thurman	Howard	8
Turner	Gregory	8
Jackson	Arthur	8
Moody	Ruth-Ann	4
Wenberg	Karen	4
Cavin	Ellyn	4
Day	Traci	4
Connell	Jennifer	4
Crossley	Chad	4
Pineda	Gloria	2
Williams	Tiffanie	2
Mock	Cheryl	2
Del Carmen	Josephine	3
Cabral	Maria	3
Hannah	Thomas	4
Williams	Tiffanie	4
Fletcher	Don	8
Pineda	Joe	3
DiBenedetto	Frank	3
Breadon	William	3
McFarlin	Tina	3
Davis	Gary	3
Robinson	Sonya	8
White-Parker	Tasha	3

Nixon, Darnell	4
Scrivner, Nathan B.	4
Stevens, Daniel J.	4
Baskin, John H.	4
Davies, W. Earl	4
Martin Stedman, Garr	4
Jaramillo, Jose C.	4
Burgess, Lawrence H.	4
Warren, Charles B. - A	4
Curtright, David M.- M	8
Garvey-Ewan, Simone	4
Zahir, M. Farid - Mana	8
Davis, Lecy W.	2
Cabral, Maria M.	4
Forbes, Brenda W. - A	4
Rackley, Felita L.	8
Khatibi, Mason H.	8
Scott, Melissa (Missy)	8
Irving, Laura L.	8
Breadon, William A.	8
Crossley, Chad W. - Di	4
Tiko, Workneh T.	4
Fletcher, Donald E. (D	8
Dorn, Candace L.	8
McAlister, James O.	4
Roh, JinWoo (Mir)	8
Taylor, Margaret M.	5
Verdule, Ebenson	8
Betancur, Maria A.	5
Chmist, Sebastian M.	8
Gill, Emily R.	4
Szoke, Ryan M.	8
Short, Michael L. - Ma	5
Smith, Brandy L.	5
Rinehart, Jason A.	8
Starner, Lindsay N. - M	8
He, Yan	8
McCollum, Jenny G. -	8
Weir, Rachelle M. - Pr	8
Beard, Heather Burne	8
Scott, Rita L. - Manage	8
Flores, Robin C.	9
Moody, Ruth-Ann	4
Fairell-Simmons, Tawa	4
Moody, Ruth-Ann	4
Stanford, Walette M.	4
Williamson, Linda R. -	4
Smalley, Janie K. - Mg	8
Arnold, David W. - Ser	4
Gaughan, Laurie A. - S	4
West, Charlene T.	4
Nordeng, Scott C.	8
Strength Jr., John A.	8
Williams, Nathaniel G	8
Simmons, Keith M.	8
Joiner III, Thomas R.	8
Moody, Ruth-Ann	8
Poteet, Matthew D. -	8
Reiman, Halley J.	8

Elvia Williams	8
Peter King	8
Don Wucker	8
Angela Davis	8
Sally Dajero	4
Jose Dominquez	4
John Parrish	4
Mary Jo Whitten	4
Sara Goodwin	4
Cherie Montgomery	4
Marisa Carbone	4
Francis Claxton	4
Dawn Fleming	4
Eugene Thomas	4
Andy Mayer	4
Alan Goldman	4
Carl Ramsubhag	4
Guillermo Emmanuel V	4
Jennifer Stokes	4
Thomas Hannah	4
Gerri Boyce	4
David Kaplan	4
Nicole Pugh	4
Fred Kerber	4
Zasha Rivera	4
Joy Gutos	4
Jonathan Brown	4
Charlene West	4
Dave McKee	4
Timothy Chrisp	4
Naline Thompson	4
Jackie Scheel	4
Christopher Sibson	4
Theodic Arline	4
Narciso Sanchez	4
Jamila Akrayi	4
Madelene Glomstein	4
Von Fuller	4
Charlene West	4
Kalid Saleh	4
Andy Mayer	4
Stephanie Nealy	4
Lisa Kievit	4
Stacey Williams	4
Shana Challenger	4
Thomas Hannah	4
Edgar Gutierrez	4
Steven Elmore	4
Nathaniel Hudson	4
Greg Rager	4
Andrea Rogers Moody	4
Katura Owens	4
Maria Benavides	4
Eleni Cruise	4
Paul Freeman	4
Vivie Stamper	4
Michael Short	8
Said Abdelmalak	8
Charlotte Jones	8

Deal	Jerry	8
Deal	Jerry	8
Parks	Wayne	4
Cotman	Wanda	4
Almestica	Valentin	4
Fuller	Von	4
Deal	Jerry	8
Musah	Idris	4
Ganas	Mary	8
Jaggers	Cathy	8
Corcoran	Greg	4
Hutchinson	Jasen	4
Chandler	Bobby	8
Moreland	Chatina	4
Rackley	Felita	4
Barry	David	8
Kalina	Tia	4
Smith	Dori	4
Rayburn	Melissa	8
Ellison	Glenn	8
Boyce	Gerri	4
Jolley	David	4
Quarterman	Kristina	4
Simmons	Troy	8
McGlothlin	Adam	8
Warren	Chantele	8
Parks	Senovia	4
Van Sickle	Danny	8
Finn	Caralin	4
Alford	Kecia	8
Kessler	Laurette	8
Lund	Terry	8
Manning	Melissa	8
Weeks	Russell	4
Kievit	Lisa	4
Hannah	Thomas	4
Harrell	Erica	4
Wright Morgan	Vondalyn	8
Gomez	Sixto	8
Keener	Diana	8
Williams	Della	8
Williams	Wanda	8
Hoffman	Lori	8
Yancey	James	8
Folsom	Tommy	8
Smith	Matthew	8
Creel	Tiesha	8
Thomas	Tory	8
Horn	Jennifer	8
Pruitt	Christalyn	8
Byous	Luke	8
Scholten	Aaron	8
Costa	Carolyn	8
Holland	Matthew	8
Bizub	Katie	8
Jacobs	Christina	8
McKee	Dave	8
Norse	David	8
Foreman	Karen	8

Davis	Michael	3
Durham	Russell	3
Bryant	James	3
Butler	Gerald	3
Geiger	Joseph	3
Castillo	Mercy	3
Cuffie	Shari	3
Glover	Margaux	3
Lephart	Gayle	3
Hughey	Brittany	3
Jefferson	Jeramie	3
Mayer	Andy	3
Jordon-Thomas	Catrina	3
Moores	Erin	3
Ousley	Kunesha	3
Seeley	Matthew	3
Smith	Kristy	3
Walton	April	3
Vinas	Ramon	3
Almestica	Valentin	8
Arline	Theodric	8
Baber	Jasen	8
Babik	John	8
Bides	Arthur	8
Bartol	Thomas	8
Bolatete	Nicole	8
Carley	Loan	8
Higley	Carol	4
Chang	David	8
Goodwin	Jennifer	8
Goodwin	Sara	8
Fajardo	Ariss	8
Kyle	Gina	8
Hersey	Michael	8
Jones	Craig	8
Kessler	Jessica	8
Kusmierczyk	Anne	8
Locke	Michael	8
McClung	Joseph	8
McElhinney	Thomas	8
Midkiff	Brian	8
Rosenhauer	Kris	8
Nesbitt	Adia	8
Nelson	Janice	8
Salgueiro	Maria	8
Sams	Patricia	8
Stanford	Walette	8
Robins	Branden	8
Price	Mollie	8
Remsen	Ruth	8
Roche	Brian	4
Tookes	Shawna	8
Stokes	Jennifer	8
Thomas	Janelle	8
Wang	Kai	8
Tinidad	Edgardo	8
Williams	Elvia	8
Mills	Natarsha	4
Jolley	David	4

Geiger	Joseph	3
Bowe	Leshan	3
Gutteridge	Laura	3
Rosenhauer	Kris	4
Salqueiro	Maria	4
Ring	Joshua	8
Crivaro	Matthew	8
Weir	Rachelle	8
Beard	Heather	8
McCollum	Jenny	8
Butts	Raymond	4
Jackson	Christopher	8
Calhoun	Michael	8
Hill	Lona	8
Anderson	Kristin	8
Felder	Bonnie	8
Cadle	Robert	8
D'Avico	Michael	8
Lovelace	Todd	8
Plicque	Jacob	8
Stroupe	Randy	8
Grinnan	Mindy	8
Spence	Sheldon	8
Jackson	Armondo	8
Bowe	Leshan	4
Tuten	Steve	4
Van Aartsen	Randall	4
Waters	Barbara	4
Butler	Gerald	4
James	Oreyell Mobley	4
Hagelgans	Shelley	4
Dobson	Layne	4
Oliver	Sonja	4
Jackson	Keichia	4
Smith	Melissa	4
Wyman	Naudia	4
Williams	Tiffanie	4
Lumpkins	Danyella	4
Mitchell	Romonica	4
Sanchez	Narcisco Jing	4
Sharp	Doreshia	4
Salqueiro	Maria	8
Nesbitt	Adia	8
Williams	Elvia	8
Johns	Jennifer Goodwin	8
Ramirez	Samuel	8
Stanford	Walette	8
Kyle	Gina	8
Fajardo	Ariss	8
Goodwin	Sara	8
Orfano	Joe	8
Whitmer	Laure	8
Goldman	Alan	8
Almestica	Valentin	8
Zipperer	Charles	8
Wang	Kai	8
Higley	Carol	8
Mott	Shannon	8
Nelson	Janice	8

Pruitt, Chris N. - Sr Mg	8
Moody, Adam H. - Fac	3
Moody, Ruth-Ann	3
Edenfield, Eric L.	8
Reiman, Halley J.	8
Whittemore, Jeremy E	8
Moody, Ruth-Ann	8
Norman, Wesley P.	8
Mullis Jr., Howard R.	8
Bailey, Brian K.	4
Ramirez, Samuel T.	8
Moore, Garry L.	8
Midkiff, Brian M.	8
Long, Michael C.	8
Rosenhauer, Kris K. - M	8
Quarterman, Diane - M	8
Frazier-Outing, Sabrer	4
Fischer, Melinda L. - M	8
Trinidad, Edgardo E.	8
Clark, Janice S.	4
Moore, Garry L.	8
McDowell, D. Griffin -	8
Hunt, Timothy M. - Di	4
Kyle, Gina A. - Media M	8
Williams, Elvia S. - Cor	8
Arline, Theodric E.	4
Williams, Marilyn R. -	8
Robins, Branden C.	8
Nesbitt, Adia A.	8
McClung, Joseph A. - C	8
Carley, Loan D.	8
Salgueiro, Maria E. - L	8
Stanford, Walette M.	4
Maiden, Delphine D. -	4
Wood, Gregory A. - M	4
Sharma, Rakesh	8
Goldman, Alan J. - Ma	8
Higley, Carol A. - Hum	5
Goodwin, Sara S. - Fin	5
Baber, D. Jason	8
Fajardo, Ariss	8
Johns, Jennifer D.	9
Noland, Shannon Joy	3
Johnson, Tracy L.	4
Moody, Ruth-Ann	3
Cooper, Brenda M.	3
Paulson, Elizabeth M.	3
Robinson, Sonya M.	8
Wainwright, Laurel J.	8
Willis, Mark C. - Techr	8
Grant, David J.	4
Willis, Mark C. - Techr	4
Howard, Rachel R.	4
Davis, Audra L.	4
Cravey, Sheri L. - Cust	8
Batey, Ruby S. (Custor	8
Bell Jr., M. David - Cus	8
Warwick, Melanie D. -	8
Growcock, Robert T. -	8

Patricia Nelson	8
Larry Guevara	8
David Temple	8
Greg Corcoran	8
Jonathan Brown	8
David Kowalski	8
Kevin Tyler	8
Luann Coley	4
Nicole Holmes	4
Ruth Remsen	4
Zasha Rivera	4
Wendong Li	4
Karen Wenberg	4
Gina Kyle	4
Phillip Williams	4
Carl Ramsubhag	4
Dave Kalplan	4
Carlos Colon	4
Eric Smithson	4
Akiesha Johnson	4
Bobby Chandler	4
Scott Bednarz	4
Sheila Pressley	4
Bridgette Hardwick	4
Chatina Moreland	4
Gelica Ervin	4
Ivy Burks	4
Felita Rackley	4
Deb Beaver	4
Renee Goode	4
Eugene Thomas	4
William Breadon	4
Diane Quarterman	4
Marisa Carbone	4
Caitlin Armstrong	4
Nancy NesSmith	4
Stephen Cooper	4
Christopher Hill	4
Leslie Williams	4
Kerry Lewis	4
Jonathan Joseph	4
Thomas Hannah	4
Abigail Haskins	4
Sheila Horn	4
Mildred Luster	4
Mason Khatibi	4
Gerald Moon	4
Diana Perry	4
Jerri Harrelson	4
Carl Ramsubhag	4
Joy Gutos	4
Janice Nelson	4
James Sumpter	4
Ginger Ricker	4
David Jolley	4
Brian Taylor	4
Christopher Jackson	4
Suzanne Goss	4
Brian Davis	4

Butts	Raymond	8
Connell	Hans	8
Decicco	John	8
Hillis	Robert	8
Nikkola	Kenny	8
McClure	Matthew	8
Taricska	Jaclyn	8
Peavey	Terry	8
Sears	Andrew	8
Harrell	Erica	8
Johnson	Tracy	8
Cordova	Ed	8
McDonald	Tom	8
Blair	George	8
Pappy	Jeremy	8
Yeatman	Phil	8
Trotter	Freddie	8
Fulmore	Melissa	8
Hale	Mike	8
Tyler	Kevin	8
Crain	Joanna	8
Kirk	William	8
Joiner	Keith	8
Boykin	Wendy	8
Twitty	Andrea	8
Cary	Ralph	8
Bryant	James	4
Jefferson	Jeramie	4
Thomas	Catrina	4
Butler	Gerald	4
Roark	Robert	8
Zahir	Hamid	8
Crane	Chris	8
Hiscox	Walter	4
Zander	Doug	8
Burch	Don	8
Zahir	Hamid	8
Poteet	Matthew	8
Petty	Eric	8
Rackley	Felita	8
Anderson	Kristin	8
Freudenthal	Ann	8
Zander	Doug	8
Hiscox	Walter	8
Moody	Adam	8
Smithson	Eric	8
Khatibi	Mason	8
Khatibi	Shayan	8
Crocker	Larry	8
NesSmith	Nancy	8
Ganas	Mary	4
West	Mary	4
DeVoe	Charna	4
Cabral	Maria	4
Dyal	Dianne	4
Paulson	Elizabeth	4
Hannah	Thomas	4
Boyle	Robert	4
Vilchez	Federico	4

Thomas	Donte	4
Rehmel	Tina	4
Barry	David	8
Fontaine	Heather	8
Claxton	Francis	8
Corcoran	Gregory	4
Lawrence	Lindsay	8
Kalina	Tia	4
Moreland	Chatina	4
Rackley	Felita	4
Smith	Dori Anne	4
Schlossman	Scott	4
Boyle	Robert	4
Carbone	Marisa	4
Chandler	Jennifer	4
Hannah	Thomas	4
Moody	Ruth-Ann	4
Moody	Adam	4
Thomas	Donte	4
Wittkopp	Candy	4
Hodge	Danny	3
Petty	Michelle	3
Warren	Pam	3
Bizub	Katie	8
Butts	Raymond	8
Cary	Ralph	8
Bessent	Monica	8
Byous	Luke	8
Boykin	Wendy	8
Costa	Carolyn	8
Couturier-Lewis	Aimee	8
Crain	Joanna	8
Crane	Travis	8
Foreman	Karen	8
Fulmore-Harwick	Melissa	8
Hale	Mike	8
Jacobs	Christina	8
Joiner	Keith	8
Hillis	Robert	8
Kirk	William	8
McClure	Matt	8
McDonald	Thomas	8
Pulliam	Priscilla	8
Roark	Robert	8
Taricska	Jaclyn	8
Taylor-Piltz	Sharon	8
Yeatman	Phil	8
Twitty	Andrea	8
Trotter	Freddie	8
Watson	Brian	8
Zahir	Farid	8
Wynn	Michael	8
Cardona	Vikki	4
Harrell	Erica	4
Tuten	Steve	4
Brown	Jamie	8
Growcock	Robert	8
Thompson	Jeanne	8
Tudor	George	8

Carley	Loan	8
Baber	Jason	8
Lewis	Robert	8
McClung	Joseph	8
Williams	Marilyn	8
Babik	John	8
Midkiff	Brian	8
Rosenhauer	Kris	8
Parker	Donna	3
Craven	Lorie	3
Cabral	Maria	3
Arant	Angela	3
Nesbitt	Adia	3
Chavez	Richard	8
Hill	Maya	8
Harrell	Erica	8
Sgambettera	John	8
Graham	Phillip	8
Glover	Margaux	8
Norman	Jessica	8
Slaughter	Deena	8
Duarte-Agustin	Maria	8
Moore	Garry	8
Poteet	Matthew	8
Schneider	Jennifer	4
Craven	Lorie	4
Wood	Greg	4
Dominquez	Jose	4
Breadon	William	4
Davis	Michael	4
Sprinkle	Shannon	4
Costa	Carolyn	4
Reid	Juliet	4
Morrison	Dale	4
Edwards	Brandon	4
Gutteridge	Laura	4
Bowe	Leshan	4
McFarlin	Tina	3
Hutchinson	Jasen	3
Jaggers	Cathy	8
Hardison	Mary	8
Wood	Greg	4
Maiden	Delphine	4
Smith	Dori Ann	4
Claxton	Francis	4
Barry	David	8
Thomas	Bridgette	4
Rackley	Felita	4
Moreland	Chatina	4
Sanchez	Narcisco	6
Corcoran	Greg	4
Tillman-Segree	Andrea	4
Lewis	Joyce	4
Alden	David	8
Barlow	Andre	8
Bertone	Alan	8
Crossman	Richard	8
Fallon	Brian	8
Koleber	Scott	8

Brickle, Donald D.	8
Hart, Walt W.	4
Burgess, Lawrence H.	4
Robinson, Anthony Q.	8
Hopkins, Deborah J.	6
Otto, Victoria (Tori) L.	5
Corcoran, Gregory S. -	5
Gonzalez, Catalina E.	4
West, Charlene T.	4
Williamson, Linda R. -	4
Barry, J. David	8
Willis, Mark C. - Techr	4
Smith, Dori Ann	4
Opland, Connie C.	4
Carrere, Krista K. - Ca	4
Bustamante, John C.	4
Smith, Randall S.	8
Martin, Jr., James W.	8
LeBlanc, Michelle M.	8
McGlothlin, Thurman	8
Denton, Gary R.	8
Williams, Jeremy - Ma	8
Whitten, John D.	8
Schumacher, Branden	8
Parker-Urban, John R.	6
Raby, Jason A. (Rands	6
Yeager, Chad A.	6
Wood Jr. Robert P.	6
Owens, Gregory - Mar	6
Castillo, Mercy C. - Mg	8
Gardner, Charles M. -	8
Ramsubhag, Carlson D	6
Butts, Raymond O.	8
Poland, Peter R.	8
Young, Orrin W. - Dire	4
Wainwright, Laurel J.	8
Loyola, Aila M.	8
Couturier, Aimee E.	8
Holbrooks, Kevin E. - D	8
Reiman, Vance T.	8
Musah, Idris A.	8
Hu, Shaodong	8
Bowden, Jonte T.	8
Tablada, Alan S. - Mgr	8
Bianchi, Jacob J. - Mar	8
Griffin, Carolyn D. - M	6
Watson, Brian F.	8
Jones, Charlotte B. - A	6
Lee, Larry D.	8
Brazell, David	8
Trotter, Freddie A.	8
Cottrell, Brandon R. (M	6
Compton, Jason M.	6
Cordova, Ed D.	8
Otto, Victoria (Tori) L.	6
Lewis, Joyce E.	8
Tillman-Segree, Andre	8
Livers, Richard L. - Ma	6
Thomas, Catrina L.- M	6

Lisa Kievit	4
Phillip Williams	4
Maria Benavides	8
Eleni Cruise	8
Paul Freeman	8
Joyce Granger	8
Nicole Holmes	8
Tanya Middleton	8
Greg Rager	8
Wes Roden	8
Andrea Rogers Moody	8
Vivie Stamper	8
Will Steichen	8
Rita Sweat	8
Jennifer Schneider	8
Doug Zander	8
Thurman McGlothin	8
Ginger Ricker	8
Anthony Smith	8
Ana Nuredini	8
Terry Chappalear	8
Michael Holbrook	8
Gina Kyle	8
Katura Owens	8
Matt Strickland	8
Eric Traya	8
Lisa Yearwood	8
Jack Lalonde	8
James Barkoskie	8
James Calcote	8
Jackie Asberry	8
Owen Cumiskey	8
Keith Joiner	8
Jennifer Stokes	8
Robert Growcock	8
Thomas McElhinney	8
Tonya Lewis	8
Lori Craven	8
Sherry English	8
Jane Upton	8
Dan Boatwright	8
William Breadon	8
Nathan Woyak	8
Monica Whiting	8
Frank DiBenedetto	8
Branden Schumacher	8
Tory Ivy	8
Jennifer Horn	8
Brian Spell	8
Donald Brickle	8
Shellina Reeves	8
Rodney Lovgren	8
Michael Colley	8
Jack Henson	8
Peter Blackley	8
Jerry Deal	8
Doug Zander	8
Chris Pruitt	8
Wanda Williams	8

Rivera-Clapp	Maritza	4
Carroll	Gigi	8
Davis	Paul	8
Reed	Andrew	8
Brown	Jamie	4
Turner	Dan	4
Hannah	Thomas	4
Session	Tajuana	4
Takacs	Rosemary	4
Weeks	Russell	4
Larson	Ralph	4
Scheel	Jackie	4
Goldman	Alan	4
Gutos	Joy	4
Armstrong	Caitlain	4
Kerber	Fred	4
Dominquez	Jose	4
Thomas	Donte	4
Boyce	Gerri	4
West	Charlene	4
Stamper	Vivie	4
Poteet	Matt	8
Petty	Eric	8
Williams	Jeremy	8
Lundeen	Matt	8
Parsons	Jason	8
Moody	Adam	8
Walker	Cory	8
Brickle	Don	8
Carroll	Gigi	8
Smith	Brandy	8
Chmist	Sebastian	8
Rienhart	Jason	8
Short	Michael	8
Szoke	Ryan	8
Anderson	Kristin	8
Reed	David	8
Bureau	Audrey	8
Bajagilovic	Edin	8
Wright-Morgan	Vondalyn	8
Wiedenbeck	Wendie	4
Arant	Angela	4
Chancy	Lori	4
Brown	Cynthia	4
Kievit	Lisa	4
Wucker	Don	4
Hannah	Thomas	4
Horn	Jennifer	4
Greenwood	Chasity	4
Warren	Chantele	4
Kavanaugh	Jacklyn	4
Finn	Caralin	4
McCray	Anika	4
Opland	Connie	4
Lephart	Gayle	4
Holmes	Nicole	8
Crawshaw	Charlene	8
Coley	Luann	8
Schneider	Jennifer	8

Young	Shannon	8
Dugan	Bruce	3
Grant	Wes	3
Johnson	Patricia	3
Jones	Allyn	3
Leddy	Pat	3
Thomas	Paul	3
Vinas	Ramon	3
Carroll	Bill	8
Crawford	Tony	8
Horn	Jennifer	8
McClure	Kenneth	8
Stephens	Larry	8
Sumpter	James	8
Walker	Paulette	8
Henson	Jack	8
Lanier	George	8
Walker	Paulette	8
Boyce	Gerri	4
Gutos	Joy	4
Ham	Melissa	4
Spann	Judi	4
Brown	Angela	4
Diaz	Jocelyn	4
Huang	Harry	4
Hermening	Jason	4
Neupane	Pranaya	4
Norse	David	4
Scheel	Jackie	4
Tablada	Alan	4
Young	Wayne	4
Cravey	Sheri	8
Cravey	Stephen	8
Harwood	Patrick	8
Diaz	Jocelyn	4
Middleton	Tanya	4
Walker	Paulette	4
Armstrong	Caitlin	8
Bodenstein	Paul	8
Granger	Jocelyn	8
Edwards	Brandon	8
Clark	Veronica	8
Glomsten	Madelene	8
He	Yan	8
Holbrook	Michael	8
Holmes	Nicole	8
Prevatt	Kelli	8
Rinehart	Chris	8
Li	Wendong	8
Thompson	Ryan	8
Schneider	Jennifer	8
Roden	Wesley	8
Sibson	Christopher	8
Steichen	William	8
Turner	Greg	8
Vera	Guillermo	8
Dorn	Sandra	3
Josic	Ava	3
Lowery	Donna	3

Zahir	Farid	8
Lundeen	Tim	8
Brown	Jonathan	8
Horn	Jennifer	8
Prato	Branden	8
Lowery	Donna	3
Rehmel	Tina	3
Cooper	Brenda	3
Vilchez	Angel	3
Reeves	Shellina	3
Souppourattinam	Baski	3
Rauth	David	3
Josic	Ava	3
Musta	Emiljano	3
Maillis	Pat	8
Wassel	Summer	8
Lee	Sonja	8
Williams	Bryan	8
Boatwright	Dan	8
Taricska	Jaclyn	8
Cordova	Ed	8
Jacobs	Christina	8
Cabral	Maria	8
Wynn	Michael	8
Emmi	Charles	8
Taylor-Piltz	Sharon	8
McClure	Matt	8
Byous	Luke	8
Hillis	Robert	8
Harwood	Patrick	8
Zahir	Farid	8
Foreman	Karen	8
McDonald	Tom	8
Trotter	Fred	8
McDowell	Daniel	8
Martin	Steve	8
Erb	Richard	8
Bakerdjian	Richard	8
Domingo	Oliver	8
Greenleaf	Barry	8
Davis	Thomas	8
DeRoma	Virginia	8
Gresham	Amaris	8
Breedlove	Mark	8
Compton	Jason	8
Tuten	Steve	4
Baber	Jasen	8
Parker	Trevor	8
Sasan	Michael	8
Marquart	Barry	8
Phelan	Lori	8
Slaughter	Deena	8
Alford	Kecia	8
Vento	Richard	8
Portis	Senovia	8
Littlefield	Jamie	5
Hughes	Saundra	5
Horn	Jennifer	4
Mock	Cheryl	4

McCallum, James E. -	6
Bryant, James E. - Dir	6
Butler, Gerald L. - Mar	6
Taylor Piltz, Sharon E.	8
McDowell, D. Griffin -	6
Forbes, Brenda W. - A	5
Yap, Nelson A.	6
Vu, Jaclyn M.	8
Davis, Thomas P. - Por	8
Bakerdjian, B. Richard	8
Holland, Matthew B. -	8
McDonald, Jr., Thoma	8
Greenleaf, Barry H. - M	8
Crabtree, Jeremy D. -	6
Wynn, Michael D.	8
Emmi, III, Charles	8
Padgett, Kyle R.	8
Byous, Luke S.	8
Roark, Robert E. - Fue	8
Bizub, Katie J.	8
Cabral, Maria M.	2
Noland, Shannon Joy	2
Reid, Juliet S.	3
Schneider, Jenifer C.	3
Rehmel, Tina K.	3
Josic, Ava	3
Lowery, Donna B.	4
Jenkins, Wahid A. (Rar	3
Johnson, Akiesha D. -	3
Musta, Emiljano - Fina	3
Johnson, Tracy L.	4
Bell, Lesteria D.	3
Franco, Eliana V.	4
Smith, Anthony J. - Ma	8
Gonzalez, Catalina E.	4
Ruggiero, Brandon M.	4
Crowe, Kathleen M.	8
Moody, Ruth-Ann	4
Evans, Maryanne D. -	4
Flennoy, Charna M. - L	4
Wigand, Thomas C. - L	4
White Hill, Eileen M. -	4
Tuten, Steven V. - Dire	3
Smalley, Janie K. - Mg	3
Walmsley, Valerie J.	4
Neumann, Kimberly N	4
Moody, Ruth-Ann	4
Daniels, LaShaun S.	3

Janice Nelson	8
Owen Cumiskey	8
Vondolyn Wright	8
Thomas McElhinney	8
Jamila Akrayi	8
Rodney Williams	8
Ted Hobson	8
Eileen White	8
Dan Mishra	8
Jim Chapman	8
Patrick Maginnis	8
Co-ops - 30	8
Bill Wright	8
Rosemary Crowder	8
Sandra Burney	8
Sharon Marell	8
Jonathan Joseph	8
Shawna Tookes	8
Mason Khatibi	8
Shayan Khatibi	8
Terry Parker	8
Mark Carney	8
Deidre Baker	8
Zasha Rivera	8
Ernie Bernich	8
Elizabeth Maxwell	8
Austin Kilpatrick	8
Chad Yeager	8
Garrett Pippin	8
Charna DeVoe	8
Branden Schumacher	8
Richard Erb	8
Regina Owens	8
Wesley Nelson	8
Bobby Parks	8
Terry Baker	8
Donna Guiler	8
Patrick McCormack	8
Abe Antique	8
Deb McBride	8
Robb Mack	8
Melissa Dykes	8
Tim Lundeen	8
Tracy Day	8
Randy Ellis	8
Shana Challenger	8
Al Castro	8
Wayne Gariepy	8
Travis Gillespie	8
Peter Blackley	8
Pam Warren	8
Ginger Ricker	8
Mark Carney	8
Brian Watson	8
Kristin Anderson	8
Howard Thurman	8
Mattew Poteet	8
David Millis	8
Eric Petty	8

Granger	Jocelyn	8
Yearwood	Lisa	8
Park	Russell	8
Steichen	William	8
Li	Wendong	8
Roden	Wesley	8
Sibson	Christopher	8
Kostokas	Paul	8
McGlothlin	Thurman	8
Schumacher	Branden	8
Evans	Maryanne	8
Bianchi	Jacob	8
Hilton	Randy	8
Wigand	Thomas	8
Bemis	Andy	8
Harrelson	Jerri	8
Smith	Anthony	8
Stanford	Walette	8
Kievit	Lisa	3
Hannah	Thomas	3
Smith	Anthony	3
Crowe	Kathleen	3
McCray	Anika	3
Vilchez	Federico	3
Hardmon	Angela	4
Breadon	William	4
Cottle	Steve	4
Hannah	Thomas	4
Guevarra	Larry	12
Hatch	Jacob	12
Fuller	Von	4
Williams	Elvia	4
Ricker	Ginger	4
Allen	Nicole	4
Williams	Phillip	4
Bazzell	Ira	5
Williams	Phillip	5
Adams	Patrice	4
Houston	Charlton	4
Moreland	Chatina	4
McCully	Jim	4
Woo Roh	Jin	4
Wells	Rachel	8
Marcus	Charles	4
Rackley	Felita	4
Thompson	Naline	8
Bracy	Shanelle	8
West	Charlene	4
Carbone	Marisa	4
Smith	Anthony	4
Crowe	Kathleen	4
Hannah	Thomas	4
Joyner	Felicia	4
Bazzell	Ira	8
Burks	ivy	4
Bianchi	Jacob	8
Zahir	Farid	8
Chapman	Jim	8
Babik	John	8

Myers	Jim	3
Souppourattinam	Baski	3
Lewis	R.T.	5
Walker	Paulette	5
Bounthrack	Rachelna	4
Goode	Renee	4
Pruitt	Chris	4
Arnold	David	3
Brown	Angela	3
Brittain	Rashid	3
Diaz	Jocelyn	3
England	Troy	3
Goode	Renee	3
Gaughan	Laurie	3
Lambert	Denise	3
Nealy	Stephanie	3
Pruitt	Chris	3
Simmons	Mello-Dee	3
Armstrong	Caitlin	8
Blutcher	Karen	8
Carbone	Marisa	8
Fuller	Voncea	8
Glomstein	Madelene	8
Gutos	Joy	8
Ham	Melissa	8
Hendrick	Suzanne	8
Petty	Michelle	8
Rinehart	Chris	8
Thompson	Ryan	8
Upton	Jane	8
Williams	Elvia	8
Hannah	Thomas	8
Johns	Jeremy	4
Kievit	Lisa	4
Moody	Ruth-Ann	4
Pippin	Brian	4
Vinas	Ramon	4
Bell	Michael	8
Creel	Jerry	8
Lundeen	Tim	8
Souppourattinam	Baski	8
Ricker	Ginger	8
Small	LeAnne	8
Compton	Jason	8
Davis	Mike	8
Brice	Phyllis	8
Lewis	R.T. (Bobbo)	8
Musah	Idris	8
Morrison	Dale	8
Pappa	Henry	8
Schumacher	Branden	8
Vonderheide	Chris	8
Williams	Jeremy	8
Dominquez	Jose	8
Howell	Pamela	8
Lewis	Phillip	8
Stamper	Vivie	8
Alford	Akecia	2
Carte	Michelle	2

Tuten	Steve	4
Smith	Gina	4
Fuller	Voncea	4
Wheeler	Kim	4
Souder	Scott	4
Dunbar	Sam	4
Short	Michael	4
Smith	Brandy	4
Rinehart	Jason	4
Chmist	Sebastian	4
Roh	Jin Woo	4
Szoke	Ryan	4
Fontaine	Heather	4
Lewis	Robert (Bobbo)	4
Hancher	Brian	4
Souppourattinam	Baski	4
Maiden	Delphine	4
Wood	Greg	4
Glomstein	Madelene	4
Armstrong	Caitlain	4
Garvey	Simone	4
Dressel	Kristen	4
Rinehart	Chris	4
Mack	Kawise	4
Lewis	Phillip	4
Jackson	Natasha	4
Harrell	Erica	4
Walmsley	Brian	4
Phelan	Lori	4
Sanchez	Narciso	4
Jennings	Lisa	4
Sanchez	Narciso	4
Bobitt	Blakney	4
Jackson	Lillie	3
Domingo	Michelle	3
Warren	Chantele	3
Bountharack	Rachelna	3
Zahir	Hamid	8
Crane	Chris	8
Forbes	Brenda	8
Freudenthal	Ann	8
Batey	Ruby	8
Bianchi	Jacob	8
Cravey	Sheri	8
Elson	Cassie	8
Sams	Pat	8
Smith	Dawaun	8
Diaz	Carmen	8
Couturier	Aimee	8
Vyas	Hitesh	8
Musah	Idris	8
Couturier	Joe	8
Bowden	Jonte	8
Holbrooks	Kevin	8
Hu	Shaodong	8
Reiman	Vance	8
Wainwright	Laurel	8
Bensel	Sierra	8
Tablada	Alan	8

Henry Angeli	8
Billie Woods	8
Michelle Petty	8
Gigi Carroll	8
Edgar Gutierrez	8
Jacob Bianchi	8
Melinda Fischer	8
Jonathan Brown	8
Felita Rackley	8
Margaret Limbaugh	8
David Reed	8
Hamid Zahir	8
John Wright	8
Jeremy Williams	8
Matt Stafford	8
Robert Roark	8
Williams Weber	8
Sabina Pryce-Jones	8
John Babik	8
Gelica Ervin	8
Lindsay Schopp	8
Blake Osner	8
Steve Moser	8
Christy Martin	8
Sabrena Frazier Outing	8
Janice Clark	8
Della Williams	8
Jessica Dotson	8
Cindy Brown	4
Lori Chancy	4
Wanda Williams	4
Tracy Day	4
Jamie Lewis	4
Robin Watson	4
Kim Neumann	4
Stephen Peterson	4
Amy Phillippo	4
Michelle Carte	4
Wendie Wiedenbeck	4
Thomas Wigand	4
Denese Murrin	4
Ida Pearl	4
Caitlin Armstrong	4
Mary Jo Whitten	4
Don Fletcher	4
Jerry Fulop	4
Karen Wenberg	4
Savannah Calvert	4
Ella Jones	4
Peter Blackley	4
Elizabeth Barrs	4
Jennifer Horn	4
Ivy Burks	4
Melinda Fischer	4
Peter Blackley	4
David Chang	4
Ken Chascin	4
Billie Woods	4
Lisa Kievit	4

Mishra	Dan	8
Maginnis	Patrick	8
Hobson	Ted	8
Papa	Henry	8
Ingalls	Johnny	8
Rackley	Felita	8
Middleton	Tanya	8
Domingo	Michelle	5
Haney	Dylan	8
Mack	Rob	8
Allen	Angela	8
Datz	Steve	8
Benavides	Maria	8
Edgar	Cindy	8
Quarterman	Diane	8
Walker	Cory	8
Van Den Heuvel	Sharon	8
Galvan	Robert	8
Ninos	Michael	8
Thompson	Chris	8
Blanton	David	8
Kyle	Gina	8
Holland	Brit	8
Micke	Jonathan	8
Guiler	Donna	8
Harwood	Patrick	8
Grant	Wesley	8
Irving	Laura	8
Head	Melissa	8
Holbrook	Michael	8
King	Troy	8
Barkoskie	James	8
Musah	Idris	8
Asberry	Jackie	8
Medina	Jessica	8
Connell	Jennifer	8
Bacote	Janel	8
Kemp	Steve	8
Zhao	Wenming	8
Neumann	Kim	4
Carte	Michelle	4
Marell	Sharon	4
Horn	Sheila	4
Perry	Diana	4
Correa	Tobi	4
Murnahan	Marla	4
Perkins	Natasha	4
Fleming	Dawn	4
Meadows	Ranida	4
Grayson	Clarence	4
Parker	Donna	4
Pressley	Sheila	4
Guiterez	Edgar	8
Jackson	Chris	4
Jackson	Armondo	4
Moore	Vanessa	4
Jackson	Arthur	4
Allen	Nicole	4
Thomas	Eugene	4

Cooper	Brenda	2
Grayson	Clarence	2
Greene	Leah	2
Currington	Geraldine	2
Hill	Shay	2
Parker	Roger	2
Marell	Sharon	2
Register	Ken	2
Perry	Diana	2
Neumann	Kim	2
Taylor	Herbert	2
Whittaker	Denver	2
Adams	Patrice	4
Bacote	Janel	4
Bracy	Shanelle	8
Connell	Jennifer	4
Grayson	Clarence	4
Chapplear	Terry	4
Good	Alan	4
Jordon	Darryl	4
Harrelson	Jerri	4
Horne	Deborah	4
Lewis	R.T. (Bobbo)	4
Harrell	Erica	4
Medina	Jessica	4
Osner	Blake	4
Moreland	Chatina	4
Neupane	Pranya	4
Peterson	Jamie	4
Rackley	Felita	4
Sterling	Michael	4
Schlossman	Scott	2
Thompson	Naline	8
Simmons	Mello-Dee	4
West	Charlene	4
Waters	Barbara	4
Vinas	Ramon	4
Alford	Akecia	3
Bowden	Jonte	3
Carney	Mark	3
Brittain	Rashid	3
Cavert	Savannah	3
Correa	Tobi	3
Daniels	LaShaun	3
Harris	Terry	3
Johnson	Anthony	3
Hardison	Kitty	3
Josic	Ava	3
Irving	Laura	3
Meadows	Ranida	8
Murnahan	Marla	8
Obermeyer	Jamie	8
Lowery	Donna	3
Mankin - Lang	Jennifer	3
Paulson	Elizabeth	3
Osborne	Jimmy	3
Scott-Head	Melissa	3
Sterling	Michael	3
Ingalls	Johnny	8

Petty	Eric	8
Moody	Adam	8
Diaz	Carmen	4
Hartley	Oliver	3
Lugo	Benjamin	3
Reed	David	4
Weeks	Ryan	4
Burgess	Larry	4
Combs	Harold	4
Melnik	French	4
Davies	Earl	4
Stanfill	Rick	4
Birdsong	John	4
Nixon	Darnell	4
King	Angelo	4
Orlandi	Pete	4
Rackley	Felita	8
Peterson	Jamie	3
Thompson	Naline	8
Erixton	Rick	3
Mills	Tucker	3
Diaz	Carmen	4
Kropidwski	Laura	4
Carbone	Marisa	4
Kievet	Lisa	4
Diaz	Jocelyn	4
Reichart	Chris	4
Reichart	Michelle	4
Horn	Jennifer	4
Betancur	Maria	4
Johnson	Marilyn	4
Fuller	Voncea	6
Warren	Chantelle	3
Sirmones	Lucille	3
Davis	Lecy	3
Wenberg	Karen	3
Williams	Jeremy	8
Limbaugh	Margaret	8
Grinnan	Mindy	8
Parsons	Jason	8
Brickle	Don	8
Cash	Kendra	8
Betancur	Maria	8
Gonzalez	Catalina	8
Johnson	Eboni	8
Jones	Madricka	8
Warren	Pamela	8
Howell	Pamelyn	8
Limbaugh	Margaret	8
Petty	Eric	8
Guevarra	Larry	8
Martin	Christina	8
Sanchez	Narcisco	3
Dykes	Melissa	8
McCarthy	John	8
Peninger	Kurt	8
Nelson	Janice	8
Orfano	Joe	8
Crawford	Julie	8

Troy Tremble	4
Narcisco Sanchez	4
Dan Turner	4
Charlene West	4
April Walton	4
Maria Salqueiro	4
Deirdre White	4
James Bryant	4
Leona Mitchell	4
Jeff Dowdy	4
Monica Whiting	4
Rachelna Bounthrack	4
Luann Coley	4
Michael Durrett	4
Ginger Ricker	4
Anthony Smith	4
Thomas Wigand	4
Savannah Calvert	4
Steve Schroeder	4
Charna DeVoe	4
Keila Perez Oliveras	4
Michael Jones	4
Bridgette Thomas Harc	4
Deryle Calhoun	4
Martha Canelon	4
Marisa Carbone	4

Jackson	Lillie	4
Batey	Ruby	4
Guyton-Baker	Mary	4
Lewis	Robert	8
Peterson	Jamie	8
Stafford	Matt	8
Santiago	John	8
Waldroup	Rocky	8
Stafford	Nicolas	8
Gomez	Sixto	8
Carney	Mark	4
Guiterez	Edgar	8
Gariepy	Wayne	8
Gillespie	Travis	8
Yearwood	Jessica	8
Castro	Al	8
Myrtolli	Lendi	8
Bianchi	Jacob	8
Stafford	Matt	8
Joyner	Felicia	8
Vonderheide	Cris	8
Woyak	Nathan	8
Boykins	LaShaunda	8
Bateh	Jacob	8
Williams	Tony	8
Nuredini	Ana	8
Conner	Sean	8
Drury	Tim	8
Quarterman	Kristina	4
Eaton	Michael	4
Stone	Patrick	4
LaBarrie	Keith	4
Krings	Joe	4
Knowles	Jerry	4
Nesbitt	Adia	4
Nesbitt	Justin	4
Williams	Amanda	4
Neal	Tawana	4
Gardner	David	4
Martin	Christy	8
Lamb	Christopher	8
Goode	Renee	4
Rehmel	Tina	4
Ramsubhag	Carl	4
Khatibi	Mason	4
Baker	Deidre	4
Wintter	Kayla	8
Powell	Chad	8
Merriweather	Ariel	8
Younge	Lauryn	8
Smith	Spencer	8
Wiseman	Brittany	8
Hughes	James	8
Stillwagoner	Deirdra	8
Younge	Sheridyn	8
Williams	Bre'Ona	8
Byers	Travis	8
Phillips	Kristen	8
Calabro	Joseph	8

Flennoy	Charna	2
Hiers	Angie	1
Hawkins	Alexis	1
Howard	Christina	1
Johnson	Jada	2
Small	Leann	1
Thomas	Troy	1
Sumpter	James	2
Whiting	Monica	1
Burch	Donald	8
Crane	Chris	8
Dykes	Melissa	8
Forbes	Brenda	8
Freudenthal	Ann	8
Petty	Eric	8
Poteet	Matt	8
Petty	Michelle	8
Wannaemacher	Ryan	8
Zahir	Hamid	8
Zander	Doug	8
Chmist	Sebastian	8
Altman	Matt	8
Babik	John	8
Chapman	Jim	8
English	Sherry	8
James	Yvette	8
Hobson	Ted	8
Hutchinson	Jasen	8
Johns	Jeremy	8
James	Oreyell	8
Jacobs	Darren	8
Marell	Sharon	8
McClung	Joe	8
McElhinney	Tom	8
Mishra	Dan	8
Mock	Cheryl	8
Portis	Senovia	8
Petty	Eric	8
Poteet	Matt	8
Rinehart	Jason	8
Petty	Michelle	8
Roh	Jinwoo	8
Short	Michael	8
Smith	Brandy	8
Tookes	Shawna	8
Szoke	Ryan	8
Wassell	Summer	8
Verdule	Ebenson	8
Williams	Marilyn	8
Castro	Al	8
Brown	Jonathan	8
Gariepy	Wayne	8
Cordova	Ed	8
Burch	Donald	8
Cumiskey	Owen	8
Gillespie	Travis	8
Hill	Lona	8
Crane	Chris	8
Crane	Travis	8

McElroy	Alan	8
Woods	Billie	8
Johnson	Akeisha	4
Maginnis	Sara	4
Fleming	Dawn	4
Nealy	Stephanie	4
Lowery	Donna	4
Johns	Jeremy	4
Rehmel	Tina	4
Reid	Juliet	4
Ouattara	Florence	4
Kellam	Chelsea	4
McCoy	Kim	4
Hart	Walt	4
Prevatt	Kelli	4
Dubose	Angela	4
Clark	Veronica	4
Chancy	Lori	4
Brown	Cindy	4
Sneed	Brandi	4
Runyon	Eric	4
Crabtree	Jeremy	4
Yearwood	Jessica	4
Moody	Adam	4
Moody	Ruth-Ann	4
Bacote	Janel	4
Holland	Matt	4
Kyle	Gina	4
Bylls Kropidlowski	Laura	4
Jackson	Christina	4
Allen	Angela	4
Mack	Robb	4
Spann	Judi	4
Gutos	Joy	4
Boyce	Gerri	4
Ham	Melissa	4
Middleton	Tanya	6
Christiansen	Sandi	6
Bennett	Michelle	6
Jackson	Joe	6
Turner	Greg	6
Crawshaw	Charlene	6
Coley	LuAnn	6
Yap	Nelson	6
Edenfield	Monica	6
Kostokas	Paul	6
Simmons	Mello-Dee	6
Guiler	Donna	6
Hinson	Michael	6
Byrnes	Tim	6
Carbone	Marisa	6
Atanacio	Isabel	6
Neupane	Pranaya	6
Reed	Andrew	3
Bartol	Thomas	3
Lafayette	Michael	3
Wells	Rachelle	3
Thomas	Donte	4
Osborne	Jimmie	4

Mead	Christopher	8
Lee-Kung	Andy	8
Eason	Brion	8
Garvey-Ewan	Simone	8
Leong	Jia	8
Loyola	Aila	8
Calhoun	Anquinette	8
Habboush	Mariam	8
Cieslik	Viktor	8
Baltaci	Aygun	8
Pacitti	Domenic	8
Egboh	Frank	8
Wassel	Summer	8
McLaughlin	Brendan	8
Barron	Robert	8
Dato	Justin	8
Grantham	Lucas	8
Simmons	Kalima	8
Landaeta	Stephany	8
Newbold	Michael	8
Traylor	Kim	4
Johnson	Marilyn	4
Fleming	Lou	4
Watson	Kenny	4
Tanner	Steve	4
Crocker	Larry	4
Register	Ken	3
Worley	Jay	3
Norse	David	3
Sears	Andrew	3
Hlaing	Nay	3
Stickland	Ken	3
Hope	Kelsey	3
Compton	Jason	3
Traylor	Kim	4
Tanner	Steve	4
Robinson	Paul	4
Watson	Kenny	4
Fleming	Lou	4
LaBarrie	Keith	1
Meadows	Ranida	4
Fleming	Dawn	4
Diaz	Jocelyn	4
Boatwright	Dan	4
Pate	Gerald	4
Erixton	Ricky	4
Mayer	Andy	4
Peterson	Yolanda	4
Rager	Greg	4
Curtright	David	3
Myers	Jim	3
Murrin	Denese	4
Wiedenbeck	Wendie	4
Wigand	Thomas	4
Boatwright	Dan	4
Cottle	Steve	4
Warren	Pamela	3
Davis	Glenn	3
Tilden	Payson	3

Forbes	Brenda	8
Freudenthal	Ann	8
Guiterrez	Edgar	8
Myrtolli	Lendi	8
Robins	Branden	8
Rackley	Felita	8
Thomas	Michael	8
Zahir	Hamid	8
Zander	Doug	8
Woods	Billie	8
Yearwood	Jessica	8
Wright-Morgan	Vondalyn	8
Allen	Angela	8
Brugnolotti	Steve	8
Dotson	Jessica	8
Day	Chrissy	8
Brown	Jonathan	8
Colley	Michael	8
Cumiskey	Owen	8
Holland	Britt	8
Kyle	Gina	8
English	Sherry	8
Mack	Robert	8
Guiterrez	Edgar	8
Joseph	Johnathan	8
McEwen	Joel	8
Micke	Jonathan	8
Motsinger	Andrew	8
Mott	Shannon	8
Rackley	Felita	8
Woods	Billie	8
Wright-Morgan	Vondalyn	8
Jackson	Arthur	2
Goss	Suzanne	2
Harrell	Erica	2
Mills	Jeannette	2
Saunders	Whitney	2
Byrnes	Tim	4
Fore	Bea	4
Cheshire	Lisa	4
Hinson	Michael	4
Lopez-Baca	Elizabeth	4
Middleton	Tanya	4
Sneed	Brandi	4
Varner	Joy	4
Cooper	Brenda	3
Klosterman	Liza	3
Moore	Vanessa	3
Bureau	Audrey	3
Erixton	Ricky	3
LaForge	Pam	3
Hawkins	Alexis	3
Johnson	Tracy	3
Nealy	Stephanie	3
Rodriquez	Ryan	3
Krishnan	Sandar	3
Tiko	Workneh	3
Whiting	Monica	3
Couch	Justin	8

Durrant	Desmond	4
Cooper	Brenda	4
Hatfield	Tammy	4
Moon	Gerald	4
Grayson	Clarence	4
Currington	Geraldine	4
Bracy	Shanelle	4
Perry	Diane	4
Domingo	Michelle	4
Bachara	Gary	2
Kalina	Tia	2
Cottle	Steve	4
Boynton	Lori	4
Bobitt	Blakney	4
West	Charlene	4
Lafayette	Michael	4
Cooper	Brenda	3
Arline	Johnny	3
Thomas	Eugene	3
Johnson	Patricia	3
Johnson	Marilyn	2
Coley	LuAnn	2
Guiler	Donna	2
Bryant	James	2
Gardner	Charles	2
Castillo	Mercy	2
Butler	Gerald	2
Owens	Gregory	2
Jefferson	Jeramie	2
Bowden	Antoine	6
Bowden	McGhee	6
McDonald	Thomas	6
Thomas	Paul	6
Thomas	Eugene	6
Middleton	Tanya	6
Babik	John	6
Williams	Philip	6
Johnson	Akiesha	6
Jones	Madricka	6
Alexander	Kevin	6
Bates	Darius	6
Funches	John	6
Byrnes	Tim	6
Chancy	Lori	6
Williams	Marilyn	6
Fish	Walter	6
Slaughter	Deena	6
Reid	Juliet	6
Cabral	Maria	6
Johnson	Marilyn	2
Alford	Keisha	2
Lambert	Denise	2
Taylor	Margaret	4
Hope	Kelsey	4
Evans	Nick	4
Pelt	Cynthia	4
Bizub	Katie	4
Otto	Victoria	4
Bartol	Thomas	4

Pippin	Brian	3
Copeland	Dan	3
Vento	Richard	3
Gutierrez	Edgar	3
Fleming	Dennis	3
Baker	Deirdre	3
Marell	Sharon	3
Rapasky	Dorothy	3
Lang Mankin	Jennifer	3
Fulop	Jerry	3
Daniels	LaShaun	3
Perkins	Natasha	3
Mankin	Jennifer	3
Connolly	Eileen	3
Guyton-Baker	Mary	3
Williams	Amanda	3
Colley	Michael	4
Dugan	Bruce	4
Greene	Leah	4
Higley	Carol	4
Grant	Wes	4
Tilden	Payson	4
King	Peter	4
Pippin	Brian	4
Gutierrez	Edgar	4
Ricker	Ginger	4
Hannah	Thomas	4
Cumiskey	Owen	4
Vinas	Ramon	4
Christiansen	Sandy	4
Jackson	Joe	4
Cruise	Eleni	4
Selders	Steve	4
Stamper	Vivie	4
Owens	Katura	4
Schlossman	Scott	4
Diaz	Jocelyn	4
Pope	Jordan	4
Popielarz	Annette	4
Freeman	Paul	4
Moody	Ruth-Ann	5
Middleton	Tanya	4
Whittaker	Denver	5
Moody	Adam	5
Stein	Jennifer	8
Murnahan	Marla	4
Moody-Rogers	Andrea	4
Clark	Veronica	4
Rager	Greg	4
Eaton	Michael	4
Shepard	Bridgett	4
Gray	Leigh	4
Gamal	Doaa	4
Tremble	Troy	4
Beaver	Deborah	3
Stothers	Curtis	3
Daniels	LaShaun	3
Gilchrist	Grant	3
Pinkstaff	Larry	3

Cieslik	Viktor	8
Glass	Alexandra	8
Grant	Brandon	8
Ha	David	8
Hughes	James (Randy)	8
Harwood	Zachary	8
Dato	Justin	8
Leong	Jia (John)	8
Lopes	Alannah	8
Loyola	Aila	8
Luck	Stuart	8
McDermet	Jeremy	8
Ouattara	Florence	8
Nagales	Rowena	8
Newbold	Michael	8
Ogbugo	Mark	8
Phillips	Kristen	8
Powell	Chad	8
Simmons	Kalima	8
Stagner	Neil	8
Yohpe	Michael	8
Bain	Gaynelle	4
Cosgrave	Paul	4
Floyd	Chris	4
Fleming	Dennis	4
Growcock	Robert	4
Hope	Kelsey	4
Gutierriez	Edgar	4
LaForge	Pamela	4
Hunt	Tim	4
Pippin	Brian	4
Robins	Branden	4
Smith	Gina	4
Tilden	Payson	4
Vento	Richard	4
Trinidad	Edgardo	4
Wucker	Don	4
Boatright	Dan	2
Brown	Jonathan	2
Jackson	Chris	2
Paulson	Elizabeth	2
Pressley	Sheila	2
Bureau	Audrey	3
Cabral	Maria	3
Calhoun	Deryl	3
Parker	Donna	3
Reid	Juliet	3
Hawkins	Alexis	4
Cutright	David	4
Cimino	Angela	6
Day	Christina	4
Fleming	Dawn	4
Brown	Cynthia	8
Chancy	Lori	8
Dailey	Chris	4
Dubose	Angela	4
Greenwood	Chasity	4
Huynh	Linda	4
Maginnis	Sarah	4

Costa	Carolyn	4
Moody	Adam	8
Thomas	Donte	2
Hartenstine	Shay	2
Fairell-Simons	Tawana	2
Lewis	Victoria	2
Lee	Sonja	2
Edwards	Angela	2
Antique	Abe	2
Arline	Johnny	3
Smith	Brandy	3
Swain	Dale	3
White-Parker	Tasha	3
Barrs	Derek	3
Harper	Michael	3
Carley	Loan	3
Creel	Jerry	3
Musta	Emiljano	3
Stratmann	Travis	3
Stumph	Daniel	3
Whitehead	Jason	3
Barlow	Randall	3
Dawson	Sabrina	3
Johns	Jeremy	3
Joiner	Thomas	4
Simmons	Keith	4
Brown	Joshua	4
Kemp	Steve	4
Starner	Lindsay	4
Robinson	Anthony	4
Medina	Jessica	4
Connell	Jennifer	4
Carrere	Krista	4
Trinidad	Edgardo	4
Growcock	Robert	4
Rager	Greg	4
DeCoste	Frank	4
Parks	Robert	4
Tanner	Howard	4
Mayo	Bradley	4
Locke	Michael	3
Cicero	Chris	3
Ruhter	Maurice	8
McEwen	Joel	8
Robinson	Anthony	8
Howard	Josh	8
Davis	Paul	8
Costea	Lawrence	8
Johnson	Anthony	8
White	Neil	8
Parker	Roger	8
Mater	Andrew	8
Flores	Robin	8
Wiedenbeck	Wendie	8
Gill	Emily	4
Mock	Cheryl	4
Jolley	David	4
White	Eileen	4
Evans	MaryAnne	4

Stanley	Robert	3
Conner	Sean	3
Gariepy	Wayne	3
Yarger	Paul	3
Daniels	LaShaun	3
Sargent	Anitra	3
Smith	Taneshia	3
Moody	Ruth-Ann	4
Moody	Adam	4
Peterson	Jamie	3
Landon	Todd	3
Maiden	Delphine	3
Myers	Jim	3
Jolley	David	3
Ham	Melissa	3
Reeves	Shellina	3
McElhinney	Thomas	3
Reeves	Shellina	3
McElhinney	Thomas	3
Breedlove	Mark	3
Hutchinson	Jasen	3
Pugh	Nicole	3
Butler	Gerald	3
Castillo	Mercy	3
Jefferson	Jeramie	3
Bryant	James	3
Jordan	Catrina	3
Nelson	Janice	3
Fuller	Voncea	4
Pugh	Nicole	3
Landon	Todd	3
Maiden	Delphine	3
Armstrong	Caitlain	3
Thompson	Ryan	3
Glomstein	Madeline	3
Thomas	Troy	3
Johnson	Marilyn	3
Nelson	Janice	3
Stanford	Walette	3
Rosenhauer	Kris	3
Osner	Blake	3
Martin	Steve	3
Emmi	Charles	3
Erb	Richard	3
Upton	Jane	3
Kendrick	Jonathan	3
Hill	Eileen	3
Crane	Travis	8
Kievit	Lisa	4
Lawrence	Lindsay	4
Fontaine	Heather	4

Jones	Charlotte	4
Musselwhite	Becky	4
Musselwhite	James	4
Otto	Victoria	4
Smith	Anthony	12
Smith	Dori Ann	4
Wiedenbeck	Wendie	8
Walmsley	Valerie	4
Todd	Landon	4
Wood	Greg	4
Pruitt	Chris	6
Tuten	Steve	4
Crivaro	Matthew	3
Bernich	Ernie	3
Dean	Kelly	3
Crowe	Kathleen	3
Garland	Brooke	3
Harper	Sherea	3
Keeler	Jessica	3
Jackson	Chris	3
Knox	Sean	3
Marcotte	Krista	3
McQuaig	Renee	3
Smith	Anthony	3
Rehmel	Tina	3
Richardson	Linda	3
Workneh	Tiko	3
Beverly	Glenn	8
Crowder	Rosemary	8
Ivy	Tory	8
Wright	Bill	8
Goss	Suzanne	2
Popielarz	Annette	2
Varner	Joy	2
Wiertsema	Thomas	2
Cedillo	Alfredo	3
Carter	Byron	3
Brunell	Baley	3
Cothern	Hubert	3
Denton	Gary	3
Foskey	Damon	3
Hilton	Randy	3
LeBlanc	Michelle	3
Lucas	Jeff	3
McElroy	Alan	3
McGlothin	Thurman	3
Murrary	Mark	3
Pelt	David	3
Ruggiero	Brandon	3
Ratley	Elmer	3
Roseberry	Nancy	3
Williams	Jeremy	3
Trinidad	Edgardo	3
Reed	David	8
Cabral	Maria	4
Gill	Emily	4
Hill	Eileen	4
Huynh	Linda	4
Horne	Deborah	4

Wigand	Thomas	4
Kemp	Steve	4
Horn	Jennifer	4
Smalley	Janie	4
Tuten	Steve	4
McDowell	Daniel	4
West	Susan	4
Whittaker	Denver	4
Phelan	Lori	4
Woods	Billie	4
Greenwood	Chasity	4
Walmsley	Valerie	4
Carrere	Krista	4
Scott	Melissa	4
Willis	Mark	4
Hatfield	Tammy	4
Lephart	Gayle	4
Bernich	Ernie	4
Flennoy	Charna	4
Atkinson	Nigel	8
Cieslik	Viktor	8
Collins	Jermisha	8
Davis	Wrachel	8
Dawley	Hannah	8
Eastman	Olivia	8
Faniyi	Oluwakemi	8
Fisher	Micah	8
Fox	Jonathan	8
Garcia	Rollin	8
Hardee	Mason	8
Hines	Jared	8
Howe	Bradley	8
Kellam	Chelsea	8
Kohler	William	8
Kurtz	Dalton	8
Landaeta	Stephany	8
Leong	John	8
Luck	Stuart	8
Maywood	Jonathan	8
McDermet	Jeremy	8
Menzel	Robert	8
Ouattara	Florence	8
Putman	Stanley	8
Reinker	Marissa	8
Sokol	Brian	8
Stone	Jacob	8
Tuite	Timothy	8
Van Den Heuvel	Amber	8
Wilson	Madelyn	8
Yohpe	Michael	8
Lopez-Baca	Elizabeth	4
Denham	John	4
Thomas	Eugene	2
Dove	Eric	4
Moore	Vanessa	4
Jones	Madrica	3
Warren	Pamela	3
Thomas	Paul	3
Register	Ken	3

Love	Steven	4
Merrell	John	4
Lopez-Baca	Elizabeth	4
Nelson	Wesley	4
Neumann	Kim	4
Otto	Victoria	4
Walmsley	Valerie	4
Crossley	Chad	4
Day	Traci	4
Emmi	Charles	4
Erb	Richard	4
Jennings	Lisa	4
Martin	Steve	4
Middleton	Tanya	4
West	Charlene	4
Williams	Clarence	4
James	Yvette	4
Mayer	Andy	4
Moody	Ruth-Ann	4
Moody	Adam	4
Conner	Sean	3
Gilchrist	Grant	3
Laman	Steve	3
Peacock	Jimmy	3
Stanley	Robert	3
Yarger	Paul	3
Barlow	Randy	8
Benavides	Maria	4
Coley	LuAnn	4
Cruise	Eleni	8
Edgar	Cindy	8
Felder-Kelsey	Bonnie	8
Gomal	Doaa	4
Gray	Leigh	8
Haskins	Abigail	4
Hatfield	Tammy	4
Jackson	Joseph	4
Hardmon	Angela	4
Johns	Pattie	8
McInall	Steve	4
Mattox	Phil	4
Popielarz	Annette	4
Robins	Branden	4
Owens	Katura	4
Quarterman	Diane	8
Shephard	Bridget	4
Stamper	Vivie	8
Stone	Patrick	8
Tremble	Troy	4
Copeland	Dan	3
Fleming	Dennis	3
Guiterrez	Edgar	3
King	Peter	3
Pippin	Brian	3
Smith	Gina	3
Tilden	Payson	3
Vento	Richard	3
Wucker	Don	3
Coley	LuAnn	4

Martin Stedman	Garret	3
Barrs	Elizabeth	3
Carter Smith	Jessica	3
Scarboro	Maurice	3
Wiertsema	Thomas	3
Cicero	Chris	4
Rivera-Clapp	Maritza	4
Maginnis	Sara	4
Fleming	Dawn	4
Hahn	Robert	4
Locke	Michael	4
West	Charlene	4
Connell	Jennifer	4
Williams	Travis	4
Heaton	Ryan	4
Garvey-Ewan	Simone	4
Dawson	Sabrina	4
Selders	Steve	4
Selders	Elaine	4
Duffy	Patrick	4
Bracy	Jarvis	4
Harper	Sherea	4
Kumar	Neena	4
Pugh	Nicole	4
Mayer	Andy	4
Gutierrez	Edgar	4
Grant	Wesley	4
Varner	Joy	4
Fairell-Simmons	Tawanna	2
Middleton	Tanya	2
Simmons	Mello-Dee	2
Charleroy	Melissa	2
Fulop	Jerry	4
Copeland	Dan	4
Hahn	Robert	4
Morecraft	James	4
James	Yvette	4
Dawson	Sabrina	4
Mayer	Andy	3
Dawson	Sabrina	3
Varner	Joy	3
Sharma	Rakesh	3
Johns	Jeremy	3
Gamal	Doaa	4
Crossley	Chad	4
Edgar	Cindy	4
Fisher	Christopher	4
Datz	Stephen	4
Grey	Leigh	4
Shephard	Bridget	4
Edenfield	Monica	4
Copeland	Dan	4
McInall	Steve	4
Nelson	Wesley	4
Butler	Michael	4
Wheeler	Todd	4
Mills	Jeanette	4
Hardmon	Angela	4
Tilden	Payson	4

Domingo	Michelle	4
Guiler	Donna	4
Calhoun	Deryl	3
Carroll	GiGi	3
Lund	Terry	3
Moore	Julie	3
Williamson	Linda	3
Fore	Bea	3
Holton	Leonard	3
Norman	Sam	3
Mills	Jeannette	3
Steinbrecher	Paul	3
Willis	Mark	8
Thomas	Paul	1.5
Crocker	Larry	4
Datz	Steven	4
Johnson	Marilyn	4
Tanner	Steve	4
Traylor	Kymberly	4
Watson	Kenney	4
Gilchrist	Grant	3
Yarger	Paul	3
Stanley	Robert	3
Conner	Sean	3
Gariepy	Wayne	3
Pinkstaff	Larry	3
Winton	Tiffany	3
Burks	Ivy	3
Love	Vanessa	3
Peterson	Clarence	3
Reid	Juliet	3
Johnson	Akiesha	3
Thomas-Jordan	Catrina	3
Nealy	Stephanie	1
Westbrook	Thomas	4
Robinson	Anthony	4
Bensel	Sierra	4
Pineda	Gloria	4
Taylor	Margaret	4
Woyak	Nathan	4
Davis	John	4
Whittaker	Denver	4
Knight	Roy	4
Ruggiero	Branden	4
Joiner	Thomas	4
Simmons	Keith	4
Jennings	Lisa	4
Brown	Kyle	4
Traylor	Kymberly	4
Vondrasek	Gary	4
Tanner	Steve	4
Watson	Kenny	4
Orfano	Joe	3
Stevens	Celeste	3
Greenleaf	Barry	3
Davis	Tom	3
Boynton	Lori	3
Hahn	Robert	3
Bakerdjian	Richard	3

Nichols	Vicki	4
Pippin	Brian	4
Gutierrez	Edgar	4
Wucker	Don	4
Davis	Angela	4
Keeler	Jessica	4
McQuaig	Renee	4
Harper	Sherea	4
Marcotte	Krista	4
Garland	Brooke	4
Cruise	Eleni	8
Calhoun	Deryle	3
Huang	Harry	3
Mock	Cheryl	3
Hobson	Ted	3
Tuten	Steve	3
Edwards	Brandon	3
Mishra	Dan	3
Babik	John	3
McFadden	Paul	3
Hunt	Tim	16
Fulop	Jerry	4
Ayers	James	4
Stanford	Walette	4
Todd	Landon	4
Roden	Wesley	4
Trinidad	Edguardo	4
Bodenstein	Paul	4
Crocker	Larry	4
Prevatt	Kelli	4
Copeland	Daniel	3
Elmore	Kendra	3
Montanez	Eliseo	3
Dean	Kelly	3
Mishra	Daniel	3
James	Yvette	4
Kim	Jisoo	4
Micke	Jonathan	4
Guyton-Baker	Mary	4
Hassan	Badie	4
Johnson	Akiesha	4
Ayers	James	4
Rackley	Felita	3
Cotman	Wanda	3
Varner	Joy	3
Dean	Kelly	3
Huang	Harry	3
Brown	Jamie	3
Robins	Branden	3
Rager	Greg	3
Owens	Katura	3
Fisher	Christopher	3
Deal	Jerry	3
Wells	Rachael	3
Leddy	Patrick	4
Schneider	Jennifer	4
McKee	David	2
Robins	Branden	2
Breedlove	Mark	2

David	Gary	3
Gutteridge Anos	Laura	3
Juno	Carol	3
McFarlin	Tina	3
Mayer	Andy	3
Fernandez	Kevin	3
Crowder	Rosemary	3
Smith	Annelisa	3
Nechvatal	David	2
Ellison	Glenn	2
Breedlove	Mark	2
Nasby	Don	2
Parker	Donna	2
Rivera-Clapp	Maritza	2
Gutteridge Anos	Laura	3
Davis	Gary	3
Juno	Carol	3
McFarlin	Tina	3
Steinbrecher	Paul	3
Soule	Louis	3
Shumate	Robert	3
Sposato	John	3
McCollum	Jenny	3
Beard	Heather	3
Brunell	Baley	3
Johnson	Akiesha	3
Kofler	Bruce	3
Remsen	Ruth	3
Mock	Cheryl	3
Moore	Elizabeth	3
Bernich	Ernie	4
Evans	Mary Ann	4
Locke	Michael	4
Cottle	Steve	4
Robinson	Anthony	4
Bain	Gaynelle	4
Selders	Elaine	4
Westbrook	Thomas	4
Anderson	Kristin	4
Stancin	James	4
Kalina	Tia	4
Moody	Ruth Ann	4
Moody	Adam	4
Kievit	Lisa	4
Lewis	Tonya	4
Williams	Leslie	4
Dow	Richard	4
Stother	Curtis	4
Lanoux	Diane	3
Rauth	David	3
Michael	Victor	3
Aenchbacher	Robert	3
Fulop	Jerry	3
Hartenstine	Shay	3
Lewis	Victoria	3
Edwards	Angela	3
Clevenger	Cary	8
Chizmar	Peter	8
Flores	Robin	8

West	Charlene	2
Medina	Jessica	2
Watkins	Justin	2
Cruise	Eleni	2
Owens	Katura	2
Rager	Greg	2
Maillis	Pat	2
Fisher	Christopher	2
Josic	Ava	4
Johns	Jeremy	4
Van Aartsen	Randall	8
Starner	Lindsay	4
Johnson	Marilyn	4
Rehmen	Tina	4
Burns	Joseph	4
Seda	Diana	4
Lowery	Donna	4
Mills	Tucker	4
Crowe	Kathleen	4
Smith	Anthony	4
Grant	Wesley	4
Seda	Diana	4
Crawshaw	Charlene	4
Cheshire	Lisa	4
Sharma	Rakesh	4
Jisoo	Kim	4
Lanoux	Diane	4
Smalley	Jamie	4
Keenan	Vernan	4
Henson	Jack	4
Diaz	Jocelyn	4
Galvan	Robert	4
Morecraft	James	4
Jones	Allyn	8

Seeley	Matt	8
Mayer	Andrew	8
Michard	Rosa	8
Davis	Paul	8
Seda	Diana	8
Reed	David	8
Nichols	Lee	8
Johnson	Anthony	8
Tipton	Jonathan	8
White	Neil	8
McCarthy	John	3
Dendor	Ed	3
McElroy	Alan	3
Weir	Rachelle	3
Dean	Kelly	3
Crivaro	Mathew	3
Weinberg	Karen	3
Kendrick	Johnathan	3
Parker	Josh	3
Bledsoe	Clarence	3
Cadle	Robert	3
Corcoran	Greg	8
Jennings	Lisa	8
Burns	Joseph	8
Williams	Leslie	8
Williams	Leslie	4
Arnold	Vincent	4
Mills	Jeannette	4
Cotman	Wanda	4
Wells	Rachel	4
Bessent	Monica	4
Gumera	Epifanio	4
Sprinkle	Shannon	4
Taylor	Herbert	4
Domingo	Oliver	4
Boynton	Lori	4
Wiedenbeck	Wendie	8
Costea	Lawrence	4
Reed	Andrew	6
Stanford	Walette	4
Salgueiro	Maria	4
Wigand	Tom	4
Bemis	Andy	4
Willis	Mark	4
DeCoste	Frank	8
Hancher	Brian	8
Claxton	Francis	3

Ambassador Participants FY15	
Ambassador Name	Total number of Ambassadors 314
Almestica, Valentin	
Almestica, Valentin	
Anderson, Joseph S.	
Anderson, Joseph S.	
Anderson, Joseph S.	
Anderson, Joseph S.	
Anderson, Joseph S.	
Armstrong, Caitlin M. -	
Batey, Ruby S.	
Batey, Ruby S.	
Batey, Ruby S.	
Batey, Ruby S.	
Bledsoe, David E. -	
Bledsoe, David E. -	
Blutcher, Karen M. -	
Blutcher, Karen M. -	
Blutcher, Karen M. -	
Bowden, Jonte T.	
Boyce, Gerri M. - Media	
Boyce, Gerri M. - Media	
Boyce, Gerri M. - Media	
Boyd, Joseph O.	
Boyd, Joseph O.	
Boyd, Joseph O.	
Boyd, Joseph O.	
Bureau, Audrey K.	
Bureau, Audrey K.	
Butler, Gerald L. - Manager,	
Butler, Gerald L. - Manager,	

Ambassador Participants FY16	
Ambassador Name	Total number of Ambassadors 301
Alford, Kecia M.	
Almestica, Valentin	
Anderson, Joseph S.	
Anderson, Jr. Donald L.	
Anderson, Kristin M. - Mgr	
Armstrong, Caitlin M. -	
Arnold, Justin M.	
Baber, D. Jason	
Baker, W. Garry - Director	
Barrett, Christopher S.	
Barrs, Derek D.	
Batey, Ruby S.	
Beaver, Deborah A. - Dir	
Benavides, Maria L. - Mgr	
Bennett, Darrell G.	
Bledsoe, David E. -	
Blutcher, Karen M. -	
Bodway, Jonathan R.	
Bountharack, Rachelna S.	
Bowden, Antoine N.	
Bowden, Jonte T.	
Boyce, Gerri M. - Media	
Bracy Sr., Jarvis D.	
Bradley, Larry F.	
Brazell, David	
Brigman, Martin J.	
Brown, Jamie J. - Mgr	
Brown, Jonathan M. - Black	
Burks, Ivy L.	

Ambassador Participants FY17	
Ambassador Name	Total number of Ambassadors 343
Akrayi, Jamila R.	
Alford, Kecia M.	
Almestica, Valentin	
Anderson, Joseph S.	
Anderson, Kristin M. - Mgr	
Armstrong, Caitlin M. -	
Arnold, Justin M.	
Baber, D. Jason	
Baker, Deirdre S. - Financial	
Baker, W. Garry - Director	
Baldwin, David M.	
Barlow, Randall W.	
Barrett, Christopher S.	
Bartley, La'Trece M. -	
Baye, Daniel A.	
Beaver, Deborah A. - Dir	
Bernich, Ernest A. - Special	
Bides, Arthur R.	
Bides, Arthur R.	
Biruk, David D. - Mgr	
Bizub, Katie J.	
Bledsoe, David E. -	
Blount, James R.	
Blutcher, Karen M. -	
Boatwright, Dan B. - Mgr	
Boatwright, Dan B. - Mgr	
Bobitt, Blakney D.	
Bodway, Jonathan R.	
Bodway, Jonathan R.	

Ambassador Participants FY18	
Ambassador Name	Total number of Ambassadors 170
Almestica, Valentin	
Anderson, Joseph S.	
Anderson, Kristin M. - Mgr	
Babik, J. John	
Bailey, Brian K.	
Baldwin, David M.	
Barlow, Randall W.	
Batey, Ruby S.	
Bernich, Ernest A. - Special	
Bides, Arthur R.	
Biruk, David D. - Mgr	
Bizub, Katie J.	
Blutcher, Karen M. -	
Boatwright, Dan B. - Mgr	
Bountharack, Rachelna S.	
Bowden, Antoine N.	
Bracy Sr., Jarvis D.	
Breadon, William A.	
Brown, Jonathan M. - Black	
Brunell, Baley L. - Contract	
Bumgarner, William E.	
Burks, Ivy L.	
Butler, Gerald L. - Manager,	
Byous, Luke S.	
Byrd, Benjamin J.	
Byrnes, Timothy J. -	
Carbone, Marisa H. -	
Castor, Lance B.	
Christiansen, Sandra H. -	

Butler, Gerald L. - Manager,
Butler, Gerald L. - Manager,
Byous, Luke S.
Carbone, Marisa H. -
Carbone, Marisa H. -
Carbone, Marisa H. -
Carroll, GiGi M. - Account
Carroll, GiGi M. - Account
Carroll, GiGi M. - Account
Carroll, GiGi M. - Account
Carroll, GiGi M. - Account
Cary, Ralph W.
Chaney, Richard A.
Chaney, Richard A.
Cimino, Angela D.
Colley, Michael A.
Colley, Michael A.
Colley, Michael A.
Colley, Michael A.
Colley, Michael A.
Copeland, Dan E. -
Copeland, Dan E. -
Copeland, Dan E. -
Copeland, Dan E. -
Corcoran, Gregory S. - Mgr
Cotman, Wanda C.
Crane, Christopher T. -
Crawford, Deshawn C.
Crawford, Deshawn C.
Crawford, Deshawn C.
Crawford, Deshawn C.
Crawford, Deshawn C.
Crawford, Deshawn C.
Creel, Tiesha S.

Butler, Gerald L. - Manager,
Byous, Luke S.
Calhoun Jr., Deryle I. - Dir,
Carbone, Marisa H. -
Carroll, GiGi M. - Account
Castillo, Mercy C. - Mgr
Cavin, Ellyn M. - Account
Chizmar, Peter A.
Christiansen, Sandra H. -
Clay, Shea C.
Clevenger, Craig L. - Electric
Coarsey, John B. - Director,
Coley, LuAnn M.
Colley, Michael A.
Conner, Sean M. - Sr.
Cook, William C.
Copeland, Dan E. -
Corcoran, Gregory S. - Mgr
Correa, Tobi L. - Manager,
Cosgrave, Paul J. - Chief
Cotman, Wanda C.
Cottrell, Brandon R.
Craft, James E.
Crane, Christopher T. -
Crawford, Deshawn C.
Creel, Jerry R. - Account
Creel, Tiesha S.
Crews Jr., Charles E.
Crosby, Charles F. -
Cruise, Eleni P. - Manager,
D'Avico, Michael T. -
Davies, W. Earl
Davis, Eric M.
Davis, John A.

Bountharack, Rachelna S.
Bountharack, Rachelna S.
Bountharack, Rachelna S.
Bowden, Antoine N.
Bowden, Jonte T.
Bowden, Jonte T.
Bowden, Jonte T.
Bracy Sr., Jarvis D.
Brazell, David
Breadon, William A.
Breadon, William A.
Brickel, David G.
Bridgham, Andrew P.
Brost, Mike J. - VP/GM
Brost, Mike J. - VP/GM
Brown, Jamie J. - Mgr
Brown, Jonathan M. - Black
Brunell, Baley L. - Contract
Bryant, James E. - Dir
Bumgarner, William E.
Bumgarner, William E.
Bumgarner, William E.
Bumgarner, William E.
Bureau, Audrey K.
Burks, Ivy L.
Burns, Jonathan K.
Butler, Gerald L. - Manager,
Calvert, Savannah C.
Carbone, Marisa H. -
Carroll, GiGi M. - Account
Castillo, Mercy C. - Mgr
Cavin, Ellyn M. - Account
Chaney, Richard A.
Christiansen, Sandra H. -

Coley, LuAnn M.
Copeland, Dan E. -
Cosgrave, Paul J. - Chief
Cotman, Wanda C.
Crane, Christopher T. -
Cruise, Eleni P. - Manager,
Curtis, Aaron J.
Curtright, David M.- Mgr
Davis, Eric M.
Davis, Michael A. - Sr Mgr
Day, Traci J. - Account
Demby, L. Slice
Dendor, Ed H. - Dir
DeRoma, Virginia P. -
Diaz, Jocelyn G. - Financial
DiBenedetto, Frank -
Domingo, Michele L.
Dressel, Kristen L. - Digital
Durrett, Michael E. - Mgr
Edenfield, Monica C.
Edgar, Cindy L. - Director, IT
Edwards, Brandon L. -
Fairell-Simmons, Tawana L.
Fischer, Melinda L.
Flennoy, Charna M.. - Labor
Fontaine, Heather Z. - Black
French, Amanda J. - Digital
Galvan, Robert C.- Mgr
Garraway, Prentiss M.
Garvey-Ewan, Simone A.
Gillean, Keith L.
Goodwin, Sara S. - Financial
Greenwood, Chasity L.
Guyton-Baker, Mary L.

Creel, Tiesha S.
Creel, Tiesha S.
Creel, Tiesha S.
Creel, Tiesha S.
Creel, Tiesha S.
Curtis, Aaron J.
Curtis, Aaron J.
Curtright, David M.- Mgr
Davis, Eric M.
Davis, Eric M.
Davis, Eric M.
Davis, Eric M.
Davis, Eric M.
Davis, Eric M.
Davis, Eric M.
Day, Traci J. - Account
Day, Traci J. - Account
Day, Traci J. - Account
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Day, Traci J. - Account
Day, Traci J. - Account
Day, Traci J. - Account
Deal, Jerry L.
Deal, Jerry L.
Deal, Jerry L.
Deal, Jerry L.
DeRoma, Virginia P. -
Dotson, Jessica L.
Dotson, Jessica L.
Elmore, Kendra L. -
Evans, Nick B.
Fischer, Melinda L.
Fischer, Melinda L.

Davis, Jr., Paul L. Electric
Davis, Michael A. - Sr Mgr
Day, Traci J. - Account
Delk, Bill, Jr.
Demby, L. Slice
Dendor, Ed H. - Dir
DeRoma, Virginia P. -
Diaz, Jocelyn G. - Financial
DiMeo, Elizabeth A. - Mgr
Domingo, Oliver C. - Debt
Dotson, Jessica L.
Dow, Richard W. - Manager
Dykes, Melissa H. - Chief
Edenfield, Christopher P.
Edenfield, Eric L.
Ellis, Randy J.
Elmore, Kendra L. -
Fischer, Melinda L.
Fisher, Christopher S.
Fleming, Dennis J.
Flennoy, Charna M.. - Labor
Fontaine, Heather Z. - Black
Forbes, Brenda W. -
Fore, Bea - Senior Executive
Freudenthal, C. Ann -
Fuller, Voncea J. -
Funches, Jr., John M.
Funches, Jr., John M.
Galvan, Robert C.- Mgr
Garcia, Jesus J. - Director,
Garvey-Ewan, Simone A.
Genslinger, Donna L. -
Gibson, Dennis M.
Good, Alan W. (Randstad)

Clevenger, Craig L. - Electric
Coarsey, John B. - Director,
Coley, LuAnn M.
Colley, Michael A.
Compton, Jason M.
Conner, Sean M. - Sr.
Copeland, Dan E. -
Corbitt Jr., Michael K.
Correa, Tobi L. - Manager,
Cosgrave, Paul J. - Chief
Costea, Lawrence A.
Cotman, Wanda C.
Crane, Christopher T. -
Crawford, Deshawn C.
Creel, Jerry R. - Account
Creel, Jerry R. - Account
Creel, Tiesha S.
Crews Jr., Charles E.
Curtis, Aaron J.
Curtright, David M.- Mgr
Dave, Mayan G.
Dave, Mayan G.
D'Avico, Michael T. -
Davis, Eric M.
Davis, Jr., Paul L. Electric
Davis, Michael A. - Sr Mgr
Davis, Michael A. - Sr Mgr
Day, Traci J. - Account
Deal, Jerry L.
Delk, Bill, Jr.
Demby, L. Slice
Dendor, Ed H. - Dir
DeRoma, Virginia P. -
Diaz, Jocelyn G. - Financial

Hanberry, Joseph L.
Hardmon, Angela A.
Harrell, Erica S.
Haskins, Abigail
Hill, C. Shay. - Byproduct
Hinson, J. Michael
Holbrooks, Kevin E. - Dir Air
Holland, Matthew B. - HRIS
Holmes, Bryan D.
Holmes, Nicole T.
Howard, Chris J.
Hughes, Sandra L.
Jennings, Lisa A. -
Johns, Jennifer D.
Johnson, Akiesha D. -
Joseph, Jonathan W.
Kalina, Tia R.
Kaplan, David J.
Kearson, William A. -
Kievit, Lisa A.
Kilgo, Nancy A. - Director,
Knowles, Berdell -
Krishnan, Sankar
Kyle, Gina A. - Performance
Lang, Jeniffer M.
Lankford, Steve L. -
Legge, Paul J. - Manager
Lewis, Jr. R. T. (Bobbo) -
Limbaugh, Margaret Z. -
Lopez-Baca, Elizabeth A.
Lyons, Julie J.
Maiden, Delphine D. - Black
Mathis, Kent O. - Manager
Mayer, Andy C. - Manager,

Fischer, Melinda L.
Fischer, Melinda L.
Fischer, Melinda L.
Fischer, Melinda L.
Fischer, Melinda L.
Fitzpatrick, Eugene C.
Fitzpatrick, Eugene C.
Fitzpatrick, Eugene C.
Fitzpatrick, Eugene C.
Fleming, Louis P.
Flennoy, Charna M.. - Labor
Flennoy, Charna M.. - Labor
Flennoy, Charna M.. - Labor
Fuller, Voncea J. -
Fuller, Voncea J. -
Funches, Jr., John M.
Funches, Jr., John M.
Funches, Jr., John M.
Garraway, Prentiss M.
Garraway, Prentiss M.
Gilchrist, Grant P. - Plant
Gilchrist, Grant P. - Plant
Gill, Christopher D.
Goode, R. Renee -
Gutierrez, Edgar A. -
Gutierrez, Edgar A. -
Gutierrez, Edgar A. -
Gutierrez, Edgar A. -
Gutos, Joy W. - Manager,
Gutos, Joy W. - Manager,
Ham, Melissa L. - Manager
Ham, Melissa L. - Manager
Ham, Melissa L. - Manager
Ham, Melissa L. - Manager

Goode, R. Renee -
Goss, Suzanne E. -
Granger, Jocelyn - Manager,
Greenwood, Chasity L.
Gregg, Brian K.
Griffin Jr., J. Chuck
Growcock, Robert T. - Dir
Gutierrez, Edgar A. -
Gutos, Joy W. - Manager,
Gutteridge Años, Laura A. -
Guyton-Baker, Mary L.
Ham, Melissa L. - Manager
Hanberry, Joseph L.
Hannah, F. Thomas
Hardmon, Angela A.
Harper, Michael L.
Harris, Jerome K.
Hart, Calvin J.
Haskins, Abigail
Hicken, David W.
Hicks, Tres R.
Hiers, Angelia R. - Chief
Hill, C. Shay. - Byproduct
Holland, Matthew B. - HRIS
Holmes, Nicole T.
Howard, Joseph M.
Hudson, Nathaniel D.
Hughes, Sandra L.
Hughey, Brittany L.
Hunt, Timothy M. - Dir
Hutchinson, Jasen C. - Mgr
Ingram, Erick T.
Jackson, Christopher A. -
Jackson, Natasha C.

DiMeo, Elizabeth A. - Mgr
Domingo, Michele L.
Domingo, Oliver C. - Debt
Dominguez, Jose A.
Dressel, Kristen L. - Digital
Durham, Russell J. -
Durrett, Michael E. - Mgr
Dykes, Melissa H. - Chief
Edenfield, Eric L.
Edenfield, Monica C.
Edgar, Cindy L. - Director, IT
Edgerton, William B.
Ellis, Randy J.
Elmore, Kendra L. -
Fairell-Simmons, Tawana L.
Ferraraccio, Jesse J.
Fisher, Christopher S.
Fleming, Dennis J.
Flennoy, Charna M.. - Labor
Fontaine, Heather Z. - Black
Forbes, Brenda W. -
Frazier-Outing, Sabrena R.
Frazier-Outing, Sabrena R.
Frederick, Jimmie S.
French, Amanda J. - Digital
Freudenthal, C. Ann -
Fuller, Voncea J. -
Funches, Jr., John M.
Galvan, Robert C.- Mgr
Garraway, Prentiss M.
Garvey-Ewan, Simone A.
Gillean, Keith L.
Gomez, Sixto J.
Good, Alan W. (Randstad)

McCallum, James E. - Mgr
McDowell, Daniel G.
McInall, Steven G. - Dir,
Middleton, Tanya D. -
Mills, Luciana M.
Mills, R. Jeanette
Mills, Tucker J. - Financial
Mock, Cheryl W. - Executive
Moody, Adam H.
Moody, Ruth-Ann
Moore, Vanessa A.
Moores, Erin M. (Randstad)
Moreland, Chatina H.
Nixon, Darnell
Otto, Victoria (Tori) L.
Owens, Katura E. - Mgr
Patterson, Keshonda L.
Paulson, Elizabeth M. - Mgr
Petty, Eric G.
Petty, Michelle R. -
Pickett, Marion Y.
Pineda, Gloria V.
Pippin, Justin G.
Plicque, Jacob A.
Prato, Branden M.
Preston, Gregory D.
Pruitt, Chris N. - Sr Mgr
Rackley, Felita L.
Ranga, Andrei C.
Rauth, David T. (Tom) -
Reed, David M. - Account
Rehberg, Joseph H. (Joey)
Reiman, Halley J.
Richardson, Tamara A.

Ham, Melissa L. - Manager
Ham, Melissa L. - Manager
Harley, Tamika N.
Haskins, Abigail
Haskins, Abigail
Hermening, Jason S.
Hiers, Angelia R. - Chief
Hiers, Angelia R. - Chief
Hiers, Angelia R. - Chief
Hiers, Angelia R. - Chief
Hill, C. Shay. - Byproduct
Hill, C. Shay. - Byproduct
Hill, C. Shay. - Byproduct
Jackson, Christopher A. -
Jackson, Christopher A. -
Johnson, Akiesha D. -
Kerber, Frederick A.
Kerber, Frederick A.
Knapik, Kenneth J. -
Knapik, Kenneth J. -
Knapik, Kenneth J. -
Knapik, Kenneth J. -
Knowles, Berdell -
Lang, Jeniffer M.
Lang, Jeniffer M.
Lang, Jeniffer M.
Lang, Jeniffer M.
Legge, Paul J. - Manager
Legge, Paul J. - Manager
Legge, Paul J. - Manager
Legge, Paul J. - Manager
Legge, Paul J. - Manager
Maiden, Delphine D. - Black
Mathis, Kent O. - Manager

Jennings, Lisa A. -
Johnson, Akiesha D. -
Johnson, David J.
Joiner, Elliot K. Manager,
Jones, Bryan A.
Joseph, Jonathan W.
Kalina, Tia R.
Kerber, Frederick A.
Kessler, Jordan S.
Kilgo, Nancy A. - Director,
Knapik, Kenneth J. -
Knight, Roy E. - Mgr
Knowles, Berdell -
Kyle, Gina A. - Performance
Laman, Stephen M. - Shift
Lang, Jeniffer M.
Lankford, Steve L. -
Leddy, Michael H.
Lewis, Jr. R. T. (Bobbo) -
Lockwood, Kenneth
Lundeen, Timothy M. -
Mackey, Todd D. - Dir
Maiden, Delphine D. - Black
Maltese, Phil J.
Martin, Robert L.
Mathews, Jeremy K. -
Mathis, Kent O. - Manager
Mauro, Philip D.
Mayer, Andy C. - Manager,
McCarthy, John P. - Dir,
McDonald, Michael L.
McElroy, Paul E. - Managing
McInall, Steven G. - Dir,
McKee, William Dave -

Goodin, Richard B.
Goss, Suzanne E. -
Granger III, Robert I.
Graves, Earl L.
Grayson, Clarence L.-
Grear, Andrew D.
Greenwood, Chasity L.
Gregg, Brian K.
Griffin Jr., J. Chuck
Growcock, Robert T. - Dir
Gutierrez, Edgar A. -
Gutos, Joy W. - Manager,
Gutteridge Años, Laura A. -
Guyton-Baker, Mary L.
Haas, Tracy N.
Ham, Melissa L. - Manager
Hanberry, Joseph L.
Hannah, F. Thomas
Hardison, Mary D. (Kitty)
Hardmon, Angela A.
Harrell, Erica S.
Hartenstine, Shay A.
Haskins, Abigail
Hermening, Jason S.
Herring, JeTonne T.
Hiers, Angelia R. - Chief
Hightower, Mike R. - Chief
Hill, C. Shay. - Byproduct
Hinson, J. Michael
Holbrooks, Kevin E. - Dir Air
Holland, Matthew B. - HRIS
Holmes, Nicole T.
Howard, Chris J.
Howard, Joseph M.

Ricker, Ginger E. - Customer
Rosenhauer, Kris K. - Mgr,
Ruger, Darrell
Ruggiero, Brandon M.
Sams, Patricia G. - Manager,
Sanchez, Narciso D. - Mgr
Scheel, Jackie B. - Manager,
Selders, Steve G. - Director,
Smith, Brandy L.
Smith, Dori Ann
Stanford, Walette M. -
Stokes, Jennifer L.
Stone, Patrick A.
Swain, Dale J.
Tamburini, Leo L.
Thomas, Catrina L.- Mgr.,
Thomas, Donte L. - Talent
Thomas, Eugene - Manager
Thomas, Troy L. (Randstad)
Thompson, Naline S. -
Tilden, Payson J. - Manager
Traylor, Paul E
Tuten, Steven V. - Director,
Van Den Heuvel, Sharon -
Walmsley, Valerie J.
Wang, Kai
Waters, Barbara A.
Weeks, Ryan T. - Associate
Weir, Rachelle M. -
Wells, Walter A.
West, Charlene T.
Wheeler, Kim M. -
White, Deirdra C.
Wiertsema, Thomas D.-

Mathis, Kent O. - Manager
Mathis, Kent O. - Manager
Mathis, Kent O. - Manager
Mauro, Philip D.
McInall, Steven G. - Dir,
McInall, Steven G. - Dir,
McInall, Steven G. - Dir,
McLeod, Thomas J.
McLeod, Thomas J.
Merrell, John M.
Merrell, John M.
Middleton, Tanya D. -
Mullis Jr., Howard R.
Nelson, Jr. P. Wesley
Nelson, Jr. P. Wesley
Nesbitt, Justin R.
Nesbitt, Justin R.
Nesbitt, Justin R.
Nikkola, Kenneth A.
Nikkola, Kenneth A.
Nikkola, Kenneth A.
Norton, Sean M.
Norton, Sean M.
Otto, Victoria (Tori) L.
Parker, Donna R. - Account
Parks, R. (Bobby) W.
Parks, R. (Bobby) W.
Parks, R. (Bobby) W.
Parks, R. (Bobby) W.
Parks, R. (Bobby) W.
Paulson, Elizabeth M. - Mgr
Petty, Michelle R. -
Petty, Michelle R. -
Pippin, Brian C. - Manager

Mechum, Timothy H.
Merrell, John M.
Middleton, Tanya D. -
Mock, Cheryl W. - Executive
Moody, Adam H.
Moody, Ruth-Ann
Moore, Garry L.
Moores, Erin M. (Randstad)
Nasby, Donald A.- Business
Nelson, Janice R. -
Nesbitt, Justin R.
Nettles, Jr. Arthur D. (Casey)
Nikkola, Kenneth A.
Ninos, S. Michael
Norton, Sean M.
Oellerich, Kriss B.
Otto, Victoria (Tori) L.
Owens, Gregory - Manager,
Pamplin, Kevin
Parker, Donna R. - Account
Paulson, Elizabeth M. - Mgr
Perry, Diana R.
Peterson, Jamie T.
Petty, Michelle R. -
Phelan, Lori L. - Manager
Phillips, Leroy L.
Phillips, Michael L.
Pippin, Brian C. - Manager
Pope, Jordan A - Mgr
Portis, Senovia A. - Public
Prato, Branden M.
Pressley, Sheila E. - Director
Preston, Gregory D.
Pruitt, Chris N. - Sr Mgr

Howard, Joshua P. -
Hudson, Nathaniel D.
Hughes, Sandra L.
Hunt, Timothy M. - Dir
Ingram, Erick T.
Irving, Laura L.
Jackson, Christopher A. -
Jennings, Lisa A. -
Johns, Jennifer D.
Johnson, Akiesha D. -
Johnson, David J.
Jones, Madricka L.
Jones, Thomas A.
Josic, Ava
Kalina, Tia R.
Kaplan, David J.
Keenan, III, Vernon
Kerber, Frederick A.
Kievit, Lisa A.
Kilgo, Nancy A. - Director,
Knight, Roy E. - Mgr
Knowles, Berdell -
Krishnan, Sankar
Kyle, Gina A. - Performance
Laman, Stephen M. - Shift
Lang, Jeniffer M.
Lankford, Steve L. -
Legge, Paul J. - Manager
Lewis, Jr. R. T. (Bobbo) -
Lewis, Tonya M. - Manager
Limbaugh, Margaret Z. -
Lockwood, Kenneth
Lovelace, J. Todd
Luedtke, Troy H.

Wilds, Brian E.
Williams, Della M.
Williams, Jeremy F. -
Williams, Marilyn R. -
Young, Dennis D.

Pippin, Brian C. - Manager
Pippin, Brian C. - Manager
Pippin, Brian C. - Manager
Pippin, Brian C. - Manager
Pippin, Brian C. - Manager
Pippin, Brian C. - Manager
Pippin, Brian C. - Manager
Pippin, Brian C. - Manager
Pippin, Brian C. - Manager
Prato, Branden M.
Preston, Gregory D.
Preston, Gregory D.
Preston, Gregory D.
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Preston, Gregory D.
Preston, Gregory D.
Preston, Gregory D.
Pruitt, Chris N. - Sr Mgr
Pruitt, Chris N. - Sr Mgr
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Pruitt, Chris N. - Sr Mgr
Pruitt, Chris N. - Sr Mgr
Pruitt, Chris N. - Sr Mgr
Pruitt, Chris N. - Sr Mgr
Ramsubhag, Carlson D. -
Rauth, David T. (Tom) -
Rauth, David T. (Tom) -
Rauth, David T. (Tom) -
Rauth, David T. (Tom) -
Reed, David M. - Account
Reed, David M. - Account
Reed, David M. - Account
Reed, David M. - Account
Reed, David M. - Account

Quarterman, Diane - Mgr
Ramsubhag, Carlson D. -
Rauth, David T. (Tom) -
Ray, Michael D.
Reed, David M. - Account
Reeves, Shellina C.
Rehberg, Joseph H. (Joey)
Reiman, Vance T.
Richardson, Tamara A.
Ricker, Ginger E. - Customer
Rivera-Clapp, Maritza I. -
Robinson, Anthony Q.
Roche, Brian J. - VP/GM
Roden, Wesley
Rowe, Benjamin J.
Ruggiero, Brandon M.
Sanchez, Narciso D. - Mgr
Scaff Jr., George B.
Scheel, Jackie B. - Manager,
Scisco, Mark
Seeley, Matthew S. -
Smith, Brandy L.
Smith, Dori Ann
Smith, Michael S.
Souder, Scott G.
Sposato, John V. -
Stancin, James M. - Sr Mgr
Stanford, Walette M. -
Stanley, Robert A. -
Starr, Jeremy A.
Stokes, Jennifer L.
Stone, Patrick A.
Swain, Dale J.
Tablada, Alan S. - Mgr.

Maiden, Delphine D. - Black
Mathis, Kent O. - Manager
Mauro, Philip D.
Mayer, Andy C. - Manager,
McCarthy, John P. - Dir,
McDowell, Daniel G.
McElroy, Paul E. - Managing
McInarnay, Gerald C.
Merrell, John M.
Middleton, Tanya D. -
Mills, Luciana M.
Mills, R. Jeanette
Mills, Tucker J. - Financial
Mock, Cheryl W. - Executive
Moody, Adam H.
Moody, Ruth-Ann
Moon Jr., Gerald D.
Moore, Garry L.
Moore, Vanessa A.
Moores, Erin M. (Randstad)
Moreland, Chatina H.
Morrow, A. Josh
Nelson, Janice R. -
Nelson, Marty L.
Nesbitt, Justin R.
Nettles, Jr. Arthur D. (Casey)
Nichols, Hubert L.
Nikkola, Kenneth A.
Norman, Wesley P.
Norton, Sean M.
Nungster, Danny L.
Otto, Victoria (Tori) L.
Owens, Gregory - Manager,
Owens, Katura E. - Mgr

Reed, David M. - Account
Reeves, Shellina C.
Rehberg, Joseph H. (Joey)
Rehberg, Joseph H. (Joey)
Rehberg, Joseph H. (Joey)
Rehberg, Joseph H. (Joey)
Rehberg, Joseph H. (Joey)
Richardson, Tamara A.
Richardson, Tamara A.
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Richardson, Tamara A.
Richardson, Tamara A.
Richardson, Tamara A.
Ricker, Ginger E. - Customer
Ricker, Ginger E. - Customer
Ricker, Ginger E. - Customer
Ricker, Ginger E. - Customer
Ricker, Ginger E. - Customer
Rivera, Zasha D.
Roche, Brian J. - VP/GM
Sams, Patricia G. - Manager,
Sams, Patricia G. - Manager,
Sams, Patricia G. - Manager,
Scheel, Jackie B. - Manager,
Scheel, Jackie B. - Manager,
Scheel, Jackie B. - Manager,
Scheel, Jackie B. - Manager,
Scisco, Mark
Scisco, Mark
Scisco, Mark
Scisco, Mark
Scisco, Mark
Scisco, Mark

Tamburini, Leo L.
Thibodeau, Carolyn S .
Thomas, Catrina L.- Mgr.,
Thomas, Donte L. - Talent
Thurman, Howard F.
Tilden, Payson J. - Manager
Tomberlin, Michael L.
Traylor, Paul E
Tremble, Troy A. - Manager,
Trotter, Freddie A.
Turner, Greg A.
Van Den Heuvel, Sharon -
VanVlake, Kenneth D.
Vanzant, Joseph R.
Vilchez, Federico A. - Assoc.
Vondrasek, Gary R. -
Wainwright, Laurel J.
Wallace, Scott A. - Manager
Walmsley, Valerie J.
Wannemacher, Ryan F. - Dir
Wassel, Summer M. -
Watkins, Justin D.
Weaver, Daniel S. - Mgr,
West, Charlene T.
Wheeler, Kim M. - Manager,
White, Deirdra C.
White, Neil D., Manager
Whitmer, Laure A. -
Williams, Della M.
Williams, Elvia S. -
Williams, Jeremy F. -
Williams, Leslie M. -
Williams, Marilyn R. -
Williams, Philip A.

Parker, Donna R. - Account
Parrish, Mike J. - Mgr
Pate, Gerald R.
Paulson, Elizabeth M. - Mgr
Perry, Diana R.
Peterson, Jamie T.
Petty, Eric G.
Petty, Michelle R. -
Phelan, Lori L. - Manager
Pinkstaff, Larry G. - Director,
Pippin, Brian C. - Manager
Pippin, Justin G.
Plicque, Jacob A.
Portis, Senovia A. - Public
Poteet, Matthew D.
Prato, Branden M.
Pressley, Sheila E. - Director
Preston, Gregory D.
Pruitt, Chris N. - Sr Mgr
Quarterman, Diane - Mgr
Rackley, Felita L.
Ramsubhag, Carlson D. -
Rauth, David T. (Tom) -
Ray, Michael D.
Reed, Andrew M.
Reed, David M. - Account
Reeves, Shellina C.
Rehberg, Joseph H. (Joey)
Rehmel, Tina K.
Reid, Juliet S.
Reiman, Vance T.
Reinker, Nancy L.
Richardson, Christopher C.
Richardson, Tamara A.

Stokes, Jennifer L.
Tablada, Alan S. - Mgr.
Tamburini, Leo L.
Thomas, Catrina L.- Mgr.,
Thomas, Catrina L.- Mgr.,
Tilden, Payson J. - Manager
Tilden, Payson J. - Manager
Tilden, Payson J. - Manager
Tilden, Payson J. - Manager
Tilden, Payson J. - Manager
Tilden, Payson J. - Manager
Trotter, Freddie A.
Trotter, Freddie A.
Trotter, Freddie A.
Trotter, Freddie A.
Vilchez, Federico A. - Assoc.
Vilchez, Federico A. - Assoc.
Vondrasek, Gary R. -
Wainwright, Laurel J.
Wallace, Scott A. - Manager
Wallace, Scott A. - Manager
Wallace, Scott A. - Manager
Wallace, Scott A. - Manager
Wallace, Scott A. - Manager
Watson, J. Kenney
Weeks, Russell A.
Weeks, Russell A.
West, Charlene T.
West, Charlene T.
White, Deirdra C.
White, Deirdra C.
White, Deirdra C.
Williams, Della M.
Williams, Della M.

Williamson, Kent C.
Wittkopp, Jason A.
Wucker, Donald P.
Wyss, Jacob S.
Yarger, Paul - Operations
Young, Orrin W. - Director,
Thibodeau, Carolyn S .
Thomas, Catrina L.- Mgr.,
Thomas, Donte L. - Talent
Thurman, Howard F.
Tilden, Payson J. - Manager
Tomberlin, Michael L.
Traylor, Paul E
Tremble, Troy A. - Manager,
Trotter, Freddie A.
Turner, Greg A.
Van Den Heuvel, Sharon -
VanVlake, Kenneth D.
Vanzant, Joseph R.
Vilchez, Federico A. - Assoc.
Vondrasek, Gary R. -
White, Neil D., Manager
Whitmer, Laure A. -
Williams, Elvia S. -
Williams, Jeremy F. -
Williams, Leslie M. -
Williams, Marilyn R. -
Williams, Philip A.
Williamson, Kent C.
Wittkopp, Jason A.
Wucker, Donald P.
Wyss, Jacob S.
Yarger, Paul - Operations
Young, Orrin W. - Director,

Ricker, Ginger E. - Customer
Rivera-Clapp, Maritza I. -
Robins, Branden C.
Robinson, Anthony Q.
Roche, Brian J. - VP/GM
Ruger, Darrell
Ruggiero, Brandon M.
Sams, Patricia G. - Manager,
Sanchez, Narciso D. - Mgr
Scheel, Jackie B. - Manager,
Schlossman, Scott N. -
Seeley, Matthew S. -
Sgambettera, John J. - Mgr,
Sharma, Rakesh
Shuler Jr., Lawrence G.
Smith, Brandy L.
Smith, Dori Ann
Souder, Scott G.
Stanford, Walette M. -
Starr, Jeremy A.
Steichen, William C.
Stokes, Jennifer L.
Stone, Patrick A.
Strozzo, Michael K.
Swain, Dale J.
Tamburini, Leo L.
Taylor, Margaret M.
Taylor, Steven J.
Thibodeau, Carolyn S .
Thomas, Catrina L.- Mgr.,
Thomas, Donte L. - Talent
Thomas, Troy L. (Randstad)
Thompson, Naline S. -
Thurman, Howard F.

Williams, Della M.
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Williams, Elvia S. -
Williams, Elvia S. -
Williams, Elvia S. -
Williams, Marilyn R. -
Williams, Marilyn R. -
Williams, Marilyn R. -
Williams, Marilyn R. -
Williams, Marilyn R. -

Tilden, Payson J. - Manager
Tomberlin, Michael L.
Tookes, Shawna M.
Traylor, Paul E
Tremble, Troy A. - Manager,
Trinidad, Edgardo E.
Trotter, Freddie A.
Tuten, Steven V. - Director,
Van Den Heuvel, Sharon -
VanVlake, Kenneth D.
Varner, Joy E.
Vilchez, Federico A. - Assoc.
Vondrasek, Gary R. -
Wainwright, Laurel J.
Waldroup, Rocky L.
Wallace, Scott A. - Manager
Walmsley, Valerie J.
Wang, Kai
Warren, Charles B.
Wassel, Summer M. -
Watkins, Justin D.
Weeks, Ryan T. - Associate
Wells, Rachael L. - Manager
West, Charlene T.
West, Susan R.
Wheeler, Kim M. - Manager,
White, Neil D., Manager
Whitmer, Laure A. -
Wiertsema, Thomas D.-
Wilds, Brian E.
Williams, Della M.
Williams, Elvia S. -
Williams, Jeremy F. -
Williams, Leslie M. -

Williams, Marilyn R. -
Williams, Philip A.
Winters, Jr., Eugene
Wucker, Donald P.
Wyss, Jacob S.
Yarger, Paul - Operations
Yeager, James A. - Manager
Young, Orrin W. - Director,

JEA Customer Assistance

JEA Customer Assistance

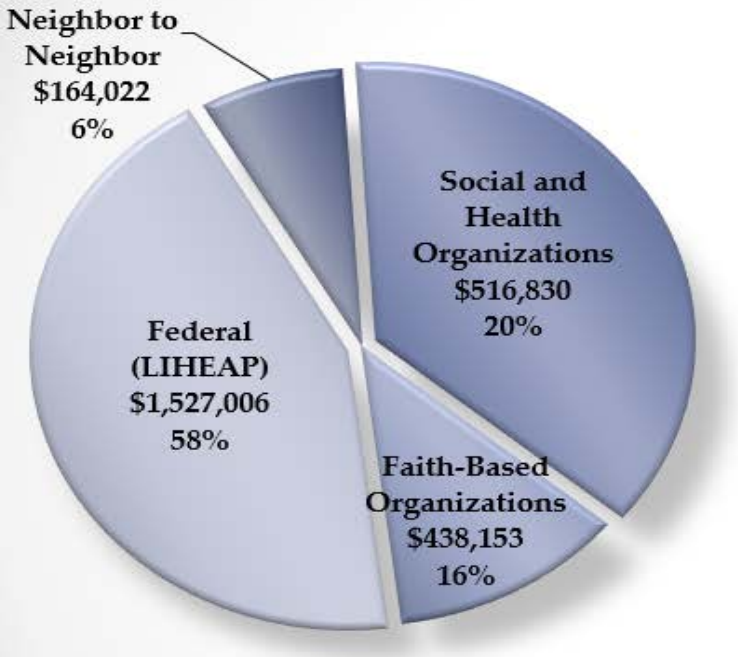
Objective: To improve the economic viability of utility services for low income households

- Support **financial literacy initiatives** and solutions for low income customers.
- Leverage conservation and bill pay solutions **to educate families.**
- Grow customer and employee donations to the Neighbor to Neighbor Fund.
- **Develop deep relationships with community partners** that provide financial support to low and moderate income families.
- Equip **JEA Customer Care Consultants with tools** that simplify the agency referral process.

Low-income Customer Assistance

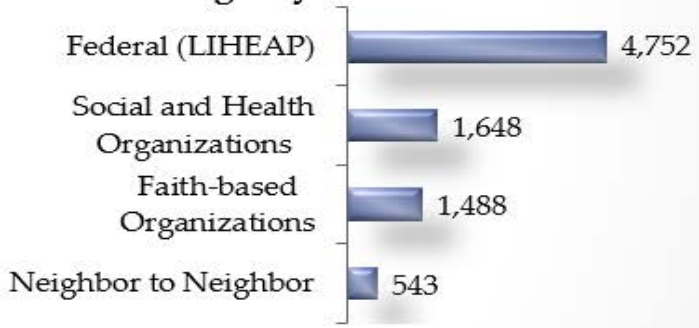
Demonstrating Community Responsibility

Corporate Citizenship: Customer Assistance Funding



23 agencies provided **596** utility payments on behalf of JEA customers in **September 2017** totaling **$ 189,484**

 # Customers Receiving Agency Assistance FY 17

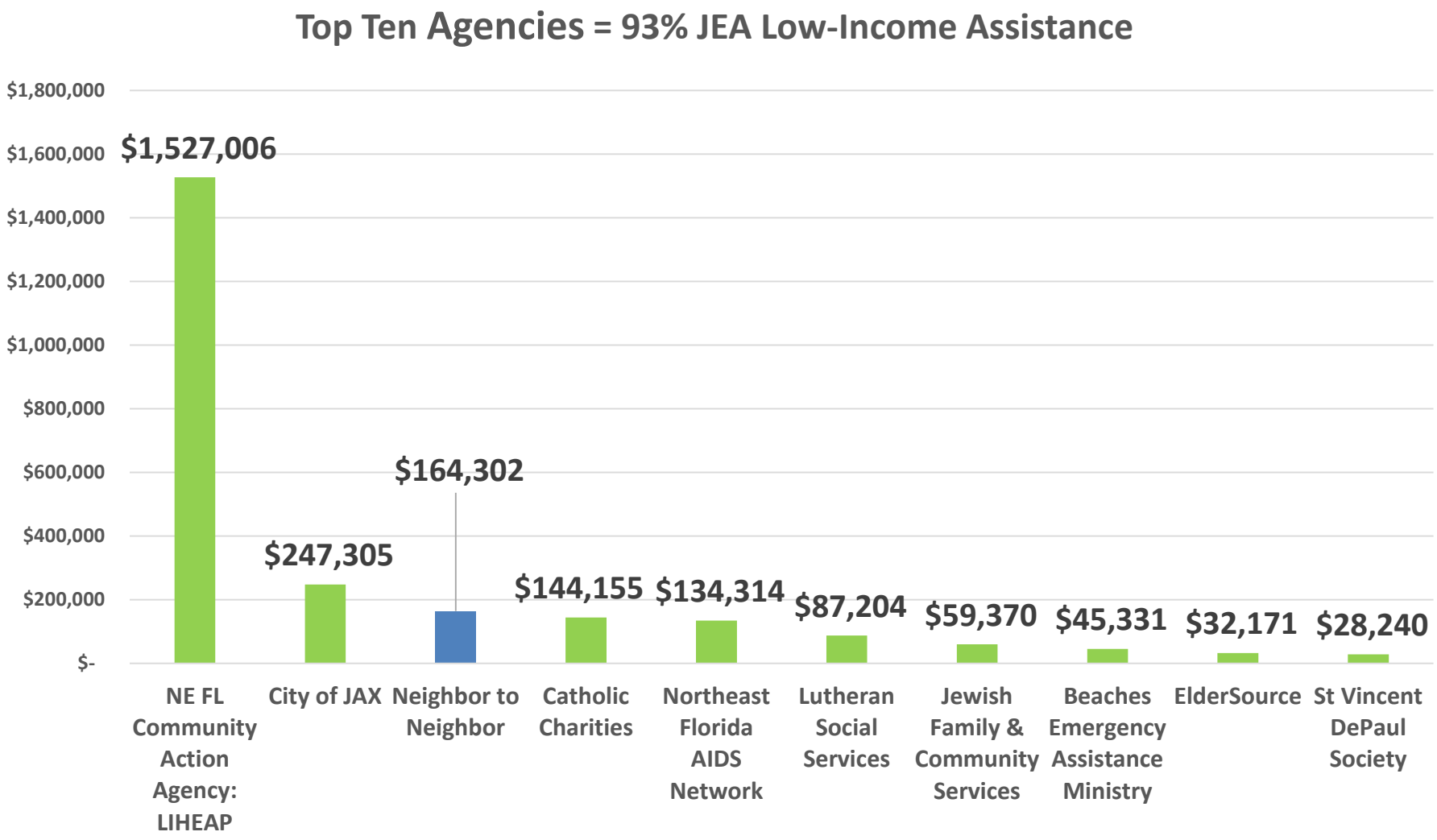


Agency & Federal Customer Assistance
FY 17
$2,646,011

Number of Customers Receiving Agency & Federal Utility Assistance
FY 17
8,431

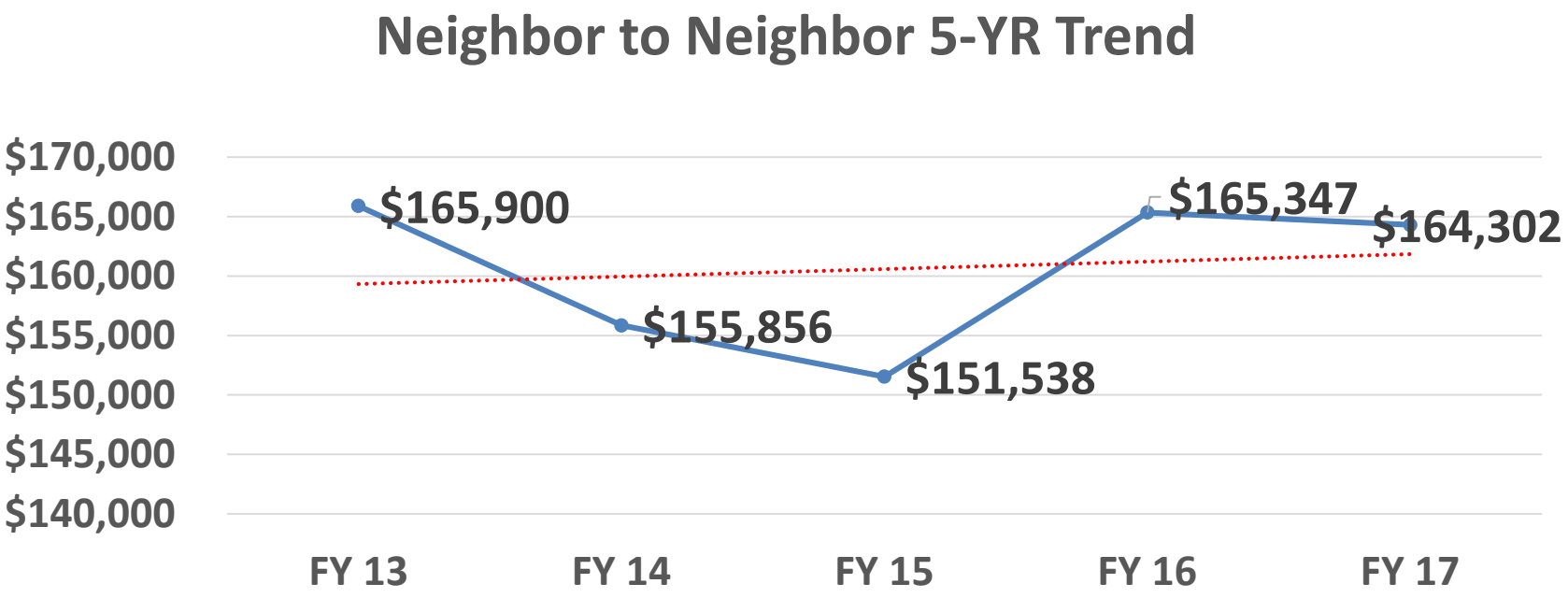
JEA

Agency Partnerships



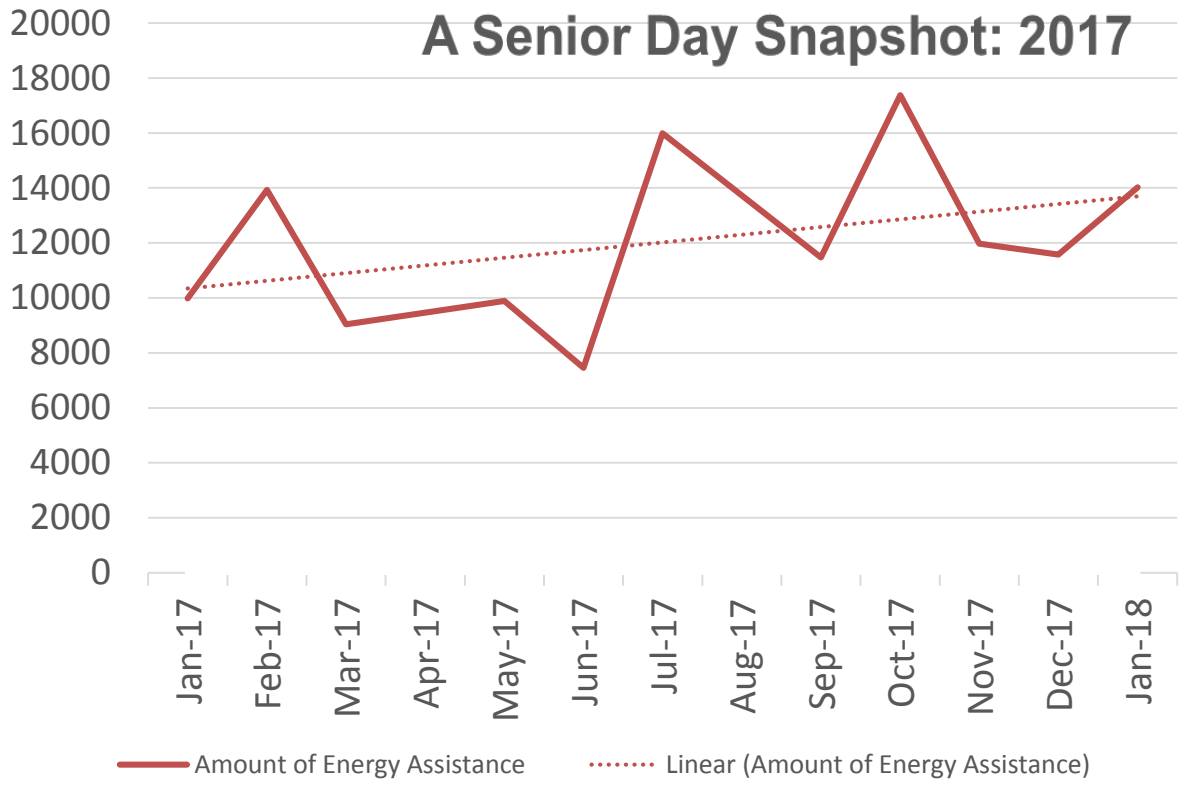
Neighbor to Neighbor Fund

Founded in 1987, JEA's Neighbor to Neighbor Fund is a way for customers and employees to provide assistance to customers unable to pay their utility bill. The Neighbor to Neighbor Fund helps **elderly**, **disabled**, and those less fortunate keep the lights on and water running. Every dollar received goes directly to customers in need.



Senior Day at JEA

Senior Day at JEA is a monthly outreach event at the JEA Downtown Customer Center for customers 60 years and older seeking financial assistance with their utility bill. The event is the result of a collaborative partnership between Northeast Florida Community Action Agency, the City of Jacksonville, ElderSource, United Way's 2-1-1 and JEA.



Seniors received $367,647 in utility bill assistance from agency partners since the program's inception in 2012.

Agency Partnerships

BEAM

United Way

United Way of Northeast Florida

Jewish Family & Community Services

CATHOLIC CHARITIES
Putting Compassion Into Action

City of Jacksonville
Senior Services Division

elderSOURCE
Area Agency On Aging and Aging & Disability Resource Center of Northeast Florida

HART FELT ministries

Northeast Florida COMMUNITY ACTION AGENCY

LUTHERAN SOCIAL SERVICES

NFAN
NORTHEAST FLORIDA AIDS NETWORK

JEA

Light it Forward Award

Local agencies provided more than $2.6 million in need in 2017. To recognize the people that help make utility bill possible, JEA created the Light it Forward Award.

Alice Davis, Housing Case Manager, Northeast Florida AIDS Network

Alice Davis helps clients who are HIV-positive secure federal funding to pay their mortgage or rent and utility bill. "Sometimes they have to choose between the lights and eating," she said. "They must eat, so the lights get so far behind they need help. And that's what I do." Alice was nominated for this award by the nonprofit's executive director because she provides the best care she can for people living with HIV in Jacksonville.

Phyllis Kennebrew, Customer Service Specialist, ElderSource

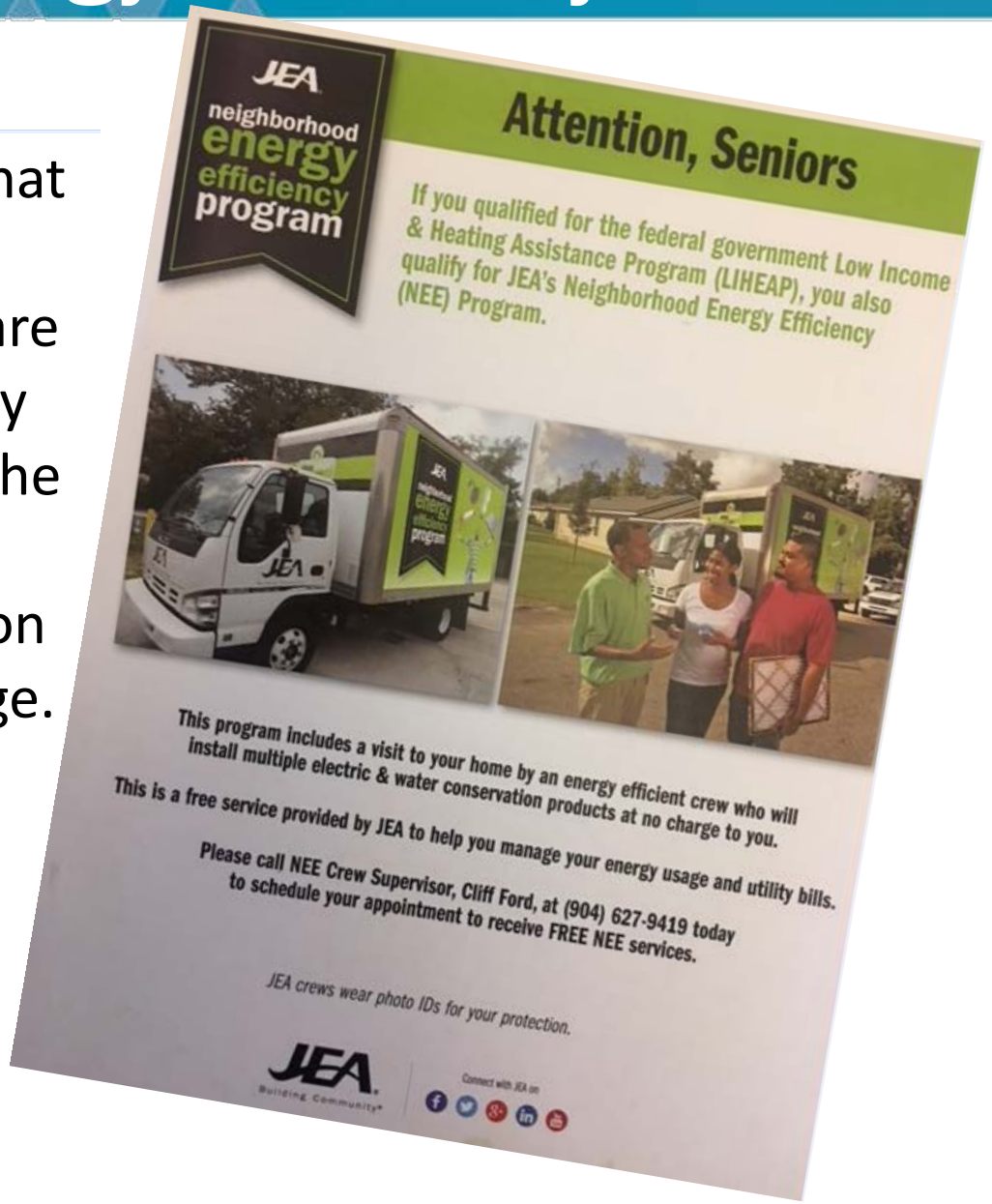
Phyllis Kennebrew is so personable she often makes friends with the seniors she helps through ElderSource. "I think they think I'm they're daughter," she said laughing. "Some call me once a month to check on me." ElderSource is a nonprofit that helps the aging and disabled in a crisis. Phyllis was nominated for this award by her supervisor because of her compassion and hard work.

Cynthia Robinson, Clerical Support, COJ, Emergency Home Energy Assistance Program

Cynthia Robinson is determined to take care of the senior citizens she comes in contact with by making sure they get the resources they need to pay their JEA bill. She processes vouchers for seniors in crisis—elderly JEA customers with double bills that are close to disconnection. Cynthia's supervisor nominated her for this award because of her great compassion, dedication and love for the seniors she serves.

Neighbor Energy Efficiency for Seniors

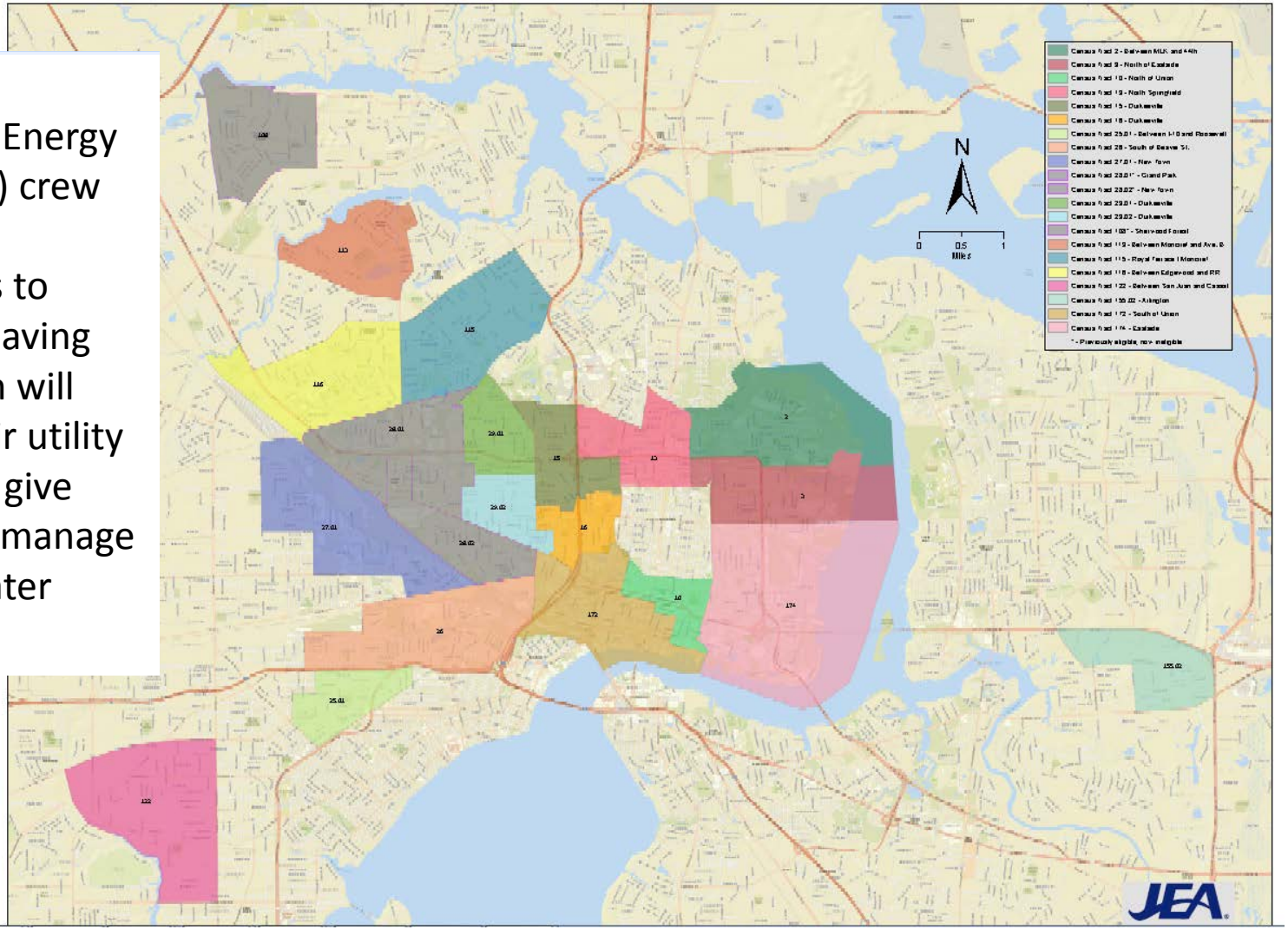
Low income seniors that meet 150% of the federal poverty limit are offered a home energy efficiency audit with the installation of electric and water conservation products free of charge.



Neighbor Energy Efficiency for Low Income

JEA sends the Neighborhood Energy Efficiency (NEE) crew to designated neighborhoods to install energy-saving products which will help lower their utility bills, as well as give tips on how to manage electric and water usage.

NEE and Insulation Census Tracts Serviced and Potential New Census Tracts being Targeted by JEA

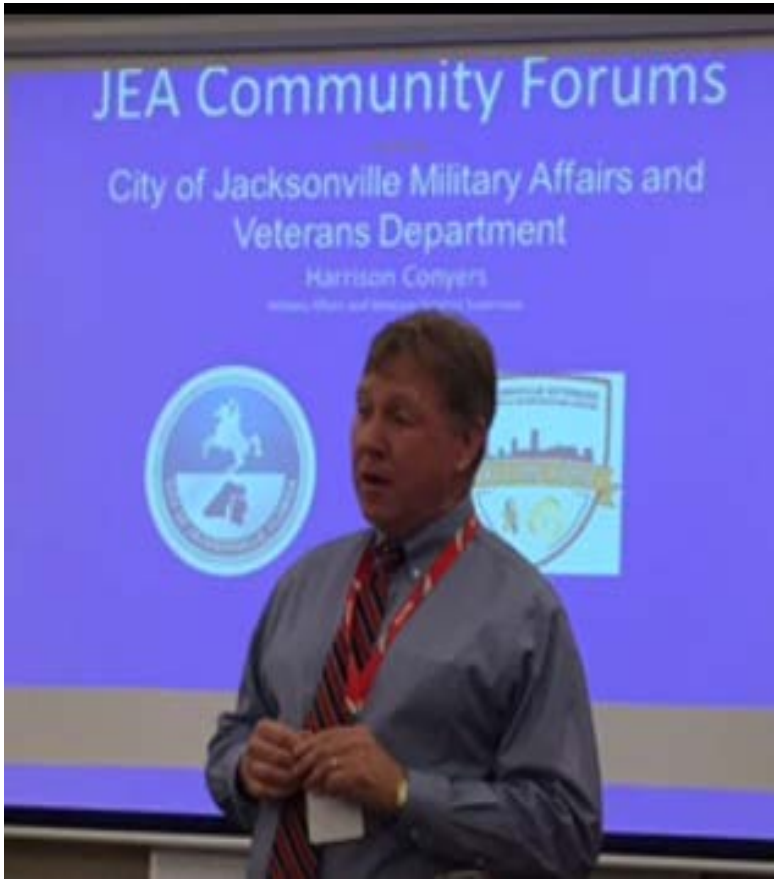


Hosted Community Forums

Community Forums are agency presentations to educate Customer Care Consultants about low-income resources.

CATHOLIC CHARITIES
Putting Compassion Into Action
Jacksonville Regional Office

United Way
2-1-1
Get Help. Give Help.



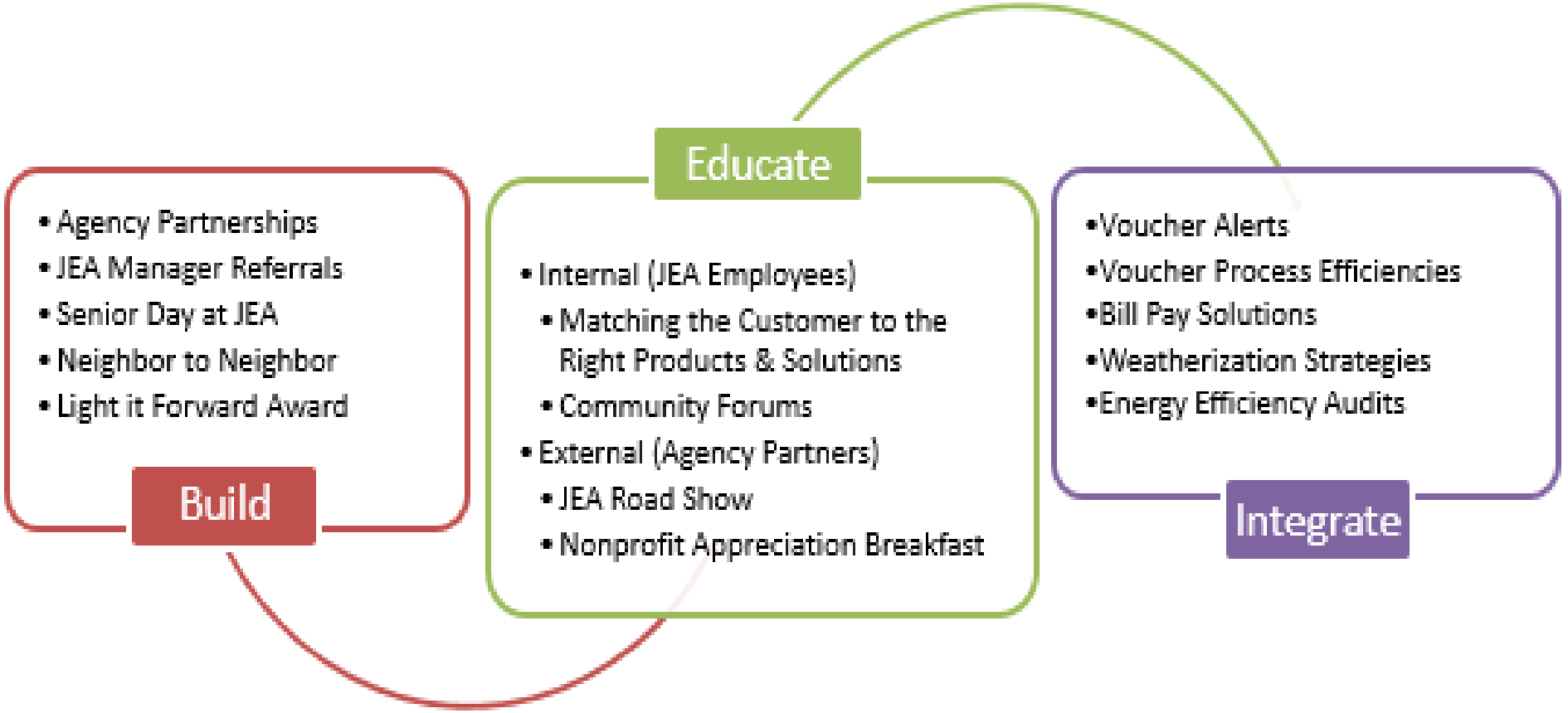
JEA

JEA Customer Assistance

JEA's Neighbor to Neighbor Fund

March 22, 2018

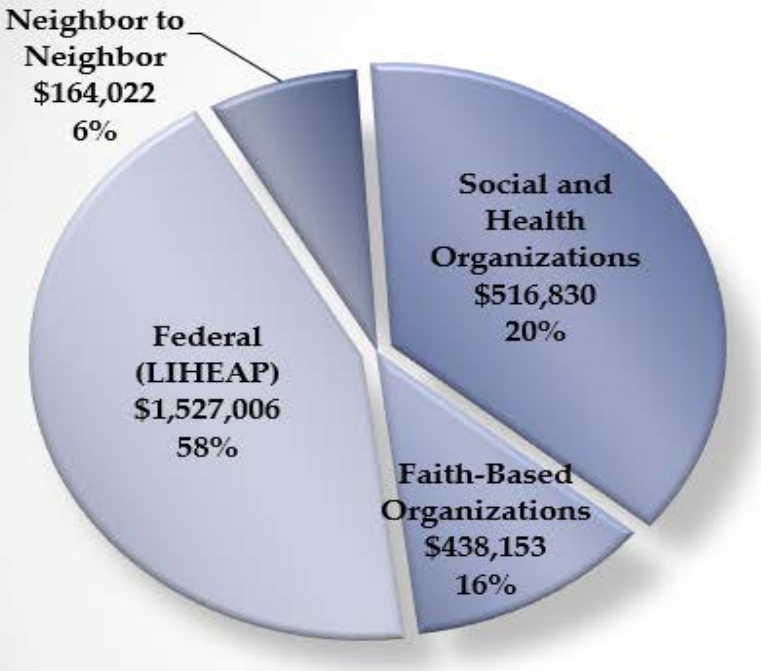
JEA Customer Assistance Focus



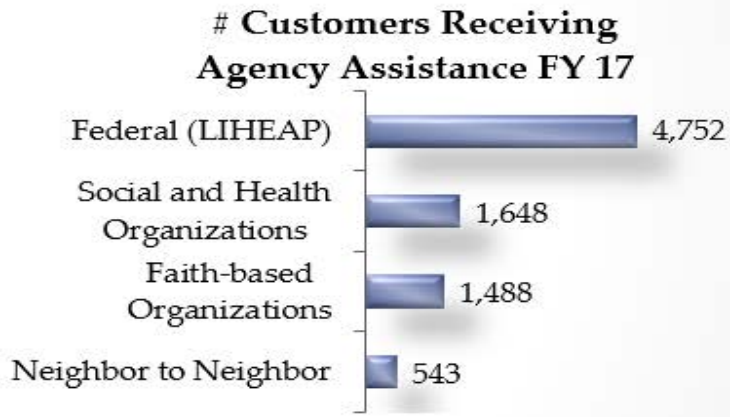
Corporate Citizenship: FY17

Demonstrating Community Responsibility

Corporate Citizenship: Customer Assistance Funding



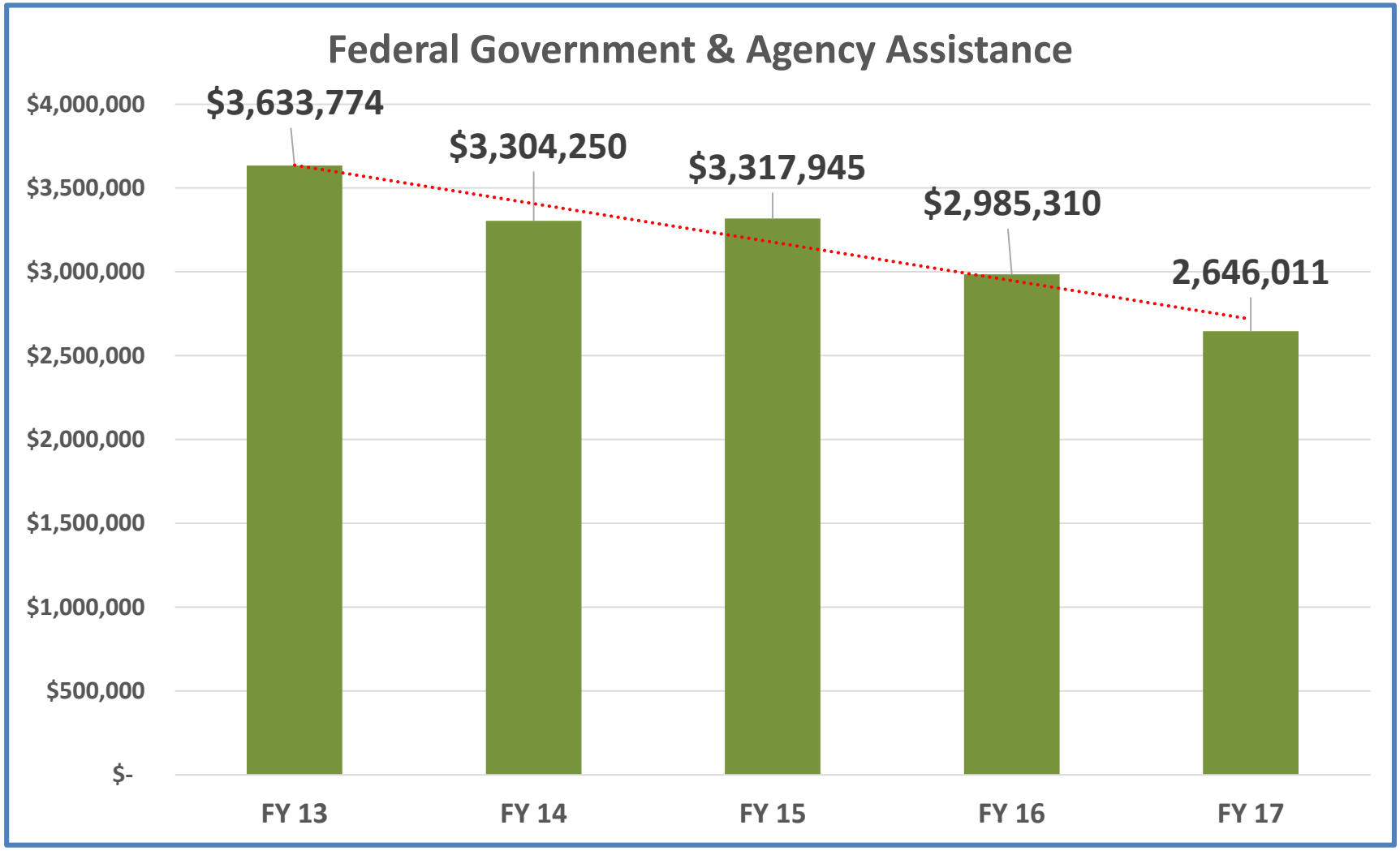
23 agencies provided **596** utility payments on behalf of JEA customers in **September 2017** totaling **$ 189,484**



Agency & Federal Customer Assistance
FY 17
$2,646,011

Number of Customers Receiving Agency & Federal Utility Assistance
FY 17
8,431

Customer Assistance Five Year Trend



Neighbor to Neighbor Charter

The City of Jacksonville's Article 21 states that JEA may collect from customers and ratepayers monthly or one-time voluntary contributions to be deposited into an **elderly and/or handicapped or low-income customer emergency trust fund** administered by JEA.

Contributions from any such program shall be passed through to an appropriate non-profit entity for administration and distribution and shall not be administered by JEA.

Donations from JEA customers (dollar for dollar) and JEA employee payroll contributors (minus a 12.2% UW admin fee) are **passed through the United Way to Catholic Charities**.

Neighbor to Neighbor Guidelines

Catholic Charities, in partnership with the United Way of Northeast Florida, administers the distribution of funds to elderly and/or disabled, veterans or otherwise low-income JEA customers. A household may receive assistance once with a rolling 12-month period. 2-1-1 provides referrals for appointments to Catholic Charities.

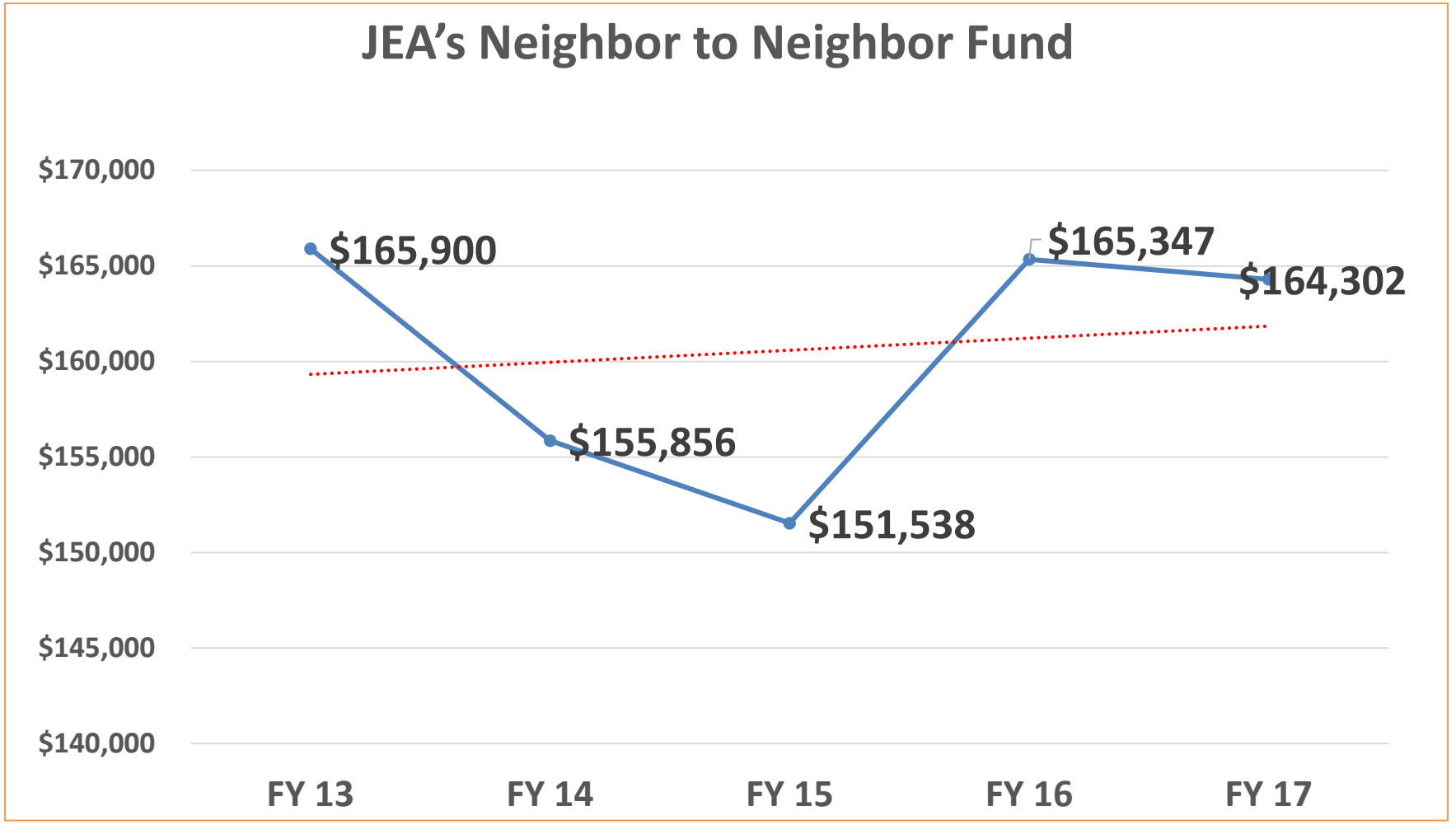
Eligibility is based on the 2017 U.S. Department of Housing and Urban Development *Extremely Low Income Limits.* Funding CAPS: $300 soft cap and $599 maximum to customers 1) facing imminent disconnection or 2) disconnected.

FY 2017 Income Limits Summary

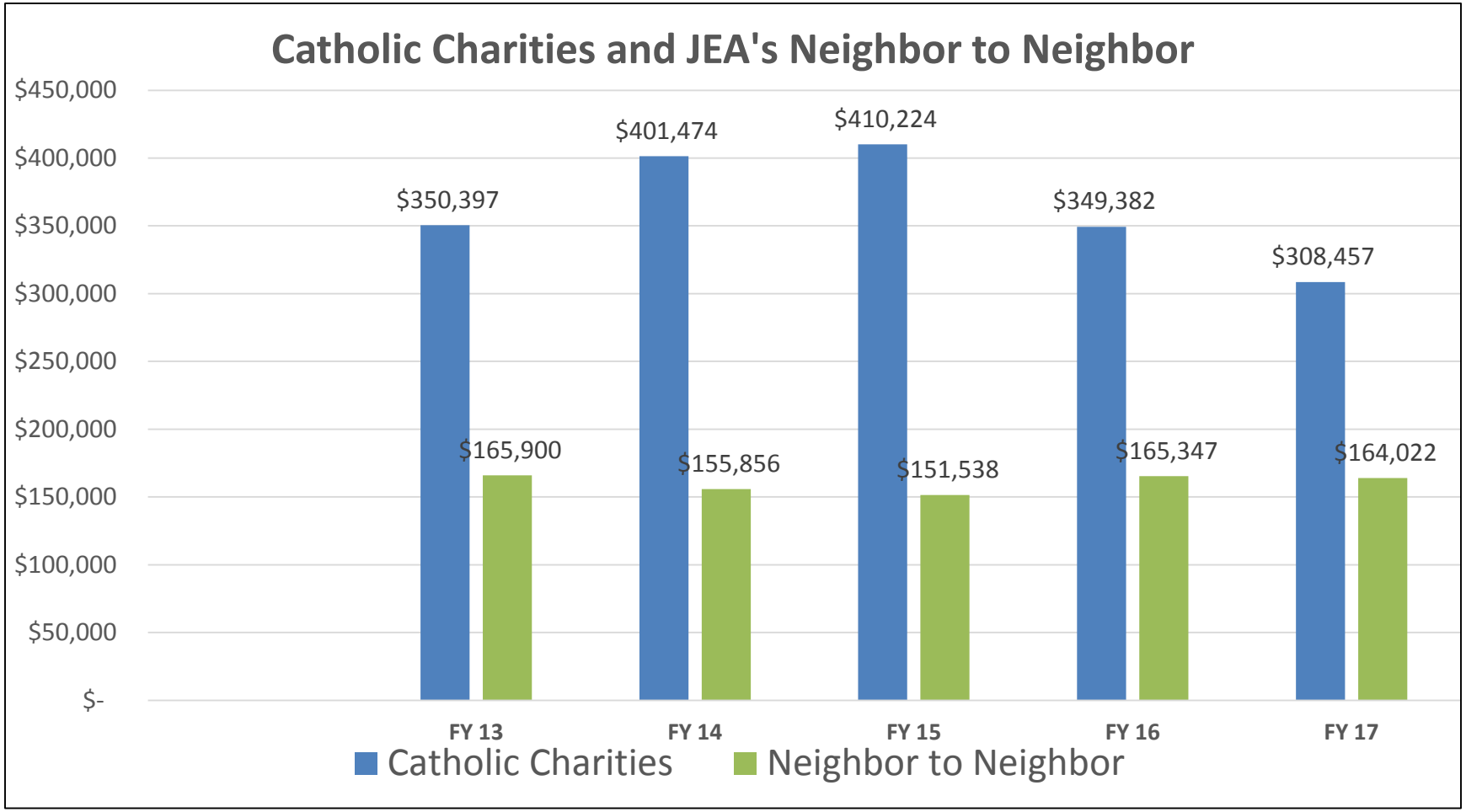
FY 2017 Income Limit Area	Median Income Explanation	FY 2017 Income Limit Category	Persons in Family 1	2	3	4	5	6	7	8
Jacksonville, FL HUD Metro FMR Area	$64,400	Very Low (50%) Income Limits ($) Explanation	22,550	25,800	29,000	**32,200**	34,800	37,400	39,950	42,550
		Extremely Low Income Limits ($)* Explanation	13,550	16,240	20,420	**24,600**	28,780	32,960	37,140	41,320
		Low (80%) Income Limits ($) Explanation	36,050	41,200	46,350	**51,500**	55,650	59,750	63,900	68,000

https://www.huduser.gov/portal/datasets/il/il2017/2017summary.odn

Neighbor to Neighbor 2013-2017



Catholic Charities & N2N 2013-2017



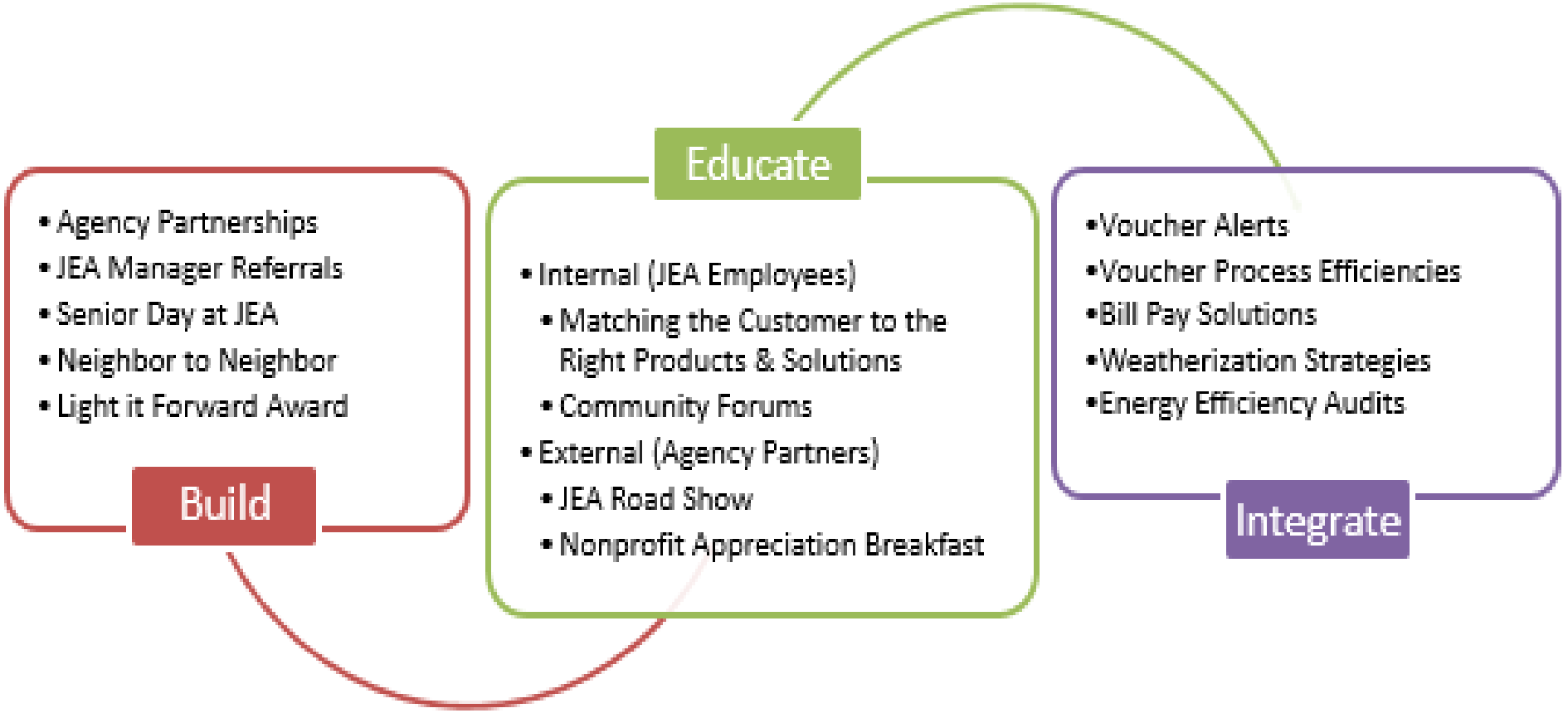
JEA Customer Assistance

JEA strives to improve the economic viability of utility services for low income households through partnerships and community engagement activities.

JEA Customer Assistance Objectives

- Grow customer and employee donations to the **Neighbor to Neighbor Fund**.
- **Develop deep relationships with community partners** that provide financial support to low and moderate income families.
- Equip **JEA Customer Care Consultants with tools** that simplify the agency referral process.
- Leverage conservation and bill pay solutions **to educate families.**
- Support **financial literacy initiatives** and solutions for low income customers.

JEA Customer Assistance Focus



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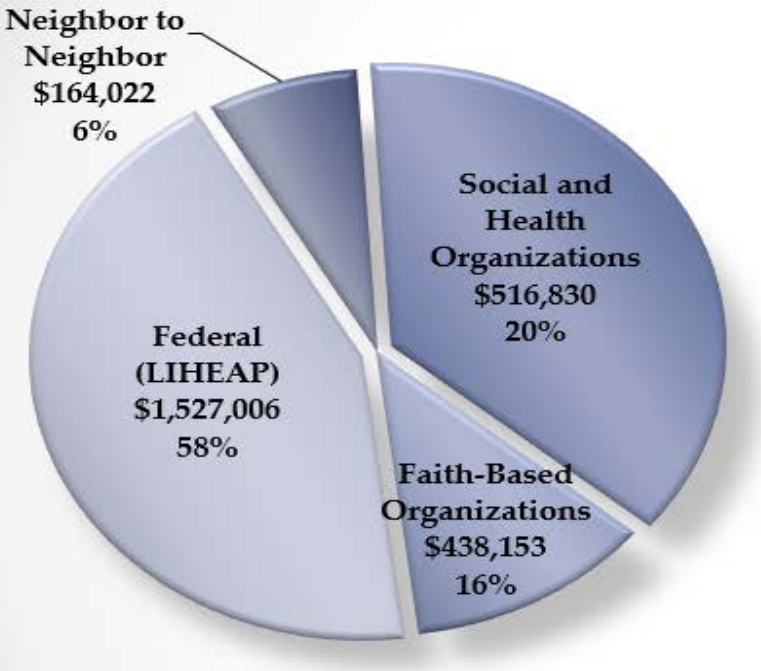

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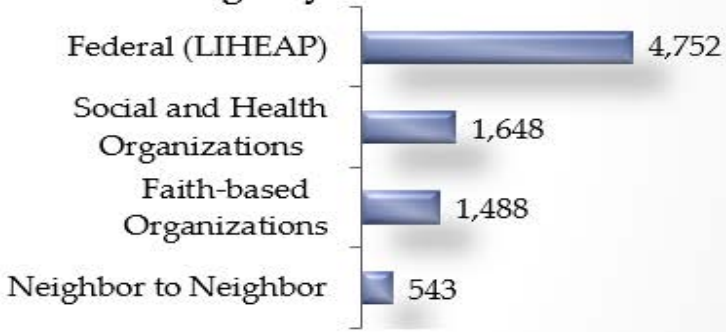
 # Customers Receiving Agency Assistance FY 17



Agency & Federal Customer Assistance
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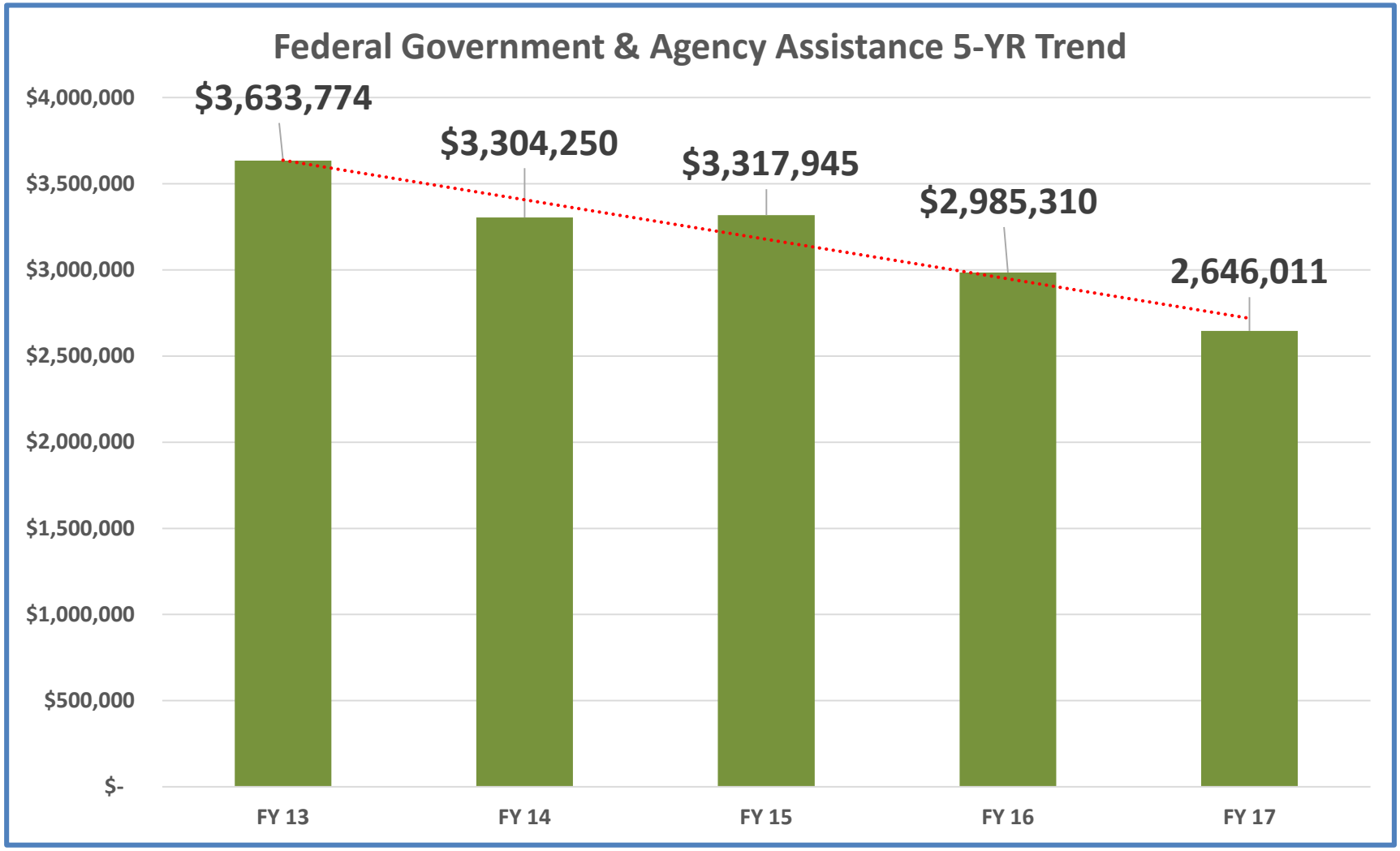
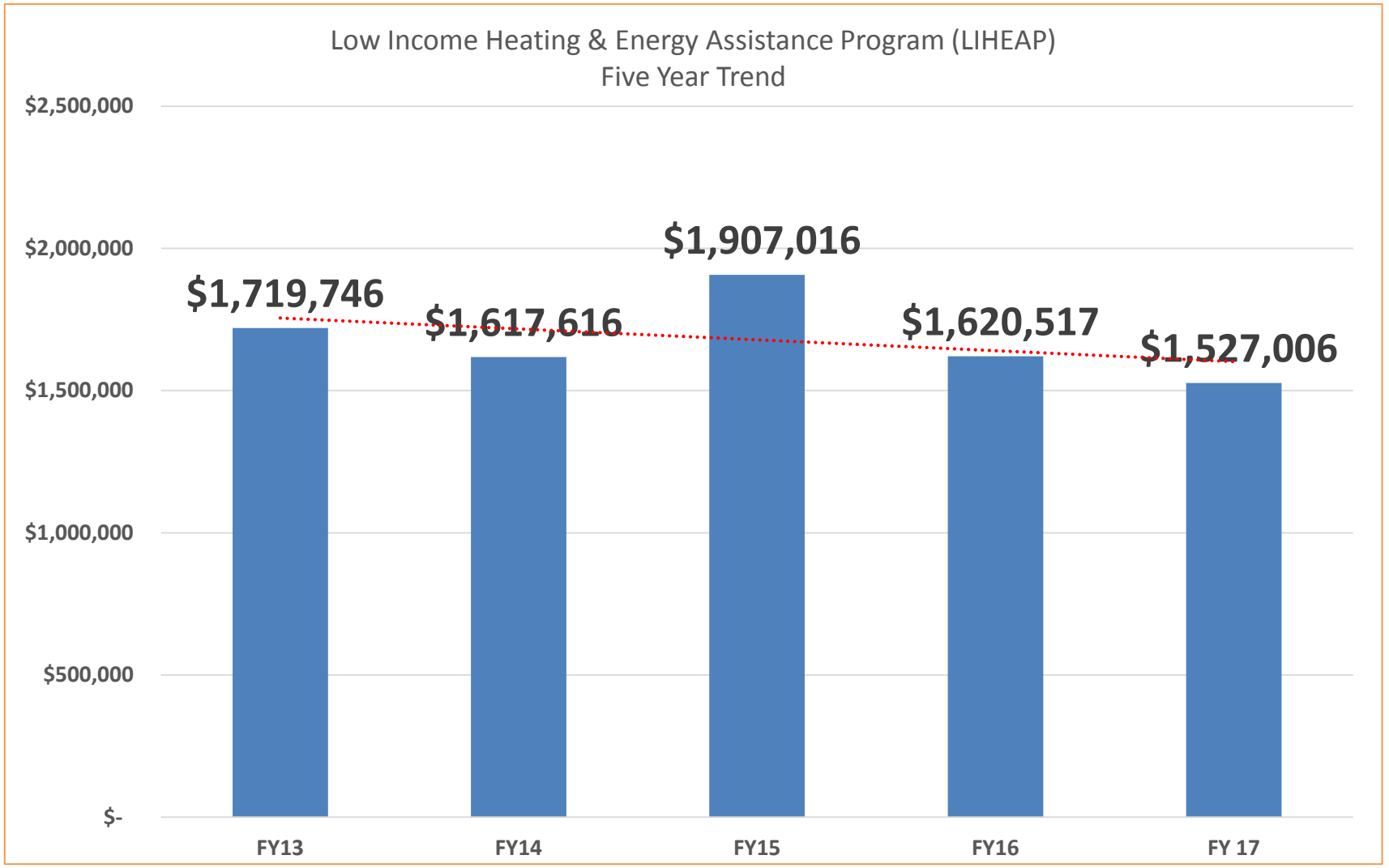
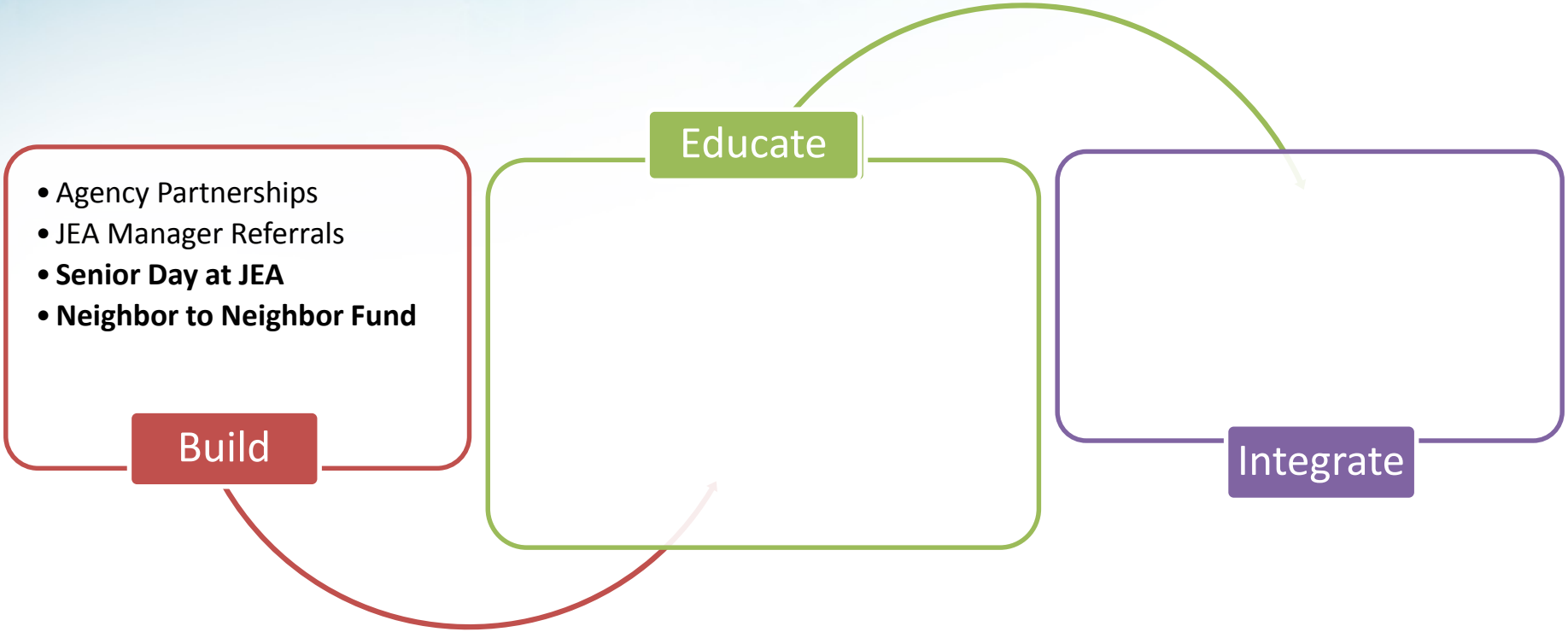
Customer Assistance at JEA



Federal Government Energy Assistance



Customer Assistance Programs



as of Mar-18

BUILD: Agency Partnerships

BEAM

United Way

United Way of Northeast Florida

Jewish Family & Community Services

CATHOLIC CHARITIES
Putting Compassion Into Action

elderSOURCE
Area Agency On Aging and Aging & Disability Resource Center of Northeast Florida

HART FELT ministries

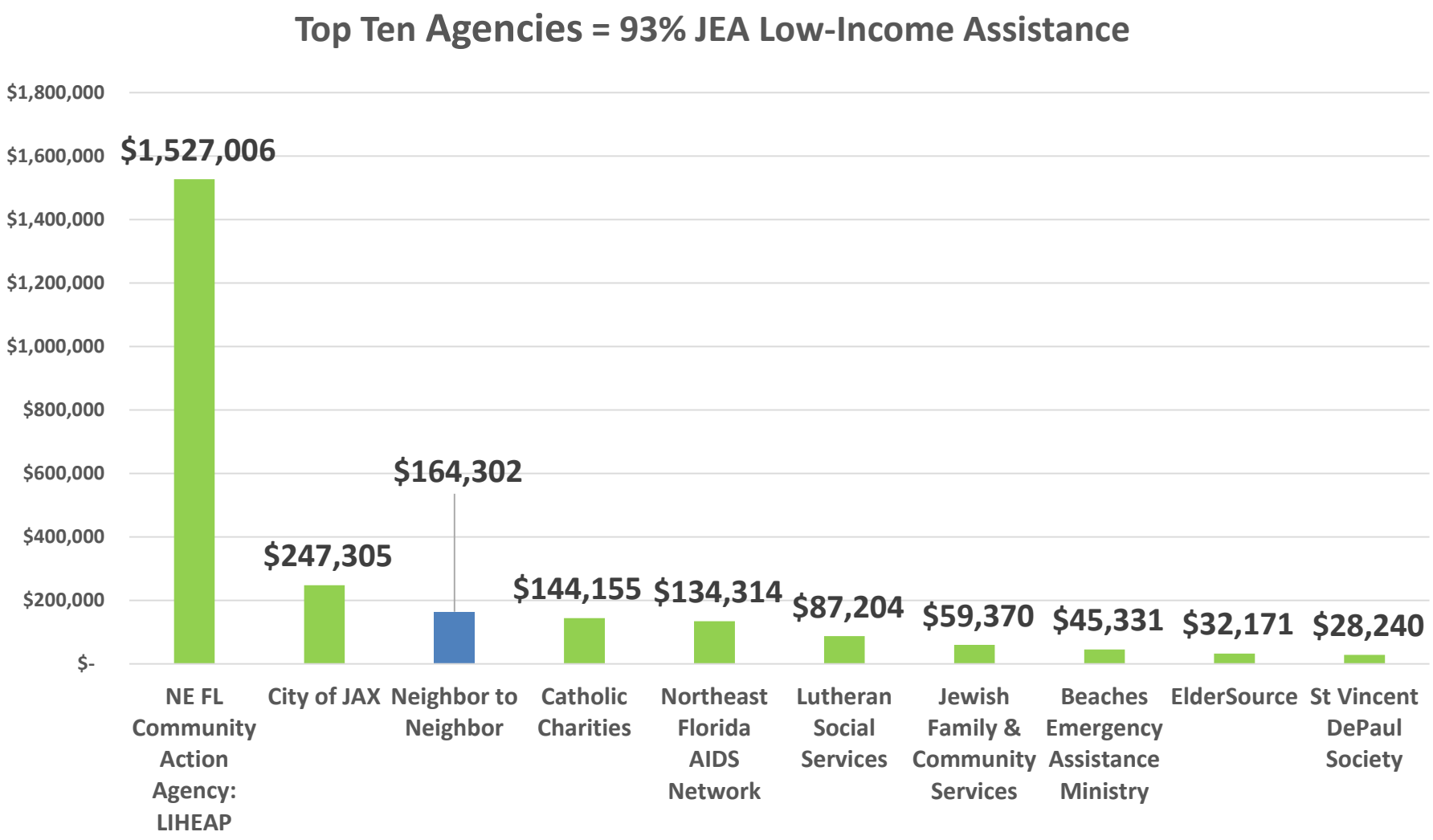
Northeast Florida COMMUNITY ACTION AGENCY

JEA

LUTHERAN SOCIAL SERVICES

NFAN
NORTHEAST FLORIDA AIDS NETWORK

BUILD: Agency Partnerships



BUILD: Senior Day at JEA

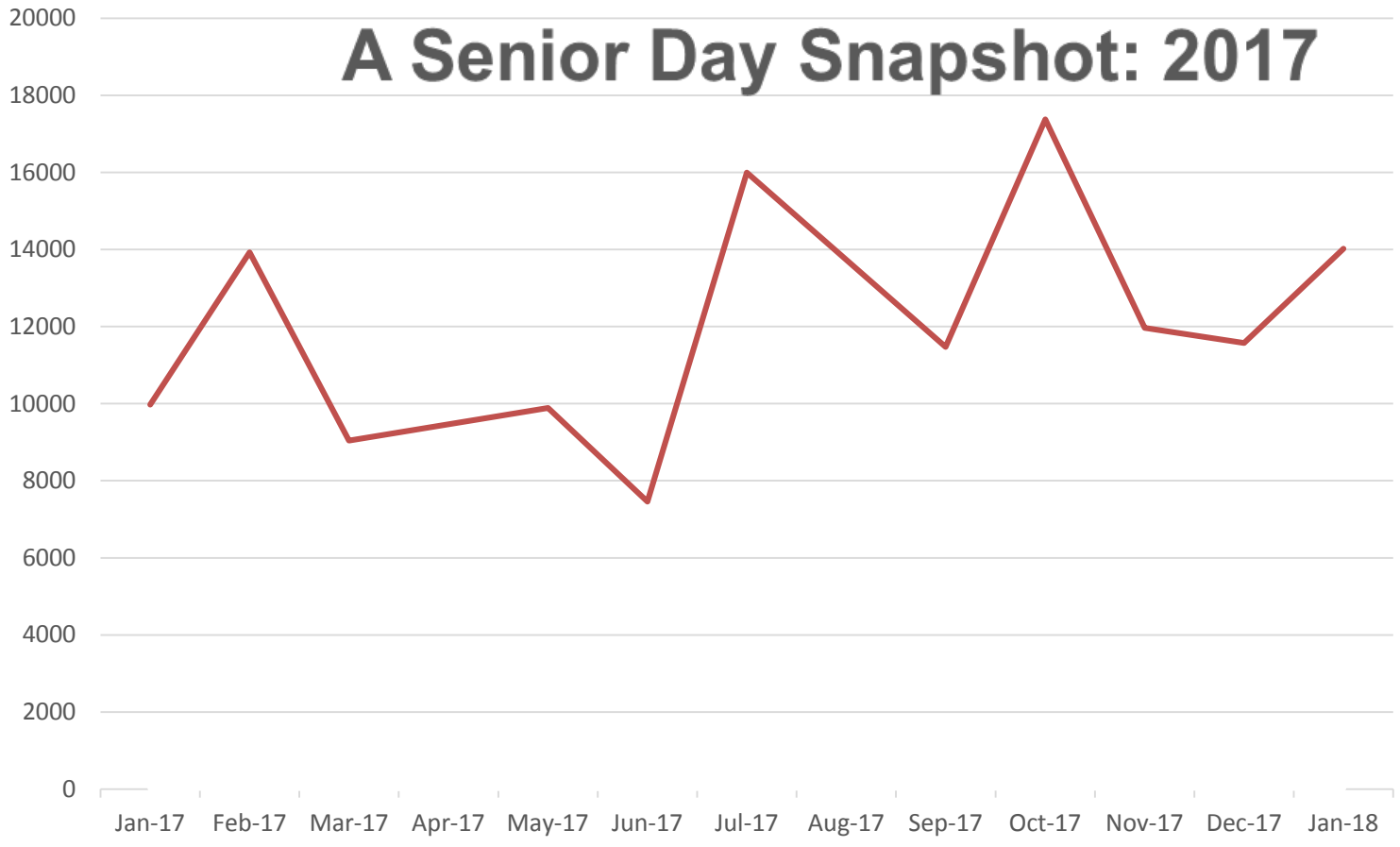
Senior Day at JEA is a monthly outreach event for customers 60+ years seeking financial assistance in paying their bill.

Senior Day is a collaborative partnership between Northeast Florida Community Action Agency, the City of Jacksonville, ElderSource, United Way's 2-1-1 and JEA.

Appointments
can be made
by calling 2-1-1.

BUILD: Senior Day at JEA

Since Senior Day at JEA's inception in February of 2015, 1,018 Seniors have received $367,647 in utility bill assistance from agency partners.



	Jan-17	Feb-17	Mar-17	May-17	Jun-17	Jul-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18
Number of Seniors Eligible	28	32	21	28	18	37	31	36	33	34	22
Amount of Energy Assistance	$9,978.00	$13,929.5	$9,044.31	$9,886.90	$7,454.94	$15,995.9	$11,475.3	$17,380.7	$11,969.2	$11,578.3	$14,019.0

BUILD: Neighbor to Neighbor Fund

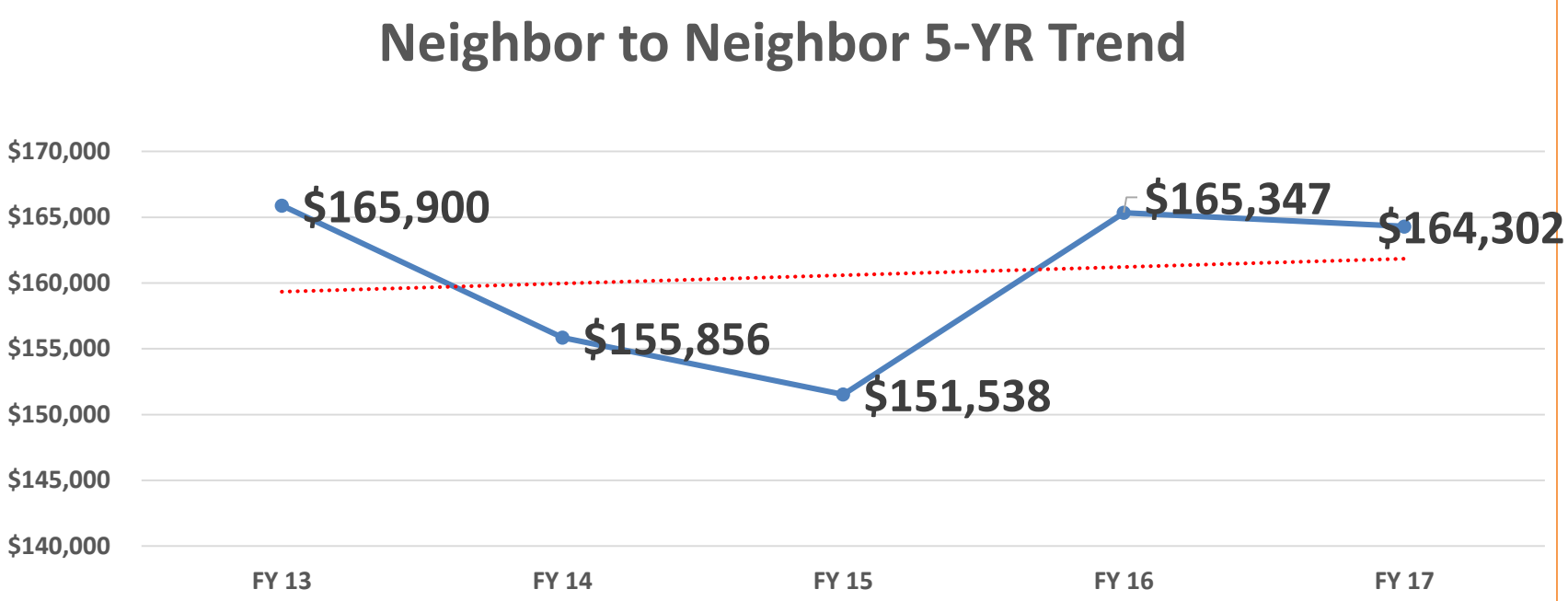
JEA's Neighbor to Neighbor Fund was founded in 1987 by the City of Jacksonville and JEA to assist elderly, disabled and low-income citizens in our community pay for emergency, energy-related needs.

Neighbor to Neighbor Fund

Light It Forward

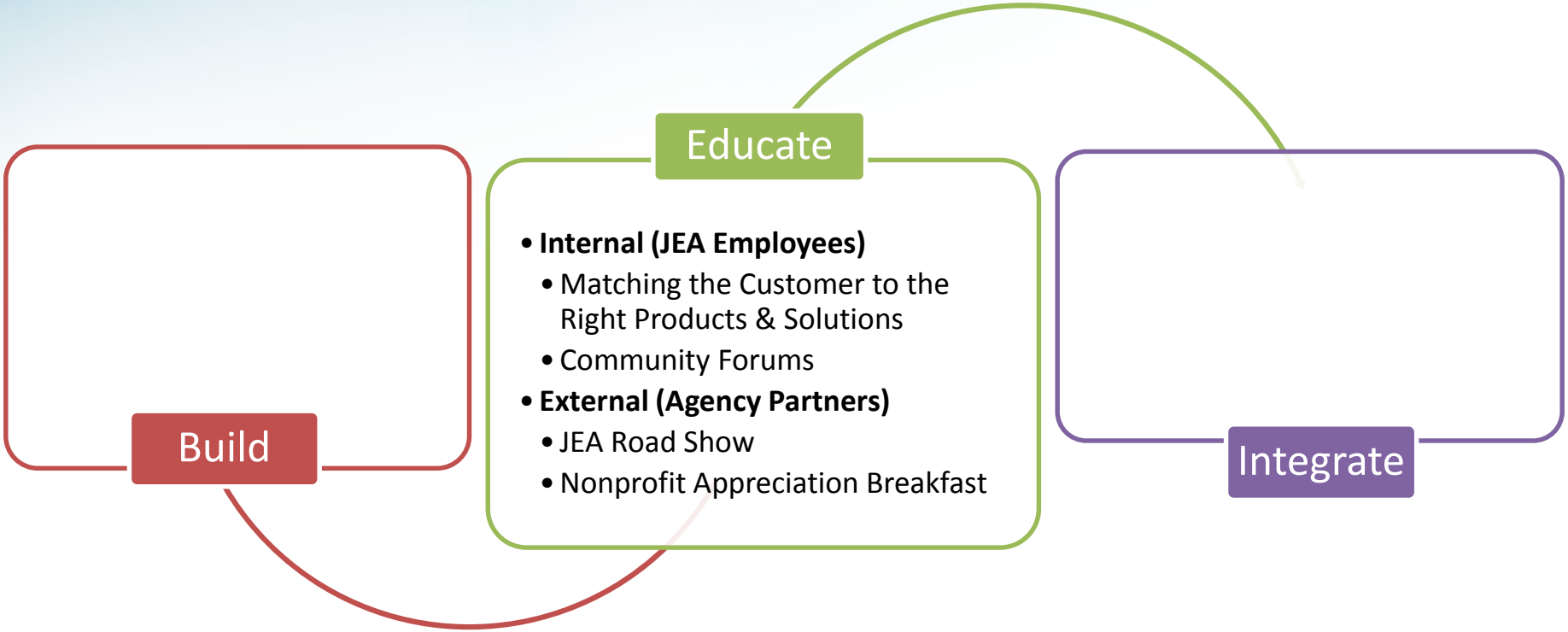
The United Way of Northeast Florida transfers Neighbor to Neighbor funds to Catholic Charities for administering to eligible recipients. Neither agency receives payment for managing the fund.

BUILD: Neighbor to Neighbor Fund



- Every dollar counts. In 2017, 543 families were able to maintain utility services as a result of Neighbor to Neighbor.
- Each customer contribution goes directly to people in need. No expenses are deducted by JEA or the United Way.

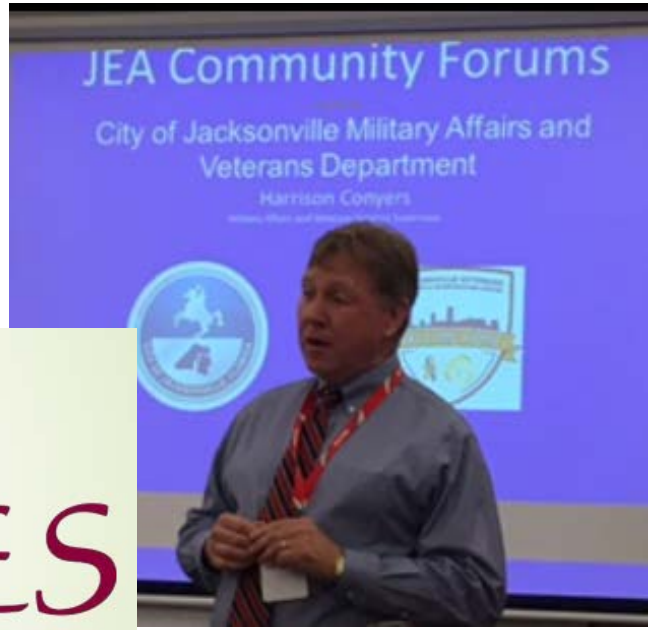
Customer Assistance Programs



as of Mar-18

EDUCATE: Community Forums

Community Forums are agency presentations to educate Customer Care Consultants about low-income resources.



CATHOLIC CHARITIES
Putting Compassion Into Action
Jacksonville Regional Office

JEA

EDUCATE: Light it Forward Award

Local agencies provided more than $2.6 million in need in 2017. To recognize the people that help make utility bill possible, JEA created the **Light it Forward Award.**

Alice Davis, Housing Case Manager, Northeast Florida AIDS Network

Alice Davis helps clients who are HIV-positive secure federal funding to pay their mortgage or rent and utility bill. "Sometimes they have to choose between the lights and eating," she said. "They must eat, so the lights get so far behind they need help. And that's what I do." Alice was nominated for this award by the nonprofit's executive director because she provides the best care she can for people living with HIV in Jacksonville.

Light it Forward Award

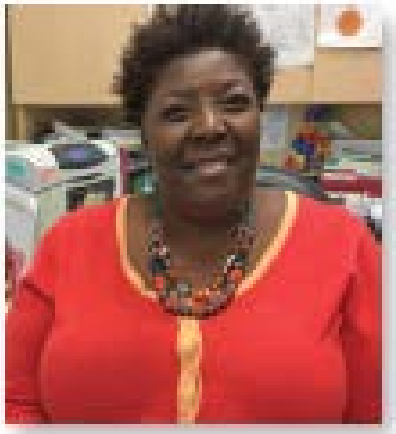
The Light it Forward Award honors employees who go above and beyond to help low-income customers seeking utility bill assistance.

Phyllis Kennebrew, Customer Service Specialist, ElderSource

Phyllis Kennebrew is so personable she often makes friends with the seniors she helps through ElderSource. "I think they think I'm they're daughter," she said laughing. "Some call me once a month to check on me." ElderSource is a nonprofit that helps the aging and disabled in a crisis. Phyllis was nominated for this award by her supervisor because of her compassion and hard work.

Light it Forward Award

This is the first year of the award and was enthusiastically received by the agency's JEA partners with for the sake of low-income customers.



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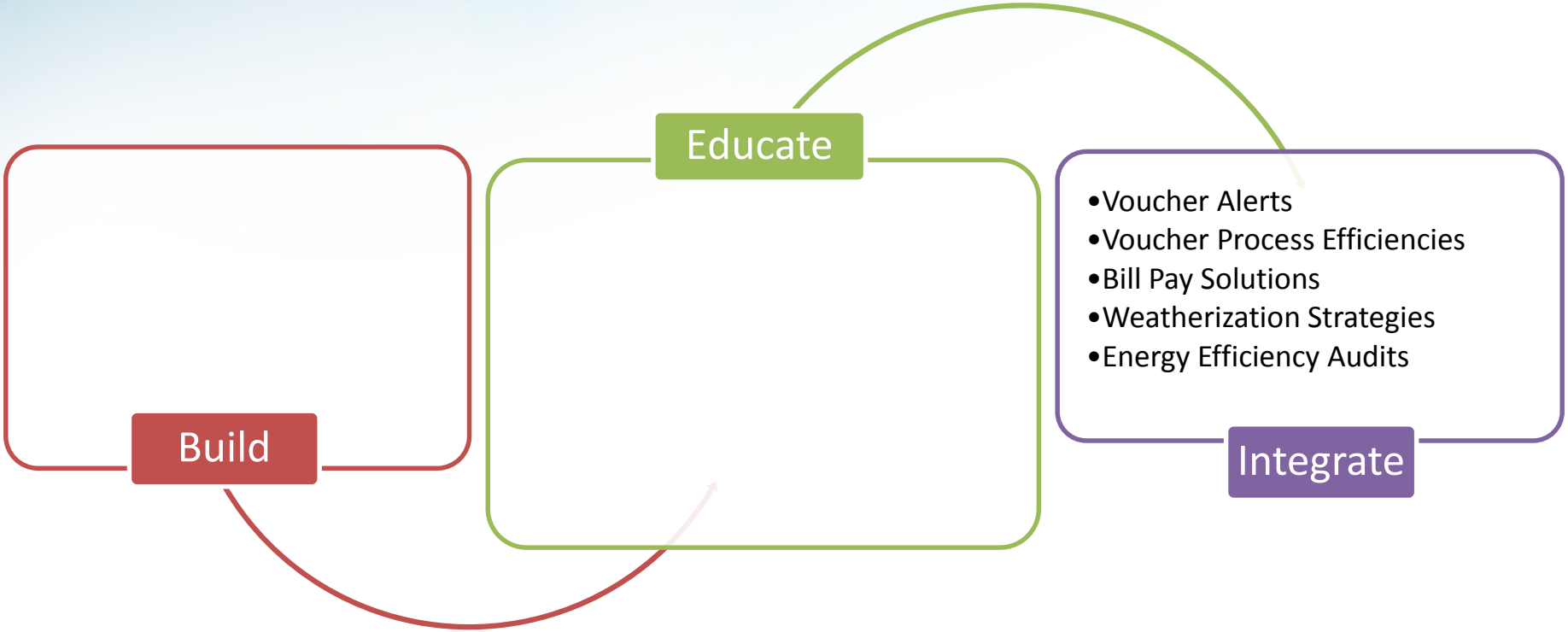
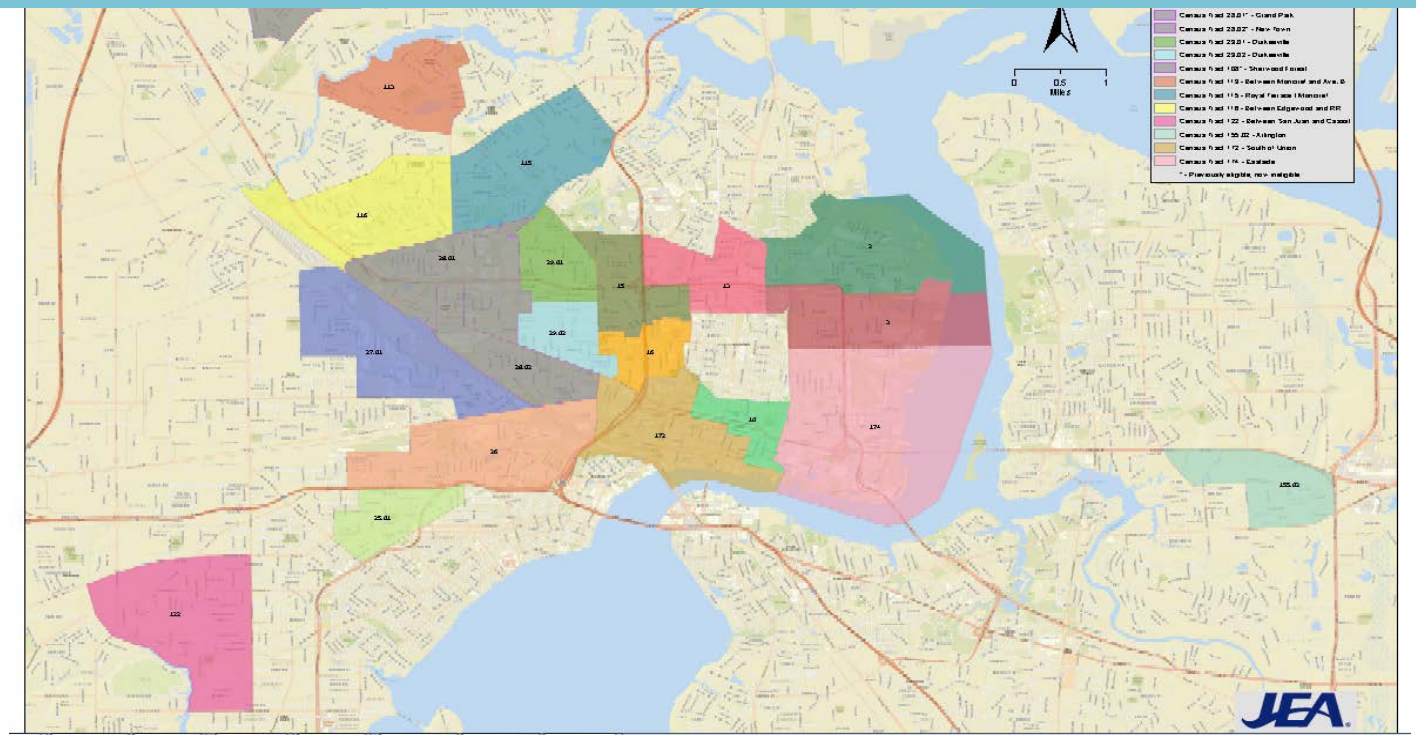
Customer Assistance Programs



as of Mar-18

INTEGRATE: Neighbor Energy Efficiency

JEA has partnered with the City of Jacksonville's Department of Housing and Neighborhoods to assist customers in making energy and water efficiency upgrades in their homes. These customers live on low or fixed incomes in disadvantaged neighborhoods as designated by the U.S. Census Bureau.



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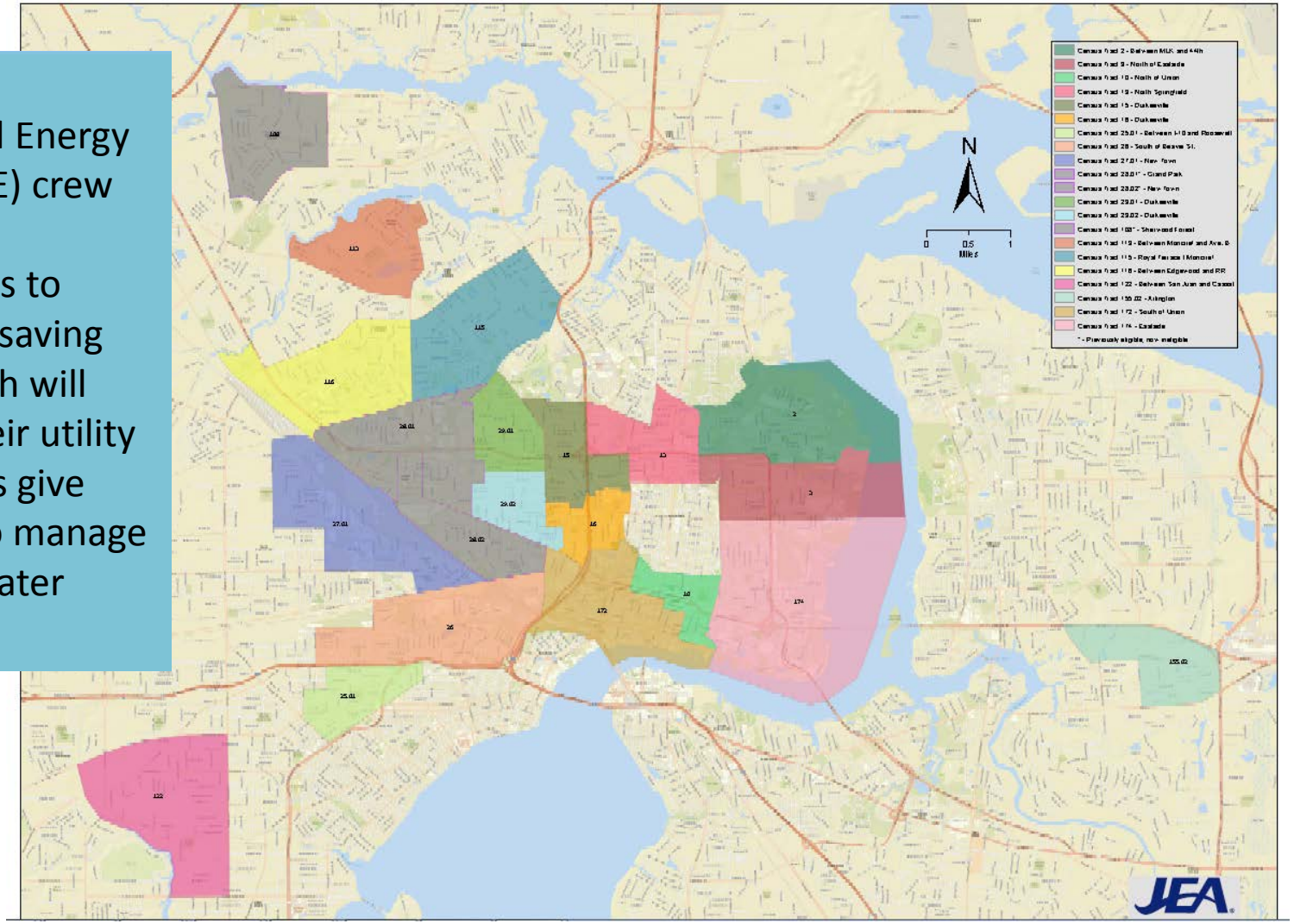
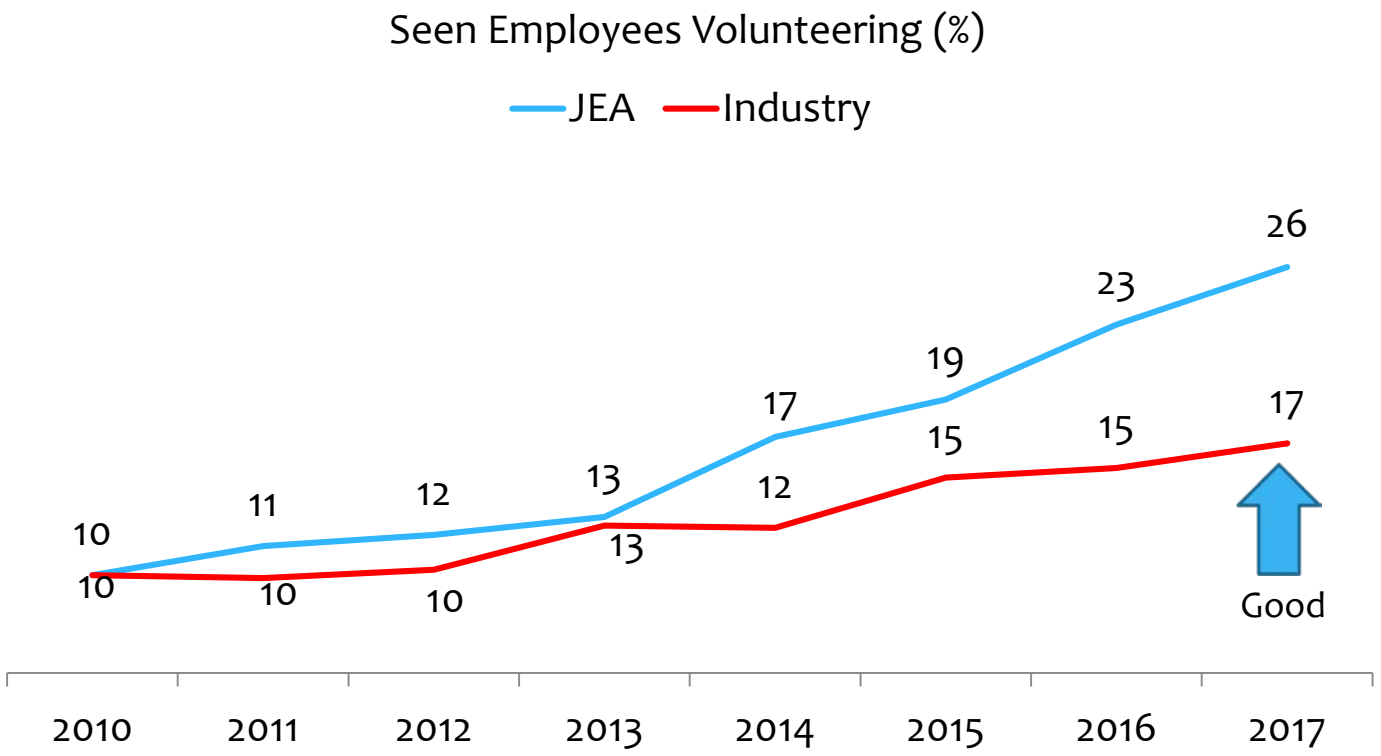


INTEGRATE: Neighbor Energy Efficiency

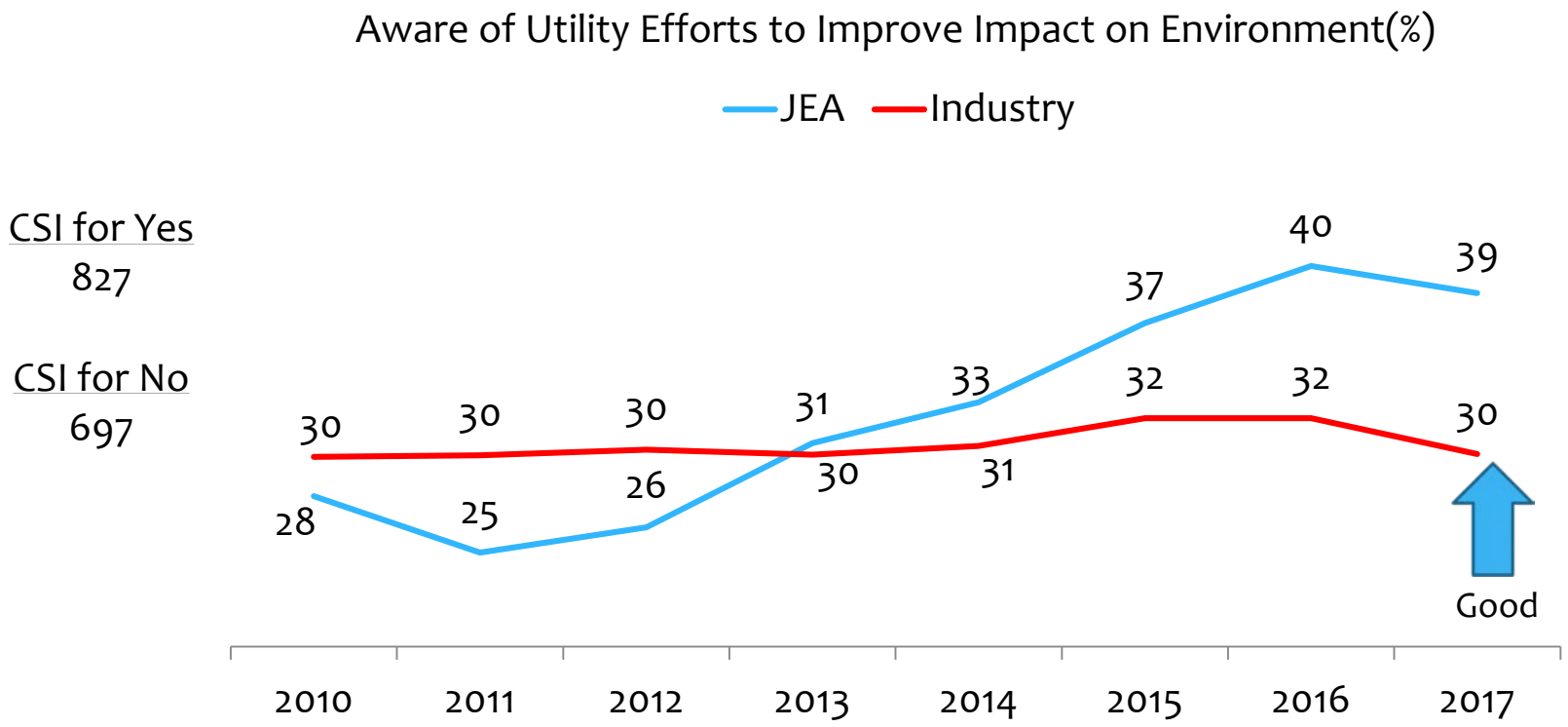
Low income customers that meet 150% of the FPL (Senior Day at JEA eligible customers) are included in the Neighbor Energy Efficiency Audit.

Corporate Citizenship Trends



We have seen a steady upward trend in the past 4 years in the community's recognition of our employees' volunteer efforts. The customer satisfaction score can average 120 points more for those that have seen employees volunteering in the community.

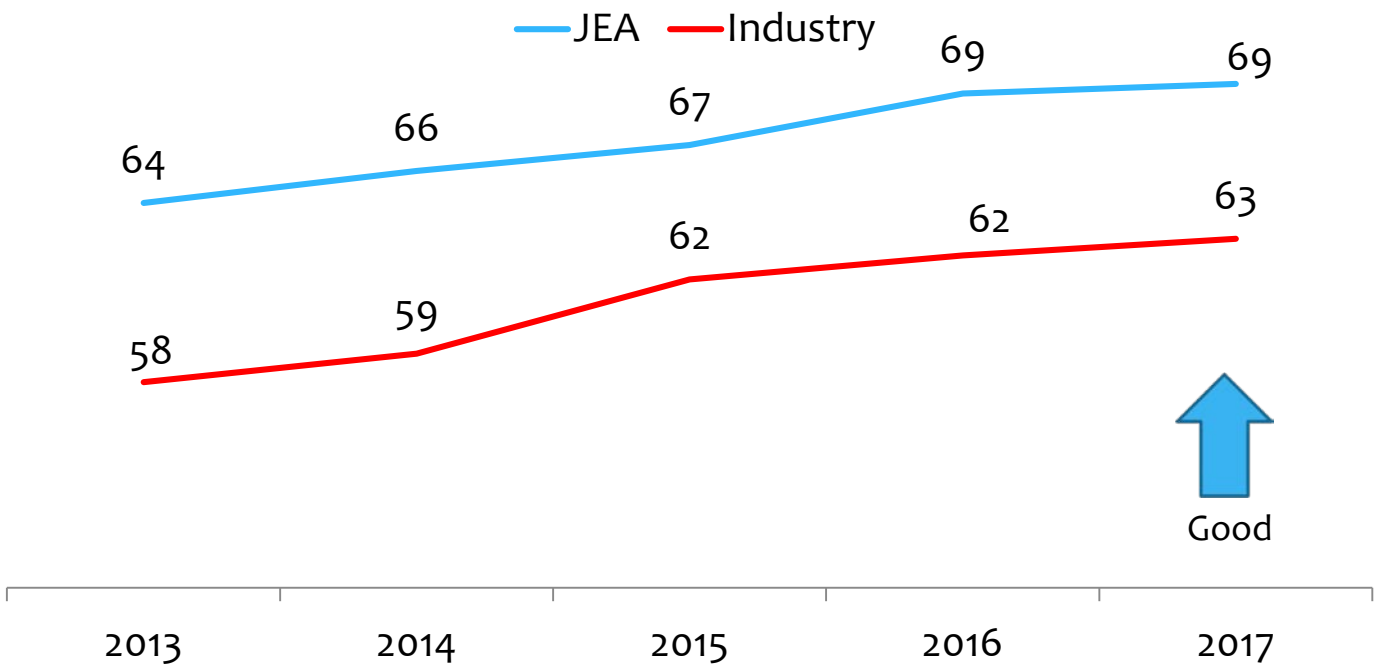
Corporate Citizenship Trends



Awareness of efforts to improve impact on the environment have dramatically increased.

Corporate Citizenship Trends

Believe Utility Supports Economic Development of Local Community (%)

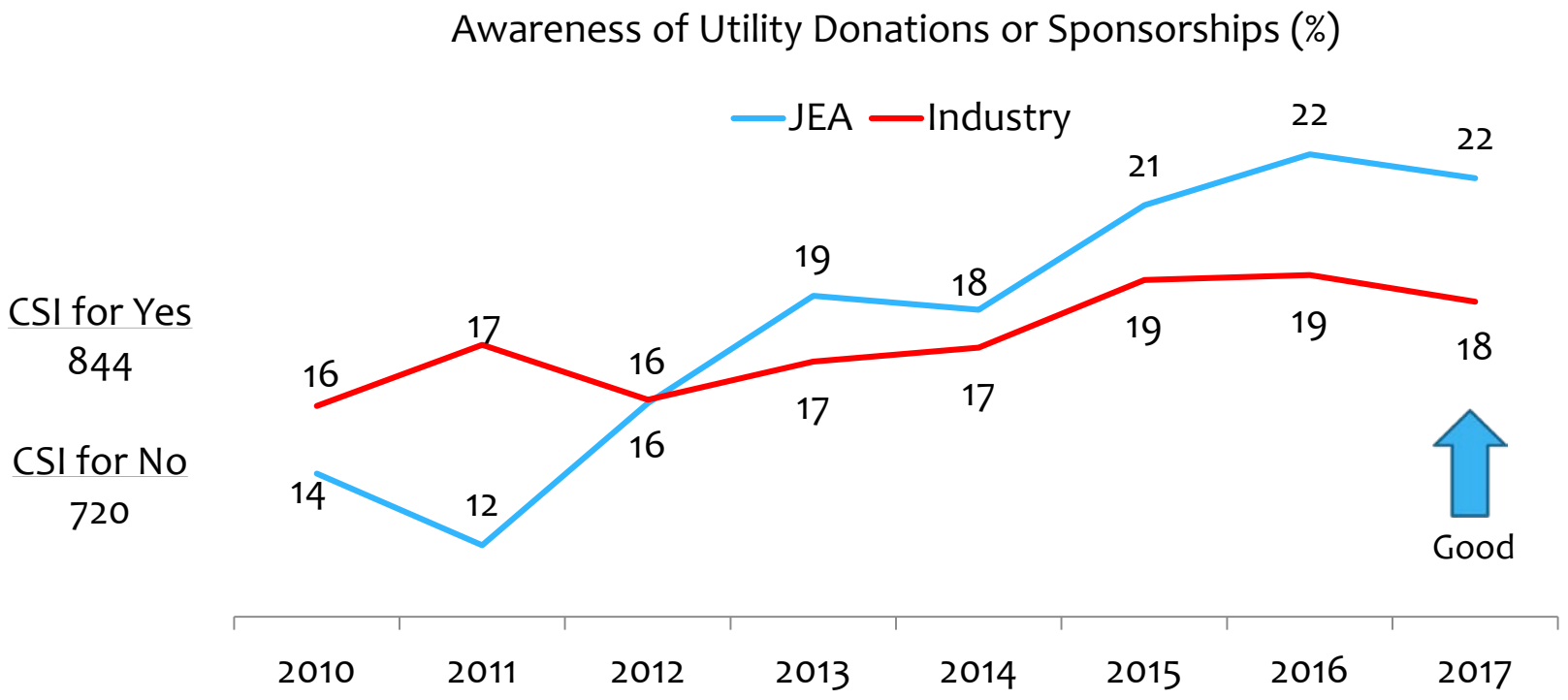


CSI for Yes
805

CSI for No
621

A steadily increasing number of customers believe that JEA supports economic development.

Corporate Citizenship Trends



Awareness of utility donations or sponsorships has increased five out of the last six years.

MANAGEMENT DIRECTIVE: **MD 632 Community**

TITLE: Corporate Educational Community Engagement

CREATION DATE: September 15, 2006 **REVISED: August 15, 2014**

POLICY STATEMENT: JEA Customer and Community Engagement will procure and manage JEA's educational outreach initiatives, including, but not limited to:

- Corporate and Stakeholder Partnerships,
- JEA Speakers Bureau,
- JEA Facilities Tours, and
- JEA Community Event Participation.

JEA Corporate Educational Community Engagement sanctions cooperative programs between JEA and 501(c)(3) non-profit organizations or between JEA and customer groups. These outreach programs are authorized by the JEA Charter and must align with JEA CR 10500 Corporate Educational Community Engagement Guidelines. This directive does not include community involvement by the Human Resources area for career awareness, or activities that are health-related.

Employees who participate in JEA Corporate Educational Community Engagement are members of the JEA Ambassadors group. Employees are trained to participate in JEA Ambassador activities and will receive job credit for doing so. Hourly employees will be paid for time spent on these activities outside their normal working hours and must have their manager's approval to participate. Employees must be in good standing with their current work requirement to participate.

The purpose of this directive is to manage the quality, quantity and consistency of JEA Corporate Educational Community Engagement to support JEA's commitment to its customers, JEA values and the use of JEA resources—people, dollars and equipment—in a way that is appropriate to its Charter.

For Workforce Planning and Career Awareness activities in the community, please see EWS A0210 007 Career Awareness.

ASSIGNMENT OF RESPONSIBILITY:

The Director, Customer and Community Engagement, is authorized by the Managing Director/Chief Executive Officer to serve as the designee of the Chief Customer Officer. In this position, the Director, Customer and Community Engagement, may be designated as the Procurement Officer for educational outreach initiatives according to the JEA Purchasing Code, Section 2-602, Exemptions. In accordance with this section of the Purchasing Code, the Procurement Officer will maintain the Customer and Community Engagement Procurement Directives subject to Board approval. Additionally, the Director, Customer and Community Engagement, establishes processes and procedures, monitors their effectiveness, and implements changes to minimize defects and reduce cycle time and costs.

The Director, Customer and Community Engagement is responsible for the creation and maintenance of this directive. All JEA employees have the responsibility to carry out this directive.

The Director, Customer and Community Engagement or his/her designee shall:

- Identify and select educational outreach opportunities in support of JEA's Corporate Educational Community Engagement Guidelines.
- Recruit and train JEA Ambassadors for participation in JEA's Corporate Educational Community Engagement activities.
- During the normal budget cycle, Customer and Community Engagement will include dollars in its budget for selected Corporate Educational Community Engagement initiatives.
- Other opportunities that come up between budget cycles will be considered based on how they fit the Corporate Educational Community Engagement Guidelines and whether there are budget dollars available to fund them.

  Specifics are defined in the Corporate Educational Community Engagement Guidelines. A link is provided below.

SIGNATURE /s/ Paul McElroy
Managing Director/Chief Executive Officer

EFFECTIVE DATE: 8/19/2014

Link to: CR 10500 CCE 136 Corporate Educational Outreach Guidelines

CORPORATE POLICY:	CUST	Neighbor to Neighbor Program
EFFECTIVE DATE:	March 16, 2018	

POLICY STATEMENT:
JEA shall administer a *Neighbor to Neighbor Program* in accordance with the terms of the agreement, as amended, with the United Way and the Ordinance Code of the City of Jacksonville. On a monthly basis, JEA will remit all monetary donations collected from voluntary contributions, per the JEA Charter, to the United Way of Northeast Florida's Trust Fund.

ASSIGNMENT OF RESPONSIBILITY: Chief Customer Officer and Director, Customer Revenue.

The Chief Customer Officer is responsible for determining when revisions are needed and assigning responsibility for the maintenance and implementation of this policy.

The Director, Customer Revenue is responsible for the establishment and maintenance of procedures that support this policy.

Policy Assurance Monitoring:
To assure policy adherence, the Director, Customer Revenue will review the amount of donations collected and transmitted to the United Way of Northeast Florida's Trust Fund on a monthly basis.

SIGNED: _____
Title: _____
Date: _____

Effective Dates:

Revised Dates:	April 4, 1998
	December 5, 1997
Origination Date:	August 27, 1992

Corresponding Procedures:

MANAGEMENT DIRECTIVE: **633 Volunteers**

TITLE: **VOLUNTEERS**

ORIGINATION DATE: March 8, 2002 **REVISED:** March 1, 2017

POLICY STATEMENT: It is the policy of JEA to support the community by allowing its employees to participate in corporate volunteer activities for the development of the employee and for the general benefit of JEA and the community.

Corporate volunteer activities are identified and selected by the JEA Employee Volunteer Program Advisory Committee.

Employees may participate in corporate volunteer activities during regular working hours, up to eight (8) hours per year, with no loss of pay. Employees who work regularly assigned 10 or 12 hour shifts may be approved for volunteer activities to match the shift, with no loss of pay, for certain full day volunteer opportunities. Prior approval for participating in any such activities will be requested from the appropriate appointed manager at least 7 days in advance.

In addition, for major community projects that require more than the specified eight (8) hours to be effective, special permission may be given in advance for participation of longer than eight (8) hours. Permission must be granted in advance of the event by the Chief Human Resources Officer and the chief of the division to whom the affected employees report.

For Workforce Planning and Career Awareness activities in the community please see EWS A0210 007 Career Awareness.

ASSIGNMENT OF RESPONSIBILITY:

All appointed managers, staff and employees have the responsibility for carrying out this directive and associated procedures.

Employees will submit their request on the Volunteer Activity Request Form to their appointed manager for approval or on the electronic Volunteer Signup Form on The Grid.

The Director of Communications and Community Engagement is responsible for monitoring and maintaining the content of this directive.

SIGNATURE: /s/ Paul McElroy
Managing Director/CEO

EFFECTIVE DATE: March 1, 2017

PROCEDURE: **CR 10500 CCE 133 Volunteers**

TITLE: **EMPLOYEE VOLUNTEERS AND PUBLIC SERVICE ACTIVITIES**

ORIGINATION DATE: December 1, 1989 **REVISED**: October 8, 2013

POLICY STATEMENT: It is the policy of JEA to support the community by allowing its employees to participate in corporate volunteer activities for the development of the employee and for the general benefit of JEA and the community.

Employees may participate in such activities during regular working hours with no loss of pay. Prior approval for participating in any such activities will be requested from the appropriate appointed manager at least 7 days in advance.

ASSIGNMENT OF RESPONSIBILITY: All appointed managers, staff and employees have the responsibility for carrying out this directive and associated procedures.

The Director of Communications and Community Engagement is responsible for creating, monitoring and maintaining the content of this procedure.

DEFINITIONS:

JEA Employees: Appointed and Civil Service employees; this policy and procedure does not apply to temporary and contract employees.

PROCEDURE:

I. Employees may participate in corporate volunteer activities during regular working hours (up to eight hours per fiscal year) with no loss of pay. All JEA employees will be given one day of paid leave time per year to participate in a corporate volunteer project. Appointed employees' hours of work are covered by the Appointed Staff Employment Plan.

II. Public Service Activities may include but are not limited to:

- A government sponsored board or commission; e.g. a Mayor's Commission
- An activity of general benefit to the City of Jacksonville and/or local government; e.g. the United Way Campaign, support at polling places during major elections.
- Service on the city pension committee or Pension Trustee meeting for elected members, covered in Executive Order No. 93-173

III. Corporate volunteer activities are identified and selected by the JEA Employee Volunteer Program Advisory Committee and may include but are not limited to:

- A HabiJax home building effort
- A Paint the Town project
- Other projects as determined by the Volunteer Corp Advisory Council and approved by Communications and Community Engagement.

IV. Employees will submit their request on Volunteer Activity Request Form to their appointed manager for approval.

V. Appointed managers shall retain a record of their employees' participation in such activities within their own unit.

VI. Upon prior approval the employee will enter into their electronic time card "community service" as hours type. This will be submitted to the employee's manager for approval via the "payroll time card alert" on-line.

SIGNATURE: /s/ Paul McElroy
Managing Director and CEO

EFFECTIVE DATE: October 8, 2013

Link to: MD 633
Volunteer Activity Request Form

Volunteer Activity Request Form

I, _____, request permission to participate
(Name of Employee – Please Print)

_____
(Name of Corporate Volunteer Activity)

which is a JEA Corporate Volunteer Activity.

Participation will be during regular working hours on_____
(Date)

with no loss of pay as deemed in accordance with MD 633.

_____
Employee Signature Date

Employee # _____

_____
Manager Approval Date

_____

Manager Comment Date

Employee and manager- keep signed copy for your records

10-8-2013

PROCEDURE: **CR 10500 C&CE 135 FUND RAISING**

TITLE: **JEA FUNDRAISING CAMPAIGNS**

ORIGINATION DATE: September 15, 2009 **REVISED: September 15, 2014**

POLICY STATEMENT:
In order to fully develop and motivate JEA's workforce, and help achieve our corporate strategy of community responsibility, JEA encourages and facilitates employee participation in three specifically designated Community Engagement initiatives. They are the United Way of NE Florida campaign (each fall), the Community Health Charities campaign (each spring) and events held in support of The College Fund (each February). The Community Health Charities campaign includes the Heart Association, the American Cancer Society and several other health-related 501 (c) (3) charities.

The primary purpose is to give employees an opportunity to serve the community through these charitable organizations, while demonstrating JEA's community involvement to our customers. Secondary purposes of the events, particularly the United Way kick-off events, are to provide development opportunities to employees and foster a strong team spirit. An additional benefit is that employees may attain greater sensitivity to the needs of the community. While striving to assist with those needs, they learn to work together.

The purpose of this directive is to manage the quality and consistency of the campaigns in a way that is appropriate to JEA's charter and in compliance with local, state, federal regulations, and ethics standards.

ASSIGNMENT OF RESPONSIBILITY: The Chief Customer Officer has responsibility for this procedure.

PROCEDURE:

I. JEA's United Way of NE Florida Campaign

1. The CEO places selection of the United Way campaign chairpersons on the Senior Leadership Team (SLT) meeting agenda the First Quarter of the Fiscal Year.

    a) The annual JEA United Way Chair will be selected in a rotational pattern from one of the Major Business Groups.
    b) The Chair should not be selected from the same Major Business Group within a two year span.
    c) A Co-Chair will also be selected and will become Chair for the following year's campaign.

2. JEA's United Way campaign is overseen by the Employee Fundraising Steering Committee. This committee provides structure and continuity from year to year. The Steering Committee is made up of the following individuals:
    a) United Way Immediate Chair

b) United Way Past Chair
c) United Way Co-Chair
d) Campaign Manager
e) Community Health Charities Chair
f) Community Health Charities Co-Chair
g) College Fund Chair
h) College Fund Co-Chair
i) Director, Customer and Community Engagement
j) JEA Ethics Officer

3. The JEA United Way Campaign organization consists of the following positions:
   a) The campaign Chair is selected by the Senior Leadership Team (SLT). This volunteer role is a high profile position whose primary responsibility is to lead the steering committee and core team (see e. below) and to serve as an advocate with the SLT. The Chair participates in all major campaign events, employee rallies and attends United Way of NE Florida functions.

   b) The Co-Chair works closely with the Chair to prepare for his/her role as campaign Chair the following year. The Co-Chair will also be responsible for coordinating one major event.

   c) The campaign manager resides in Customer and Community Engagement and is permanently assigned this responsibility. The manager works with the campaign Chair, Co-Chair and core team members (see e. below) to coordinate campaign strategy. The manager's responsibilities include working with project leaders in coordinating special events (Leadership Luncheon, Campaign Kick-off, softball tournament, etc), and overseeing documentation of campaign finances and sponsorship donations. The campaign manager may also serve as a petty cashier. At the beginning of each campaign, the Campaign Manager or the Director of Customer and Community Engagement reviews all current relevant MDs and procedures with campaign leadership.

   d) The event project coordinator's and campaign manager's financial spreadsheets and other activities are subject to review by an auditor as necessary to gain assurance that the deposits are prepared in a timely and accurate manner for delivery to United Way of NE Florida, and that funds are expended appropriately. The auditor will be independent and not affiliated with any of the United Way committees.

   e) The core committee members are selected by the campaign Chair from a pool of volunteers to fill all necessary roles. Core committee members also serve as a Chair of an event or activity of the campaign. The members provide leadership, support, direction and input for campaign components and events. Both an Event-Chair and Event Co-chair are designated to work on an activity or event. Event Chairs and Co-Chairs shall be rotated each year, with neither serving more than three years on the same event

   f) Directors and managers approve area coordinators to serve as liaisons to communicate and promote campaign events, schedule rallies for his/her work group, sell raffle and kick-off lunch tickets as well as volunteer to support

onsite events. Core committee members may also serve as area project coordinators. The term limit for members is three years as area project coordinators.

4. Facilitation of campaign financial activities is accomplished through United Way of NE Florida as follows:

   a) Required funds for services, reservations and prize purchases will be paid by United Way of NE Florida check, made payable to the applicable vendors. Check requests presented by Wednesday of each week will be available on Friday. Requests will be made in accordance of the United Way of NE Florida standards and include the following:
      1) Event requiring funds (such as JEA Kickoff)
      2) Description of purpose for expenditure (i.e.: prizes, awards, food)
      3) Copy of vendor quote with exact amount of funds required

   b) The campaign manager and one other person will count the cash and prepare deposits of donations collected, place the funds in sealed bags and store them in a JEA safe until the funds are delivered to United Way of NE Florida. The deposits should be recorded on the tracking spreadsheet as soon as possible to designate the event, amount, date and other descriptive comments as necessary for proper identification and financial reporting. Both individuals will sign off on the deposit and the spreadsheet entry, declaring the amount counted and the amount to be deposited. If the two amounts are not the same, an explanation and support documentation for the difference should be provided.

   c) Funds will be delivered by a different JEA staff member than the person who prepared the deposit at least once each week during the active campaign months, September through December, to the United Way of NE Florida offices in Jacksonville. Deposits will be documented on a spreadsheet managed by the campaign manager.

   d) Each year the names of the Petty Cashier(s) will be approved in the minutes of a Steering Committee meeting. The petty cashier (s) will be designated to control the petty cash fund, with the amount of the fund stipulated annually by the Steering Committee and approved in the minutes (ie. $800). At any time, the petty cash fund is subject to audit. The total cash, plus petty cash vouchers and unreimbursed expenditures should always equal the stipulated petty cash balance. The petty cash fund should be in a locked box and kept in a locked cabinet at all times.

   e) Petty cash disbursements should be evidenced by a Petty Cash Voucher, which includes the date, reason, and signature of the authorizer and recipient. Unspent funds will be returned to petty cash. Expenditures will be evidenced by sales receipts or invoices and submitted to United Way of Northeast Florida for reimbursement. Photocopies of reimbursement requests should be maintained in the petty cash fund, until the reimbursement is received, and then filed with the financial records in preparation for the monthly reconciliation. The reimbursement check issued by United Way of NE Florida should be made payable to Mr. or Ms. Xxx, as JEA United Way campaign petty cashier.

Reconciliation of the United Way ledger to the JEA spreadsheet should be conducted at least monthly to detect unpaid or unidentified check requests and unrecorded deposits on a timely basis. The reconciliation should be performed by someone who is not involved with the cash/deposit process or with the purchase of campaign items such as prizes. The reconciliation should also be reviewed by an independent person.

5. Raffles and drawings will be held in accordance with guidelines prescribed in Florida Statue 849.0935: Charitable non-profit organization "drawings by chance". The statute established guidelines for conducting "drawing by chance" to ensure that deceptive and unfair practices are prohibited and penalized. Some of the requirements to remain in compliance with Florida Status 849.0935 are as follows:

    a) Advertising and ticket printing requirements:
        (1) It is not required to purchase a ticket to be included in the drawing for prizes. A "suggested donation" may be mentioned in advertising, and on the ticket.
        (2) The full name and address of United Way of NE Florida, the (501 (c) (3) organization) must be printed on advertisements and on the ticket.
        (3) The source of funds used to purchase prizes must be mentioned in the advertising and on the ticket. Example: "Prizes purchased with sponsorship contributions", *or*, "Prizes donated by campaign sponsors."
        (4) The date, time and place of the drawing must be noted on the ticket and in advertisements.

    b) 50/50's and other types of raffles that condition the prize on the number or proceeds from tickets sold are prohibited.

6. United Way volunteers may assist the core team and coordinators by serving on sub-committees and/or as on-site event volunteers:

    a) Appointed, civil service and JEA temporary employees may volunteer up to eight hours of their normal work schedule or as approved by their managers without loss of pay.
    b) Overtime hours for support of these activities should be avoided. If overtime hours are necessary, the manager must approve overtime prior to the event.
        (1) Provisions for overtime pay or comp time for civil service employees may be dependent on bargaining unit agreement.
        (2) Regular and overtime hours charged would go directly to the employee's home cost center.

7. Donations and Pledge Forms should be administered as follows:

    a) Donors should be encouraged to use payroll deductions or write checks in the name of United Way of NE Florida (the 501 (c) (3) organization.
    b) The volunteer should verify that the pledge form is complete: including the agency designated to receive the funds, the employee number and name. The donor's check number, date and amount, or "cash in the amount of $xx.xx" should be noted on the pledge form.

c) Volunteers who collect money for the United Way campaign should remit the funds and copies of the pledge forms to the Campaign Manager in JEA's Brand Management department within a week of collecting the funds. All pledge forms should be returned, even if the employee elects not to donate.
d) All donations should be acknowledged by United Way of NE Florida. It is important that names and addresses of donors be noted on the pledge forms or vendor donations to allow United Way of NE Florida to acknowledge the gift.
e) January 30th should be established as a cut-off date for receiving late donations or paying late expenses for the campaign of year "A" verses the campaign of year "B". Although the JEA fund raiser may recognize a certain item as year "A" contribution or expense, United Way of NE Florida representatives may attribute these funds or expenses to the subsequent year. These differences create reconciling differences between JEA and United Way of NE Florida ledgers.

8. Raffle tickets should be administered as follows:

a) Raffle ticket proceeds and stubs should be remitted to the campaign manager on a weekly basis at a minimum. Unsold raffle tickets should be returned within 24 hours of the drawing.
b) Any tickets sold to non-JEA employees should include the purchaser's name and contact information on the ticket stub.
c) As a general rule, prizes offered in United Way raffles should not exceed a value of $600. However if a prize is donated, or the committee requests to offer a prize valued more than $600, discussion on filing 1099 and 1096 forms should be held with the 501 (c) (3) organization prior to offering the prize(s). United Way of NE Florida representatives will be consulted about the selection of prizes, and, when feasible United Way of NE Florida will purchase those over $600 in value and participate in drawing the winners to support their role as the issuer of the 1099. If the 501 (c)(3) organization will not be filing the 1099/1096 forms as required by the Internal Revenue Service, prizes must be limited to amounts less than $600. JEA cannot file the required 1099 and 1096 forms as it is not the legal 501 (c) (3)_entity benefitting from the event.
d) Should a prize be offered with a value greater than $600, JEA staff will assure that a W9 form is completed by each $600 (or greater) prize winner, and will forward the W9 form to United Way of NE Florida prior January 1 of each year. We may want to just limit prizes to less than $600, and eliminate all this.
e) The winner of any prize in excess of $600 must complete a W9 form with their Social Security number, name and address. A 1099 will be prepared by United Way of NE Florida (the 501 (c) (3) organization) and sent to the winner after year-end for Income Tax purposes.
f) Should the winner refuse to sign a W9 form, 25% of any cash prize will be withheld and forwarded to the 501(c) (3) organization for pre-paid tax remittance to the Internal Revenue Service. If it is a non-cash prize, the prize will be forfeited for failure to sign the W9 form, and another winner will be drawn.
g) Raffle ticket stubs are themselves support for donations. Purchasers should be encouraged to save their raffle ticket stubs as support for charitable deductions on their personal income tax returns.

9. A JEA employee may be recommended to serve as the United Way of NE Florida Community Builder if selected by the Steering Committee and approved by the CEO. The employee volunteer assigned to this role temporarily leaves his/her position to work in the United Way of NE Florida office for three months where he/she will receive professional training in public speaking and organizational skills. After training is completed, the employee will assist United Way of NE Florida representatives throughout the campaign. The employee must receive his/her manager's approval prior to acceptance. Participation in the program will not result in loss of JEA pay or annual leave.

10. The CEO will determine an annual budget to operate the United Way campaign. The budget for United Way campaign will reside in and be managed by Customer and Community Engagement. These funds will be used primarily for expenses connected with United Way kick-off events. The following items can be purchased with this budget using a JEA check request or P-Card issued to the Customer and Community Engagement Department:
    a) Event facility rental room decorations and/or food for United Way events as budget allows.
    b) Non fund generating items (example: printing, supplies)
    c) Audio/video equipment and services
    d) Committee and volunteer t-shirts
    e) Entertainment
    f) Door prizes where all attendees are eligible to win
    g) Other expenditures deemed appropriate by the Campaign Chair, with the approval of the Campaign Steering Committee.
    h) JEA Budget funds may <u>not</u> be used to purchase raffle prizes or for any revenue generating activity or event.

11. Vendor cash or check donations raised during the United Way campaign will be itemized in the campaign spreadsheet, updated by the campaign manager and deposited in the United Way of NE Florida bank account. Cash or checks received from vendors should be issued to and deposited intact with the United Way of NE Florida.

    a) Cash, check or in-kind donations from vendors can be used for the following:

        1) Raffle prizes, gift cards and other fund generating items
        2) Food and other concession supplies for events
        3) Games and supplies for all United Way events
        4) Prizes for contest winners
        5) Other expenditures deemed appropriate by the Campaign Chair, with the approval of the Campaign Steering Committee

    b) In-kind donations may also be accepted from vendors or suppliers, and should be listed as donations on the campaign spreadsheet. The vendor should suggest the market value of the item or service donated.
    c) The United Way of NE Florida FEIN number should be used for obtaining sales tax exemptions on purchases. It is not appropriate to use the JEA governmental entity exemption.

12. The Campaign Chair may contact Business Partners regarding monetary and in-kind service sponsorships, by sending one letter via US mail and/or one email to inform them about the campaign and associated activities and to invite them to participate. This information is also posted on jea.com. The letter also invites vendor participation and donations to the United Way, in sponsorship of campaign activities (golf, softball, bowling, motorcycle ride, etc…). Vendors pay donations directly to United Way, or pay their sponsorship fee to the golf course if participating in the annual golf tournament.

13. *Official request letter (link) Employee Participation in Annual Golf Tournament: JEA employees that are interested in participating in golf have two options: (1) make a United Way Donation, the amount of which will be established annually, for a single player entry; or (2) the employee would be asked to make a donation in exchange for a raffle ticket (~$5). After vendor and employee reservations are entered, and the number of remaining available positions was determined, a raffle would be held to select those golfers that "win" the chance to participate in the tournament. At that point, the employee could accept or decline the opportunity to play. (Employees must take paid time off to participate in the tournament). Depending upon vendor participation, the number of available employee slots may be "capped" at an appropriate level. Team assignments for employees that participate are also based upon random selection. In this manner, the golf participation is based upon a randomized, raffle-based drawing. There is no direct "gift" from any vendor to any JEA employee.

II Community Health Charities Campaign

1. The CEO places selection of the Community Health Charities campaign Chairperson on the Senior Leadership Team (SLT) meeting agenda the First Quarter of the Fiscal Year.

    a) The Community Health Charities Chair will be selected each year from one of the Major Business Groups, with the intention of rotating Major Business Groups.

2. JEA's Community Health Charities campaign is overseen by the Employee Fundraising Steering Committee. This committee provides structure and continuity from year to year. The Steering Committee is made up of the following individuals:
    a) United Way Immediate Chair
    b) United Way Past Chair
    c) United Way Co-Chair
    d) Campaign Manager
    e) Community Health Charities Chair
    f) Community Health Charities Co-Chair
    g) College Fund Chair
    h) College Fund Co-Chair
    i) Director, Customer and Community Engagement
    j) JEA Ethics Officer

3. The Community Health Charities campaign organization consists of the following positions:

a) The campaign Chair is selected by the SLT. This volunteer role is a high profile position whose primary responsibility is to lead the coordinators and serve as an advocate with the SLT. The Chair participates in all major campaign events.
b) An auditor will review the campaign manager's financial spreadsheets and other activities as necessary to gain assurance that the deposits are prepared in a timely and accurate manner. The auditor will be independent and not affiliated with any of the campaign committees.
c) Directors and managers approve area coordinators to serve as liaisons to communicate and promote campaign events, sell raffle tickets as well as volunteer to support onsite events.
d) Better Health campaign volunteers may assist coordinators by serving on sub-committees and/or as on-site event volunteers:

1) Appointed, civil service and JEA temporary employees may volunteer up to eight hours of their normal work schedule or as approved by their managers without loss of pay.
2) Overtime hours should be avoided for support of these activities. If overtime hours are necessary, the manager must approve overtime prior to the event.
3) Provisions for overtime pay or comp time for civil service employees may be dependent on bargaining unit agreement.
4) Regular and overtime hours charged would go directly to the employee's home cost center.

3. Transfer of funds will be made to the Community Health Services officer assigned to JEA on a monthly or semi- monthly basis during the campaign and documented on a spreadsheet managed by the campaign Chair or a JEA staff member assigned to perform bookkeeping functions for the campaign.

a) Cash and checks collected should be counted, placed in sealed deposit bags with the amount notated on the face of each deposit bag, and stored in vault or locked cabinet within a locked office on JEA property.
b) To avoid holding excess cash, the cash collected may be converted to a money order payable to "Community Health Services".
c) Money orders should be deposited to Community Health Services along with other checks collected in the campaign.

4. Drawings and Raffles will be held in accordance with guidelines prescribed in Florida Statue 849.0935: Charitable non-profit organization "drawings by chance". The statute established guidelines for conducting "drawing by chance" to ensure that deceptive and unfair practices are prohibited and penalized. Some of the requirements to remain in compliance with Florida Status 849.0935 are as follows:

a) Advertising and ticket printing requirements:

1) It is not required to purchase a ticket to be included in the drawing for prizes. A "suggested donation" may be mentioned in advertising, and on the ticket.
2) The full name and address of Community Health Services (the 501(c) (3) organization) must be printed on advertisements and on the ticket.
3) The source of funds used to purchase prizes must be mentioned in the advertising and on the ticket. Example: "Prizes purchased with sponsorship

contributions," *or*, "Prizes donated by campaign sponsors."

4) The date, time and place of the drawing must be noted on the ticket.
5) 50/50's and other types of raffles that condition the prize on the amount of tickets sold are prohibited.

5. Raffle tickets should be administered as follows:

a) Raffle ticket proceeds and stubs should be remitted to the campaign manager on a weekly basis at a minimum. Unsold raffle tickets should be returned within 24 hours of the drawing.
b) Any tickets sold to non-JEA employees should include the purchaser's name and contact information on the ticket stub.
c) Prizes offered in Community Health Charities raffles should not exceed a value of $600. Community Health Services is not equipped to issue 1099's for the winner's of prizes over $600; JEA cannot file the required 1099 and 1096 forms as it is not the legal 501 (c) (3) entity benefitting from the event.
d) Raffle ticket stubs are themselves support for donations. Purchasers should be encouraged to save their raffle ticket stubs as support for charitable deductions on their personal income tax returns.

6. Donations and pledge forms should be administered as follows:

a) Donors should be encouraged to use payroll deductions or write checks in the name of Community Health Services (the 501 (c) (3) organization).
b) Volunteers who collect money for the Better Health campaign should remit the funds and copies of the pledge forms to the campaign Chair within a week of collecting the funds.

1) The volunteer should verify that the pledge form is complete: including the agency designated to receive the funds, the employee number and name. The donor's check number, date, amount, or "cash in the amount of $xx.xx" should be noted on the pledge form.
2) All pledge forms should be returned, even if the employee elects not to donate.

7. Vendor cash or check donations raised during the Better Health campaign will be itemized in the campaign spreadsheet, updated by the campaign chair and transferred to the Community Health Services officer assigned to JEA.

a) In-kind donations may also be accepted from vendors or suppliers, and should be listed as donations on the campaign spreadsheet. The vendor should suggest the market value of the item or service donated.
b) Cash from collections may be used to purchase the following items or services. A receipt must be provided equal to the amount of cash withdrawn, which is later supported by a sales invoice and return of any unused cash. Cash donations may be used for the following , with approval by campaign chair and Community Health Services officer assigned to JEA.

1) Raffle prizes, contest prizes, gift cards and other fund generating items
2) Food and other concession supplies which are expected to generate funds

3) Money order fee to convert excess cash to a money order

8. The Campaign Chair may contact Business Partners regarding monetary and in-kind service sponsorships, by sending one letter via US mail and/or one email to inform them about the campaign and associated activities and to invite them to participate.

III College Fund celebration:

1. During February of each year, JEA allows fundraising efforts for an organized scholarship program to benefit disadvantaged college students in the JEA service area. In past years the fundraising events have included a silent auction and a vendor fair.
2. JEA's College Fund scholarship campaign is overseen by the Employee Fundraising Steering Committee. This committee provides structure and continuity from year to year. The Steering Committee is made up of the following individuals:
    a. United Way Immediate Chair
    b. United Way Past Chair
    c. United Way Co-Chair
    d. Campaign Manager
    e. Community Health Charities Chair
    f. Community Health Charities Co-Chair
    g. College Fund Chair
    h. College Fund Co-Chair
    i. Director, Customer and Community Engagement
    j. JEA Ethics Officer
3. The College Fund scholarship fundraising initiative should adhere to the requirements outlined above for UW of NE Florida, and Better Health Campaigns where applicable, which are briefly outlined below.

    a) A JEA Director will be appointed by the SLT to advise the BHM Committee, who will not serve more than three years.
    b) The recipient organization(s) will hold an active 501 (c) (3) exempt charitable organization designations, as issued by the Internal Revenue Service.
    c) Tickets and advertising of raffles will mention a suggested donation, rather than a fixed price. It is not required to purchase a ticket to be included in a drawing. Prizes will not be offered with a value greater than $600.
    d) Receipts will be collected in a timely manner, safeguarded on JEA premises and not deposited in any personal bank account. If necessary, cash will be converted to a Money Order before forwarding to the 501 (c) (3) organization. Checks should be made payable to the 501 (c) (3) exempt organization.
    e) Cash receipts may be used to pay for the cost of:

        1) Raffle or contest prizes, and other fund generating items
        2) Food and other concession supplies which are expected to generate funds
        3) Money order fee to convert excess cash to a money order

    f) Recordkeeping must include an accounting of receipts and expenditures and be reconcilable to the donation made to the 501 (c) (3) organization. g) The Campaign Chair may contact Business Partners regarding monetary and in-kind service sponsorships, by sending one letter via US mail and/or one email to inform them about the campaign and associated activities, and to invite them to participate.

IV. All Other Fundraising Initiatives

There are numerous fund raising initiatives that occur at JEA that may not be subject to this procedure, such as collections for retirements, funerals, school trips, or youth organizations; however, they should not disrupt JEA work activities. The following is a guideline to help decide if the fund raising initiative is subject to the above requirements in JEA Customer Relations Department Procedure on Fund Raising. A fundraising initiative is not subject to this procedure if:

a) Fund raising is limited to small segment of workforce (your own department, floor or work location).

    1) Research the deductibility before taking up collections and inform the donors if the contribution is tax deductible.
    2) If tax deductible, ask that checks be made payable to the exempt organization, or with the permission of the charitable organization, issue receipts for cash contributions.

b) It is a limited duration fund raising event (less than four weeks), such as a candy sale, which may be held with the permission of the manager.

If any games of chance, such as a raffle or drawing, will be held to raise funds, this procedure applies. Prior permission must be obtained from the United Way Chair and requires endorsement by a majority of the steering committee.

Should there be any question regarding the pertinence of the JEA Fund Raising procedure to your fund raising initiative, the Steering Committee should be consulted.

SIGNATURE: /s/ Paul McElroy
Managing Director and CEO

EFFECTIVE DATE: September 15, 2014

PROCEDURE:CR 10500 CCE 136 Corporate Educational Engagement Outreach Guideline

TITLE: Corporate Educational Engagement Outreach Guideline

ORIGINATION DATE: November 2, 2009 **REVISED**: August 20, 2014

Customer and Community Engagement

Following JEA Charter guidelines, JEA focuses primarily on the following key topics for its educational community engagement:

1) Energy conservation and efficiency
2) Water conservation and efficiency
3) Utility operations and management
4) Protecting the environment
5) Electric Safety
6) Disaster preparedness
7) Financial literacy and utility assistance
8) Sustainability (planning for the future)

The majority of JEA's corporate educational engagement activities are initiated by JEA and are staffed by employees who are JEA Ambassadors. These employees are trained to explain JEA's business, to share its facilities, and to teach conservation and efficiency to its customers. Ambassador activities include a JEA Speakers Bureau, JEA Facility Tours, Community Event Participation and Community Partnerships. There are also a limited number of regulator and environmental stakeholder events and activities funded and staffed by Public Affairs employees.

JEA Speakers Bureau

JEA Ambassadors are trained to provide presentations through following scenarios:

- JEA receives the majority of its presentation opportunities through requests from organizations or groups. The vast majority of those requests are to hear about savings and conservation efforts. The other presentation requests are for a JEA overview, renewable information or for subject matter experts to speak on their expertise.
- JEA also targets important customer stakeholder groups and proactively offers to provide a speaker on a topic that meets their needs and allows us to share JEA key messages.

JEA Facilities Tours

- This is a program to share with customers the amazing work we do here at JEA. Key plant and facility locations have been identified as sites of particular interest by customers.
- Tours for these facilities may either be scheduled through Customer and Community Engagement or through the hosting facility.

JEA Community Event Participation

The goal of this program is to meet customers where they are. By participating in existing events, JEA is able to reach far more customers through these activities.

- JEA targets certain community events for the JEA Ambassadors to participate in.

- A presence at these events signals JEA's interest in engaging with customers and provides many opportunities for customers to see the quality and commitment of our employees.
- The primary focus of particpation at community events is to provide educational engagement.
- The secondary focus is relationship building through such activities as sponsored luncheons. These luncheons allow attendees to demonstrate JEA's engagement in the community as well as to create connections with organizations as an introduction to other types of educational opportunities. In addition, some of these luncheons allow JEA the opportunity to host a booth or exhibition table and provide educational materials.
- The third area of focus is relationship building with regulators and environental stakeholders through such activities as sponsored luncheons or events. These activities are funded and managed by the Public Affairs business unit.

Corporate and Stakeholder Partnerships

- JEA's Customer and Community Engagement group identifies and forms strategic partnerships with organizations and key stakeholders to support JEA's strategic initiatives.
- JEA selects partners/programs that are:
  - ✓ Classified as tax-exempt under sections 501(c)(3) of the United States Internal Revenue Code
  - ✓ Measurable and cost-effective
  - ✓ Within JEA's service area
  - ✓ Accessible/open to the public
- JEA does not engage in partnerships or programs with:
  - ✓ Any organization that discriminates—on the basis of race, color, sex, sexual preference, religion, national origin, age, disability or veteran status
  - ✓ Any organization that conducts itself in an unethical, illegal or immoral manner
  - ✓ Individuals, political, labor, fraternal or non-professional sports groups
  - ✓ Fundraising events other than United Way, Partnership for Better Health, College Fund
  - ✓ General capital building campaigns
  - ✓ Projects that are outside of the JEA service area

<u>Criteria</u>

Community enagement opportunties are evaluated based on the following five criteria. The initiative must be in alignment with the JEA Charter and must support one of our key topic focus areas. Initiatives should also support one of our corporate strategies. If it is a regulatory requirement, then we must include it in our workplan. Finally, if budget is required, approved initiatives will be budgeted in the normal budget cycle in the Customer and Community Engagement budget.

FIve Metrics

1. **Charter Alignment**
   Meets Charter requirements
2. **Supports A Key Topic Focus Area (see page 1)**
3. **Corporate Strategy Alignment**
   Supports one of the following:
   - Be easy to business with
   - Empower customers to make informed decisions
   - Demonstrate community responsibility

- Facilitate and expect employee growth and development

4. **Regulatory Requirements**
   Meets one of the following:
   - Public Service Commission requirement
   - St. Johns River Water Management Consumptive Use Requirement
   - Other regulatory requirements as they may arise
5. **Budget**
   Availability of funding

JEA Charter Sections That Apply to Customer and Community Engagement

JEA's Charter provides parameters for what we can and cannot do for JEA's community engagement activities. Below are the two sections of the Charter that address these activities. The key areas have been highlighted.

(u) Express authority is given JEA to enter into any contracts, leases or other agreements with other governmental bodies (either local, state or federal) for the purpose of carrying out any of the provisions, powers or purposes of this article. **JEA is expressly prohibited from appropriating or expending any of its funds for payments, contributions or transfer to any non-profit organization or any other group, association or entity other than those whose primary purpose directly involves the electric, water, wastewater and natural gas utility, (or any other utility which may, in the future, be operated by JEA) industries, or electric energy, water, wastewater and natural gas (or any other utility which may, in the future, be operated by JEA) related matters.**

(y) To expend JEA funds up to one and one-half (1.5) percent of the prior year's gross revenues **to promote the efficient use of JEA's services through public education including exhibits, conferences, displays, tours and other events customary to the utilities industry and also to publicize, advertise and promote the objects of this article and to promote the objectives of JEA in the manner set forth by resolution of JEA. Accordingly, JEA may expend its funds to make known to the users, potential users and public in general the advantages, facilities, resources, products, attractions and attributes of the services provided by JEA and to further create a favorable climate of opinion concerning the activities and projects authorized and indicated by this article. JEA may also, to the extent permitted by the laws of the State of Florida, expend funds in cooperative efforts to and with other agencies, both public and private, in accomplishing the purposes enumerated and indicated by this article; and in furtherance thereof. JEA may also authorize expenditures for any and all of the purposes herein enumerated, including but not limited to, meals, hospitality and entertainment of persons in the interest of promoting and engendering good will toward the activities and projects herein authorized.** Whenever an expenditure of funds for any of the foregoing purposes is made by a member or employee of JEA, JEA may reimburse such member or employee therefor, but only after such expenditures have been duly authorized by JEA or its managing director if so delegated to do so. JEA will provide a list of proposed promotional expenditures each year to the council auditors.

SIGNATURE: /s/ Jane M. Upton
Director, Customer and Community Engagement

EFFECTIVE DATE: August 20, 2014

Link to: MD 632 Community Engagement/Outreach

JEA Performance Management Administrator

Performance Management >

Track Objectives Progress: Allen, Angela Jeanette

Name JEA Appointed M&C Plan FY18
Start Date 25-Sep-2017
Full Name Allen, Angela Jeanette
Department Organizational Effectiveness A0301

Details	Objective Name	Complete (%)	Achievement Date	Actual	Verified	Line
	Appointed/M&C - Core Values					
	OE HRIS - Manage the employee record					
	OE HRIS - Step Increases					
	OE HRIS - Support Services					
	OE TEAM Shared CTA					

Created By Allen, Angela Jeanette
Aligned With Detail

Complete the following shared OE CTA's:
1. Each OE member will attend individually, or with the OE/OPI team, participate in at least one JEA sponsored community outreach or environmental stewardship event (Min 4 hour commitment)
2. Each OE team member will complete one activity identified in their FY18 IDP
3. Each OE team member will commit to a Zero HR RIR, complete all required safety training and attend at least one safety meeting per quarter
4. Each OE team member will complete the FY18 ethics training within the designated time fraime
5. Each OE team member will participate in at least one quarterly wellness event during the year

Success Criteria

Exceeds expectations: Demonstrates exceptional commitment by providing evidence of significantly exceeding expectations in four or more listed OE CTA's
Meets expectations: Completes at minimum the requirements of all OE CTA's
Below expectations: Fails to complete the minimum requirements of all OE CTA's

Comments

Start Date 01-Oct-2017
Target Date 30-Sep-2018
Achievement Date

	OE Workforce Analyst Additional Assignments, Initiatives & Special Projects					

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ORACLE JEA Performance Management Administrator

Performance Management >

Track Objectives Progress: Higley, Carol Ann

Name JEA Appointed M&C Plan FY18
Start Date 25-Sep-2017
Full Name Higley, Carol Ann
Department Human Resources A0000

Details	Objective Name	Complete (%)	Achievement Date	Actual	Verified	Line Of Sig
	Appointed/M&C - Core Values					
	Career Path Projects					
	Coaching training, certification and communication					
	Community Involvement / JEA Volunteer Efforts					

Created By Higley, Carol Ann
Aligned With Detail

Represent JEA through approved volunteer efforts in the community; using the JEA name and reputation to promote JEA's Corporate Citizenship and Environmental Responsibility.

Success Criteria

Exceeds: volunteers eight hours for JEA sponsored events; Plus volunteers in the community, ex. Rotary and Leadership St Johns; etc.
Meets: utilizes approved volunteer hours for JEA sponsored events;
Below: does not utilize approved volunteer hours for JEA sponsored events;

Comments

JEA volunteer opportunities: Salvation Army Toy Drive (w/ OPI) 12/18/17; Math Counts 2/23/18; Rotary: World Interact Week 11/2/17; Rotary community Holiday Tree Lighting 12/2/17; Rotary St Augustine Youth Services Spaghetti Dinner 12/8/17; Rotary Roadside Clean up 12/16/17; Rotary/JEA conservation partnership - Joe Anderson, JEA Forester, site visit at Westminster Woods done 1/18/18 w/ Planting day 2/24/18; 30 trees with Greenscape; Rotary Roadside clean up 3/17/18 planned; planned support for Leadership St Johns as requested/available.

Start Date 25-Sep-2017
Target Date 10-Nov-2017
Achievement Date

	Drive Business Achievement of HR Initiatives					
	HRBP Special Projects					
	Increase Business Acumen					
	Internal Customer Feedback (assigned business units) - HRBP					
	Provide new HR procedures and practices					

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JEA Performance Management Administrator

Performance Management >

Track Objectives Progress: Jackson, Christina Michelle (Chrissy)

Name JEA Appointed M&C Plan FY18
Start Date 25-Sep-2017
Full Name Jackson, Christina Michelle (Chrissy)
Department Organizational Effectiveness A0301

Details	Objective Name	Complete (%)	Achievement Date	Actual	Verifi
	Appointed/M&C - Core Values				
	OE Team Shared OE CTA				

Created By Jackson, Christina Michelle (Chrissy)
Aligned With Detail

1. Each OE team member will attend individually or participate with the OE/OPI team in at least one JEA sponsored community outreach or environmental stewardship event (Min. 4 hour commitment)
2. Each OE team member will complete one activity identified in their FY18 IDP
3. Each OE team member will commit to a Zero HR RIR, complete all required safety training and attend at least one safety meeting per quarter
4. Each OE team member will complete the FY18 ethics training within the designated time frame
5. Each OE team member will participate in at least one quarterly wellness event during the year

Success Criteria

Exceeds expectations: Demonstrates exceptional commitment by providing evidence of exceeding expectations in four or more listed OE CTA's

Meets expectations: Completes at minimum the requirements of all OE CTA's

Below expectations: Fails to complete the minimum requirements of all OE CTA's

Comments

Start Date 01-Oct-2017
Target Date
Achievement Date

	OE Workforce Readiness - Attrition Risk and Mitigation & Strategic Workforce Planning				
	OE Workforce Readiness - Coordinator Initiatives/Special Projects for FY18 & Support Services				
	OE Workforce Readiness - Corporate position control				
	OE Workforce Readiness - Corporate Workforce Reporting				
	OE Workforce Readiness - Process Coordinator Responsibilities				

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ORACLE JEA Performance Management Administrator

Performance Management >

Track Objectives Progress: Jolley, David R

Name JEA Appointed M&C Plan FY18
Start Date 25-Sep-2017
Full Name Jolley, David R
Department Organizational Effectiveness A0301

Details	Objective Name	Complete (%)	Achievement Date	Actual	Verified	Line Of Sight	Com
	Appointed/M&C - Core Values						
	OE - HRIS						
	OE - Performance Management						
	OE - Team Shared CTA's						

Created By Jolley, David R
Aligned With Detail

OE - Team Shared CTA's
Each CTA listed (5 total) demonstrates an individual OE team member commitment connected to specific corporate CTA's
1. Each OE team member will attend individually or participate with the OE/OPI team in at least one JEA sponsored community outreach or environmental stewardship event (Min. 4 hour commitment)
2. Each OE team member will complete one activity identified in their FY18 IDP
3. Each OE team member will commit to a Zero HR RIR, complete all required safety training and attend at least one safety meeting per quarter
4. Each OE team member will complete the FY18 ethics training within the designated time frame
5. Each OE team member will participate in at least one quarterly wellness event during the year

Success Criteria

Exceeds expectations: Demonstrates exceptional commitment by providing evidence of exceeding expectations in four or more listed OE CTA's

Meets expectations: Completes at minimum the requirements of all OE CTA's

Below expectations: Fails to complete the minimum requirements of all OE CTA's

Comments

Start Date 01-Oct-2017
Target Date
Achievement Date

	OE - Workforce Analytics & Planning						
	OE CTA's - Individual Assignments						

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JEA Employee Self Service

Performance Management >

Track Objectives Progress

Name JEA Appointed M&C Plan FY18
Start Date 25-Sep-2017
Full Name Kyle, Gina Adrienne
Department Public Affairs E0000

Details	Objective Name	Complete (%)	Achievement Date	Actual	Verified	Line Of Sight	Commer
	Appointed/M&C - Core Values						
	CTA - Develop Media Training						
	CTA - JEA.com Enhancements						
	Media - Internal Stakeholders						
	Media Relations						
	PM Transition						
	Shared MR CTA's						

Created By Kyle, Gina Adrienne
Aligned With
Detail

Complete the following shared MR CTA's:
1. Each MR team member will attend individually or participate in at least one JEA sponsored community outreach, Ambassador or environmental stewardship event (Min. 4 hour commitment)
2. Each MR team member will complete one activity identified in their FY18 IDP
3. Each MR team member will commit to a Zero HR RIR, complete all required safety training.
4. Each MR team member will complete any applicable ethics training during the specified timeframe.
5. Each team member will participate in at least one quarterly wellness event during the year

Success Criteria

Exceeds expectations: Demonstrates exceptional commitment by providing evidence of exceeding expectations in four or more listed MR CTA's

Meets expectations: Completes at minimum the requirements of all MR CTA's

Below expectations: Fails to complete the minimum requirements of all MR CTA's

Comments

Start Date 25-Sep-2017
Target Date 10-Nov-2017
Achievement Date

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JEA Performance Management Administrator

Performance Management >

Track Objectives Progress: Martinez, Bruno

Name JEA Appointed M&C Plan FY18
Start Date 25-Sep-2017
Full Name Martinez, Bruno
Department Organizational Effectiveness A0301

Details	Objective Name	Complete (%)	Achievement Date	Actual	Verified	L
	Appointed/M&C - Core Values					
	OE - Corporate Workforce Reporting					
	OE - Workforce Readines					
	OE TEAM Shared CTA					

Created By Martinez, Bruno
Aligned With Detail

Complete the following shared OE CTA's:
1. Each OE team member will attend individually or participate with the OE/OPI team in at least one JEA sponsored community outreach or environmental stewardship event (Min. 4 hour commitment)
2. Each OE team member will complete one activity identified in their FY18 IDP
3. Each OE team member will commit to a Zero HR RIR, complete all required safety training and attend at least one safety meeting per quarter
4. Each OE team member will complete the FY18 ethics training within the designated time frame
5. Each OE team member will participate in at least one quarterly wellness event during the year

Success Criteria

Exceeds expectations: Demonstrates exceptional commitment by providing evidence of exceeding expectations in four or more listed OE CTA's

Meets expectations: Completes at minimum the requirements of all OE CTA's

Below expectations: Fails to complete the minimum requirements of all OE CTA's

Comments

Start Date 25-Sep-2017
Target Date
Achievement Date

	Performance Management Support Services					
	Workforce Analyst - Additional Assignments, Initiatives & Special Projects - HRIS					
	Workforce Analyst - Additional Assignments, Initiatives & Special Projects - OE					

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ORACLE JEA Performance Management Administrator

Performance Management >

Track Objectives Progress: Moody, Adam Haynes

Name JEA Appointed M&C Plan FY18
Start Date 25-Sep-2017
Full Name Moody, Adam Haynes
Department Facilities Operations 30801

Details	Objective Name	Complete (%)	Achievement Date	Actual	Verified	Line Of Sight	Comment
	Special projects						Any comb related ac

Created By Moody, Adam Haynes
Aligned With
Detail Completes special projects for the good of JEA.

Success Criteria
Exceeds - Created and completed IDP, JEA ambassador in the JEA Power Pals program. Participated in the JEA HabiJax program as a site leader for a project. Complete a minimum 50 hours volunteering on behalf of JEA.
Meets - Created and completed IDP, minimum 8 hours volunteering for JEA, and one additional approved activity.
Below - If either IDP or volunteering are not completed.

Comments
Any combination of the following: representing JEA, volunteering, disaster related activities, education/mentoring, safety leadership or process development/documentation for own work group.

Start Date 01-Oct-2017
Target Date 30-Sep-2018
Achievement Date

	ADA Certification						
	Appointed/M&C - Core Values						
	Communications/Quantity						
	FSR and WO						Measured
	Green Belt Project						
	JEA Furniture standards						
	Office furniture inventory						

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AmbassadorHandbook.17.qxp_Layout 1 4/13/17 3:33 PM Page 1

Ambassador Handbook

JEA®

Building Community®

April 2017

21 West Church Street
Jacksonville, Florida 32202-3139

ELECTRIC

WATER

SEWER

Dear JEA Ambassador,

Thank you for your commitment to JEA's Ambassador Program – we welcome you!

JEA is having another great year, thanks to the hard work by you and your teams. Your focus and dedication to making this utility a great place to work and a great community resource makes JEA an incredible company. We have worked together to build great momentum.

I wholeheartedly believe that when a company focuses on a higher objective such as excellent customer service, that success can be and will be achieved. Our new Ambassador Program will help to take us to the next level in customer service through the many and diverse face-to-face customer engagement opportunities you will have as a JEA Ambassador.

To each of our customers you are JEA. So go out and educate them, provide answers to their questions, solutions to their concerns and have fun with it. Respect our customers, enjoy our customers and exceed their expectations however and whenever possible and they will appreciate it.

Finally, no words here could do justice to the gratitude and respect I have for all of you. It is a great privilege to be part of an extraordinary team at an extraordinary time and I thank you in advance for the time and dedication you will invest as a JEA Ambassador.

Thanks for all you do!

Paul McElroy
CEO

JEA Ambassador Mission and Goals

Mission:

The JEA Ambassador Program's mission to "connect customers, community and company" through enhanced community engagement efforts with trained JEA employees whose impact fosters informed and engaged customer ambassadors for JEA.

Ambassador Program Goals:

- **For its Customers**
  - Enhanced understanding of JEA's
    - Reliability and Quality = Value for Price
    - Service and Customer Solutions
    - Billing and Payment Options
    - Communications Options
    - Corporate Citizenship
  - Valuable information on electric and water generation/disbursement, conservation and safety
  - Efficient and cost effective management of resources for customers and their community
  - Knowledge about JEA employment, co-op and apprenticeship opportunities

- **For its Employees**
  - Meaningful connections between employees and customers
  - Employee Development
    - Foster greater JEA brand understanding and an increased connection with JEA's mission and customer focused culture
    - Education about topics and issues that affect them, the customers they serve and the communities that employees live in
    - Greater opportunities for professional and career growth

What Success Looks Like:

- JEA employees have a higher knowledge of power quality and reliability, a better level of service based on solving problems not just following protocols, and a greater perceived value of both.
- The community sees JEA ***not*** as one large, unresponsive, monopolistic organization but rather as 2,000+ individuals seeking to serve the utility needs of every customer with the highest degree of integrity and consistency.
- The community embraces JEA as a trusted resource, valued partner and critical asset for maintaining the quality of life each customer currently enjoys, and for future economic growth of the community as a whole.
- We deliver WOW in what we do every day, by going the "extra mile" without being asked.

JEA Ambassador Roles and Expectations

Congratulations on being a JEA Ambassador! The following information will help you understand expectations and your role as it helps JEA provide excellent customer information and service through a variety of meaningful customer engagement opportunities.

JEA Ambassador Program Objectives:

- Connect company, customers and community – promote goodwill in our community
    - Help provide feedback loop for customers and JEA
- Increase awareness and usage of JEA's services and customer solutions
- Build trust and connection between JEA leadership, employees and customers through participation and communication
- Provide JEA employee development opportunities to be leaders and agents of change
    - Provide tools and training in leadership, public speaking, communication, teaching and photography/social media to engage and contribute in customer relations, services and solutions
- Deliver measurable score results in JDP drivers of Communication and Corporate Citizenship

Why Does JEA Have an Ambassador Program?

- It's one of the most effective means to connect to our customers and community members
    - Our customers can connect with us face-to-face in a variety of opportunities and settings
- It builds relationships between JEA employees, JEA leadership and employees, employees and customers and JEA and its community
- Reinforces JEA's commitment to its customers and the community it lives in and serves
- Customer Benefits
    - Enhanced understanding of JEA business
    - Education about electric and water generation/disbursement, conservation and safety
    - Knowledge of customer solutions and payment options
    - Information on JEA employment, co-op and apprenticeship opportunities
- JEA and JEA Employee Benefits:
    - Educated consumers have a better understanding of JEA's complexity and business model which allows better customer engagement and interactions
    - Employee Development and Espirit d'Corps
    - Meaningful connections between employees and customers

Target Audiences: JEA business and residential customers in all service areas through engagement with:

- Faith-based Organizations – presentations and participation at their already scheduled events
- Homeowners Associations and Neighborhood Groups
- Chamber of Commerce and Businesses
- Civic Organizations and Associations
- Public/Private Schools, Colleges/Universities and Trade
- Business Customers' Employee Events/Fairs
- Community Festivals/Events/Vendor Fairs appropriate to our mission and values
- Senior Communities and Groups
- Veterans Groups
- Diverse Ethnic Communities

What are the Ways to Participate?

- As a Public Speaker/Presenter or Speaker/Presenter Associate
- As an Instructor/Teacher or Instructor Associate – financial literacy and energy/water conservation
- As a JEA Facility Tour Guide or Tour Associate
- As a Community Events Leader or Community Events Associate
- As a Photographer/Social Media Correspondent or Associate

Ambassador Training: JEA will provide an Ambassador training curriculum for all Ambassador sanctioned activities. Participation in the Ambassador's Program requires that employees have specific skills and message training to deliver JEA sanctioned messages and to accurately answer customer questions and/or circle back to customer with correct information.

- Ambassador Program Orientation – 1 hour training for all new JEA Ambassadors in person or Computer Based Training – available FY2017
- Speaker's Bureau Training – gain more public speaking experience. Join JEA's Toast Master group
- Instructor/Teacher Training – conducted by the community partner or JEA's *Savings Without Sacrifice* presentation training
- JEA Facility Tour Training – Facility tours conducted by employees who work at the location and have been leading the tours. We will host tour training for Tour Associates
- Community Events Training - Attend pre-event meetings/ongoing training - Community Event Leaders
- Photography and Social Media Training – a one hour training for those who want more experience

What is Expected of Me as a JEA Ambassador?

- Most importantly – Have Fun and Be Proud! You work for a great organization that provides much needed services to its customers and has many valuable programs to assist customers when they need it. You also work with many dedicated people who have great pride in what they do, care for our customers and generously participate in making the community we live and work in better
- Participate in any required JEA Ambassador trainings, as well as, those that are associated with the Ambassador activities you want to do/learn
- Be available and prepared to accept Ambassador opportunities at least once a quarter
- Lookout for Ambassador opportunities and special events with groups/organizations you know and share those with Karen Blutcher in JEA's Community Engagement department
- Perform all of your Ambassador duties in a safe manner
- Be on time and prepared (have any materials you need) for event—you are a JEA representative. If your plans change or you are unable to fulfill your commitment, please contact Karen Blutcher at 665-7068 or blutkm@jea.com and/or your Project/Event leaders as soon as possible.
- Wear appropriate attire for the event type. Business attire for speaking presentations. JEA collared shirt and black/blue/khaki slacks or skirt for other events. Also wear PPE and appropriate safety shoes and equipment as necessary at facility tours and any other event that would require them.
- Always represent JEA in a positive manner. Be courteous, friendly and professional at all times
- Be knowledgeable about JEA's business, products and services. Able to answer questions as needed

How will the success of this program be measured?

- Percentage of JEA Certified JEA Ambassadors and average of three events per Ambassador each fiscal year
- Increased number of Ambassador Activities offered each fiscal year
- Increase in J.D. Power Corporate Citizen Index Scores

Who are my primary internal contacts?

- **Karen Blutcher,** Community Engagement Coordinator (665-7068/386-5385) blutkm@jea.com
- **Von Fuller,** Manager of Community Engagement (665-7579/6351689) englsh@jea.com
- **Michelle Petty,** Community Engagement Associate (665-7697) pettmr@jea.com

JEA Ambassadors
Working Together to Get the JEA Word Out

JEA regularly receives and reviews requests for speakers, instructors, community events participation and JEA facility tours from a variety of organizations throughout our community. Additionally, each of us has our own unique network of contacts that can be tapped to provide other opportunities to reach more JEA customers to provide the information and solutions they need and want.

By working together, we can provide customer resources and solutions to any group in our service area that desires it while ensuring that we do not duplicate efforts or have multiple people contacting the same organizations/groups. Here are some guidelines to get the word out about the JEA Ambassador Program and its benefits to the community we serve.

1. **Following the process:** All Ambassador opportunities must be coordinated through the JEA Ambassador Program for review and tracking. If you have identified a JEA Ambassador opportunity – ***and before you commit to it*** – please contact **Karen Blutcher** at blutkm@jea.com with the following information:
    - Name of organization or group
    - Type of organization or group
    - Type of opportunity (speaking engagement, facility tour, financial literacy instruction, community event)
    - Date of opportunity
    - Time of opportunity
    - Location of opportunity/event
    - Time allotment for speaker/presenter, event or tour
    - Topic requested (for speaking engagement)
    - Anticipated audience age (adults/children) and number of people

    Karen will discuss the opportunity with you and let you know if there are any conflicts or concerns. Once you receive clearance from Karen, you can confirm your participation with the requesting organization and refer them to Karen at 904.665.7068 or blutkm@jea.com and she will finalize the details with the organization/group and process it for completion.

2. **Expand our Horizon - Be prepared to share:** Determine the way you are most comfortable sharing the JEA Ambassador Program benefits to community organizations/groups so you can deliver it with impact. Keep your eyes and ears open for places where JEA customers are present. These may include your place of worship, your children's schools, service/civic organizations (Rotary, Lions, Kiwanis, etc.) and professional or personal groups/associations you belong to such as garden clubs etc.

3. **Develop your approach**: Here are some tips for approaching organizations/groups regarding JEA Ambassador opportunities:
    a. Try to start with the organization/group's leader, when possible, and use the terms "educational outreach, energy and water conservation, utility payment options" as you explain that you are a JEA Ambassador and seeking to educate JEA customers on energy/water conservation and safety and JEA customer solutions. *If they aren't able to assist you, ask if there is someone else you should speak with.*

b. Emphasize that you are offering value for their constituents that are also JEA customers.
c. Tell your contact about the common comment we get from so many customers that they wish they knew about conservation practices and JEA's customer solutions much sooner.

4. **Encourage involvement:** Tell everyone you speak with about the variety of customer service options JEA has and our educational opportunities for their group/organization. They can:
    a. Learn more about JEA's services and customer solutions at jea.com
    b. Request free conservation information from JEA to have and share it with others
    c. Request a free JEA energy and/or water assessment
    d. Schedule a JEA Ambassador for their workplace, school, faith based organization or community organization

Here are some additional tips you can use to spread the word:

- Develop a list of organizations
- Start with somebody you already know
- Always write thank you note/email after the meeting

5. Your JEA Department or Team Can Create Their Own Ambassador Event:

a. If your team specializes in a unique aspect of JEA business that our customers and future customers would love to learn about, you/team can create a presentation or education
    i. Pitch your idea to the Community Engagement Team
        1. Must be valuable to JEA service area customers (business or residential)
        2. Must be an aspect of JEA's business, conservation, safety (utility/cyber etc)
    ii. If it meets the criteria above – Community Engagement Team will work with your team on the presentation (if you want that assistance)
    iii. Community Engagement Team will market the program/presentation to community

Customer and Community Engagement Contact List

Contact Person	Ambassador Role	Phone	Email
Jane Upton, Director Customer & Community Engagement	Director of all Customer Engagement Activities	904-655-7375	uptojm@jea.com
Von Fuller, Manager Community Engagement	Oversees Program	904-718-0700	englsh@jea.com
Karen Blutcher, Community Engagement Coordinator	Management of Program	904-386-5385	blutkm@jea.com
Michelle Petty, Community Engagement Associate	Program Support	904-553-3881	pettmr@jea.com
Marisa Carbone, Communications Coordinator	External Communications	904-891-0384	carbmh@jea.com
Elvia Williams, Communications Coordinator	Internal Communications	904-571-6686	willes@jea.com
Madelene Glomsten, Manager Digital Communications	Social Media/jea.com	201-704-3982	gloms@jea.com
Caitlin Armstrong, Communications Coordinator	Contact for any jea.com Requests	904-535-4168	armscm@jea.com
Simone Garvey-Ewen, Communications Associate	Contact for any Social Media Requests/Ideas	904-589-8305	thomrp@jea.com
Kristen Dressel, Communications Associate	Contact for any Social Media Requests/Ideas	904-514-3247	dreskl@jea.com
Joy Gutos, Manager Internal Communications	Contact for Internal Communications Needs	904-504-0985	gutojw@jea.com
Melissa Ham, Manager Product Marketing	Contact for Details on JEA Products/Services/Solutions	904-502-4133	hamml@jea.com

Facilities Contact List

Location	Address	Contact Person	Phone Number
Brandy Branch Generating Station	15701 W Beaver St., 32234	Tia Kalina	665-6324
Commonwealth Service Center	6674 Commonwealth Ave, 32254	Ruth-Ann Moody	665-4055
Greenland Energy Center	6850 Energy Center Dr, 32256	Harold Daum	**591-4397**
Kennedy Generating Station	4215 Talleyrand Ave, 32206	Pam Laforge	665-4070
Northside Generating Station	4377 Heckscher Drive, 32226	Tania Edwards	665-7963
St. Johns River Power Plant	11201 New Berlin Road, 32226	Terri Wilkinson	665-8727
System Operation Control Center	7720 Ramona Blvd, 32221	Robin Taylor	665-4593
Southside Service Center	2325 Emerson St, 32207	Rosemary Crowder	665-4693
Westside Service Center	6727 Broadway Ave, 32254	Beverly Wilton	665-7011
Buckman Wastewater Treatment Plant	1840 Buckman St., 32206	Randy Ellis	665-7133
District 2 Wastewater Treatment Plant	1840 Cedar Bay Road, 32218	Kent Williamson	665-8383
JEA Downtown Plaza	21 West Church St, 32202	Guard	665-7417
Mandarin Wastewater Treatment Plat	10828 Hampton Rd, 32257	John Sgambeterra	665-7916
Pearl Street Service Center	2434 Pearl Street, 32206	Erin Ruddock	665-4837
Ridenour Water Treatment Plant	102 Kernan Blvd, 32225	Mike Dvoroznak	665-8420
Southwest Wastewater Treatment Plant	5420 118th Street, 32250	Charles Crosby	665-8352
Arlington East Wastewater Treatment Plant	1555 Milcoe Road, 32225	Dan Weaver	665-4485
Springfield Lab	1002 North Main Street, 32202	Paul Legge	665-4142

JEA AMBASSADOR PARTICIPATION PROCESS

A. Generating JEA Ambassador Community Engagement Opportunities

a. Requests come into JEA via phone calls, emails and jea.com
    a. When you are contacted directly and engage in Ambassador Activities please report those to Community Engagement Department via the Ambassador Activity Self Reporting form on the GRID – Customer Experience/Customer and Community Engagement/Community Engagement/Where do I Document my Ambassador Activities?
b. JEA contacts community organizations, groups, businesses, churches and schools to offer speakers, instructors, facility tours etc.
c. JEA Ambassadors/Employees submit requests for JEA Ambassador to JEA's Community Engagement department for groups/organizations in the employee's network - Child's school, civic groups, HOAs, etc.

1. **Communication Process** - JEA Ambassadors are invited to participate as Speakers, in Community Events, as Community Instructors or JEA facility Tour Guides from various organizations, businesses, groups, schools, churches, etc.
    a. A JEA Community Engagement Coordinator receives the Request and reviews it to make sure we can honor the request.
    b. The Coordinator then sends out an Ambassador Alert to all qualified Ambassadors with event details OR communication is sent to specific Ambassadors (SMEs) depending on the specifics of the Request; i.e., NGS Tour, Environmental Symposium, etc.

2. **Responding to Request** – The JEA Ambassadors who can participate, accept the request via email or phone call to Coordinator
    a. Coordinator provides Ambassador with event Information and Check-off Sheet with all relevant details of the request/assignment:
        - Organization Name, Location, Contact Person's Name, Phone Numbers, Email, Specific Topic, Role/Responsibilities, etc.
    b. The week of event – the Coordinator confirms with the requesting organization that the event is still scheduled and reconfirms details
    c. Coordinator then re-confirms with scheduled Ambassador, answers any questions or concerns
    d. Day of event
        - Ambassador should arrive at location at least 15 minutes before start (unless arrival time has been previously discussed)
        - Find organization contact or Event Lead and introduce self, set up if applicable

B. Feedback Loop – Event Assignment

1. **Customer/Attendee Evaluations** – Feedback for Engagement Improvement
    a. For Speaking Engagements, Community Education (Instructor) events and JEA Facility Tour events – Ambassador passes out evaluations on content and delivery, collects them and returns them to Community Engagement dept. **We will need these returned ASAP as**

there is often customer comments or questions that need to be answered in a timely manner.

- Within 2 business days AFTER the event, Coordinator will send a "thank you" communication, along with Ambassador Review questionnaire to organization contact
    1. Overall impression of Ambassador (on time, prepared, attitude, professional, etc.)
    2. Was information useful?
    3. Where expectations met?
    4. Would you request/recommend a JEA Ambassador in the future?
    5. Overall satisfaction (courteous, knowledgeable, etc.)

b. Coordinator will also request feedback from the JEA Ambassador on their experience. We would appreciate receiving these evaluations back as soon as possible for the most efficient improvements to our processes.
    - How was the support from Community Engagement team
    - Ambassadors get everything they needed to have a successful event?
    - How was the event; organized, timely, etc.

2. **Customer Follow Up** – When a customer or event attendee has a question or need that the Ambassador cannot answer or successfully address:
    a. Ambassador should make sure to get customers information to follow up - Customer name, number, email, question, etc.
    b. Ambassador will submit this customer information to Community Engagement team immediately after event
    c. Community Engagement team will make the necessary contacts within JEA to get appropriate answer or information for customer
    d. Coordinator will follow up with customer and provide information they requested and copy Ambassador so the Ambassador knows it's been handled

C. Metrics & Reporting – Maintain Two spreadsheets on The Grid (formerly SharePoint)

1. The Community Engagement team is recording the following metrics to monitor success of the Ambassador Program
    i. Number of Certified JEA Ambassadors each year (Completed Ambassador Profile, Attended Ambassador Orientation and have participated in at least 1 Ambassador Activity)
    ii. Number of Ambassador Activities each year
    iii. Number of Certified Ambassador Participation each year
    iv. Is there any J.D. Power improvement each quarter/year for JEA's Corporate Citizenship scores

2. Reporting/recording all Ambassador Community Engagement events and activities will be highly important for accurate numbers. We have automated the process for self-reporting your Ambassador Activities whether assigned from Community Engagement department or received on your own.
    i. Go to the GRID and click on Customer Experience then click on Customer and Community Engagement then click on Community Engagement and on that page click on "Where do I Document my Ambassador Activities?

JEA Ambassadors

Connecting Company, Customers and Community

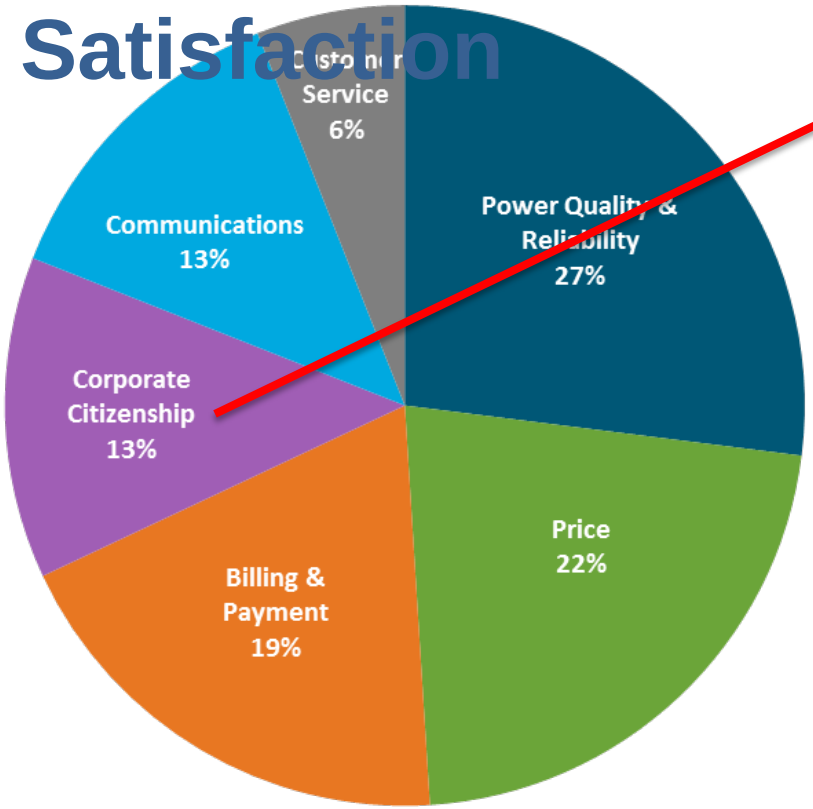
CEO Welcome

https://www.dropbox.com/sh/v4c39qnrcpfadip/AADfjZf9SMk_qzK0K_JWz9Rga?dl=0#lh:null-Ambassador%20Welcome.wmv

Why a JEA Ambassador Program?

Customer Feedback: J.D. Power

Drivers of Satisfaction



Corporate Citizenship Index

- Involvement in local charities and civic organizations
- Variety of energy efficiency programs offered
- Actions to take care of environment
- Efforts to develop energy supply plans for the future.

Customer Value

Customers' Expectations for Basic Service:

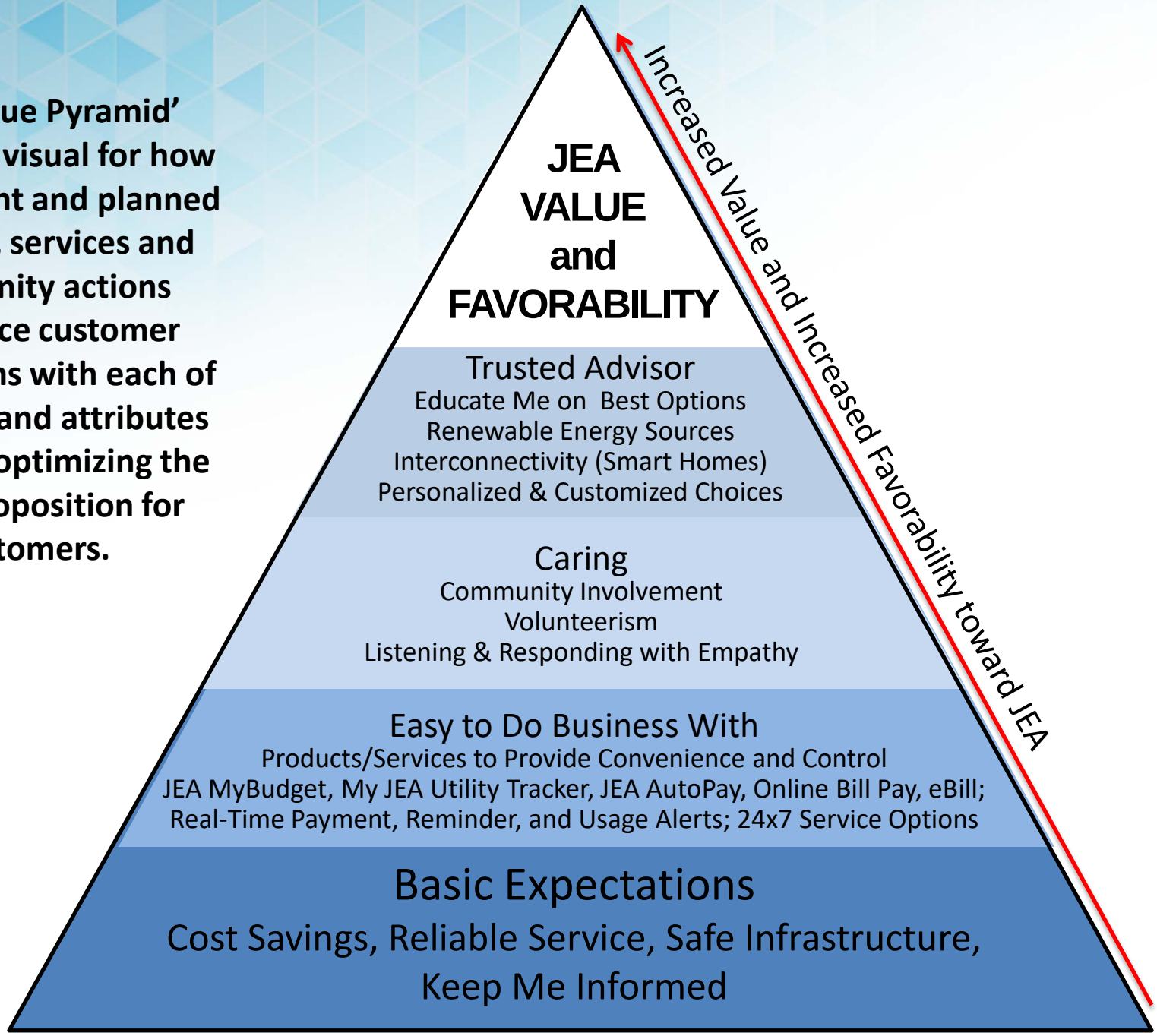
- Providing electricity, water, and sewer removal
- Providing reliable service
- Helping customers save money on their utility bills
- Keeping customers connected and informed about their utility services

Customers Feel They Are Not Getting What They Are Paying for When They Don't Get All of Those Things—Doing Them Does Not Add Value

How Do We Add Value?

- Easy to Do Business With
- Caring
- Trusted Advisor

This 'Value Pyramid' provides a visual for how JEA's current and planned products, services and community actions re-enforce customer associations with each of the key brand attributes critical to optimizing the value proposition for customers.



How Ambassadors Can Add Value

- By making customers aware of their JEA options
- By helping customers learn ways to better manage their usage and ultimately their bill
- By helping customers understand our business better
- By reminding customers that we also want to protect the environment
- By showing the quality and diversity of our employees
- By humanizing JEA and showing that we care about our community and them

The Heart of JEA

https://www.youtube.com/watch?v=f8ohSmG4-7U

Volunteers Vs. Ambassadors

- Volunteers
  - JEA Sanctioned Volunteer activities that benefit area non-profits
  - JEA allows 8 hours per year of volunteer time during your normal working hours at a JEA Sanctioned event
  - Team Building Opportunities
- Ambassadors
  - Ambassador Activities are selected as part of our strategic initiative to Earn Customer Loyalty.
  - Activities support JEA's core business and provide customers with programs they want:
    - Conservation Education
    - Customer Solutions
    - Financial Literacy
    - Electric/Water Safety
    - Experience JEA Plants
  - Can be scorecard goal or job factor

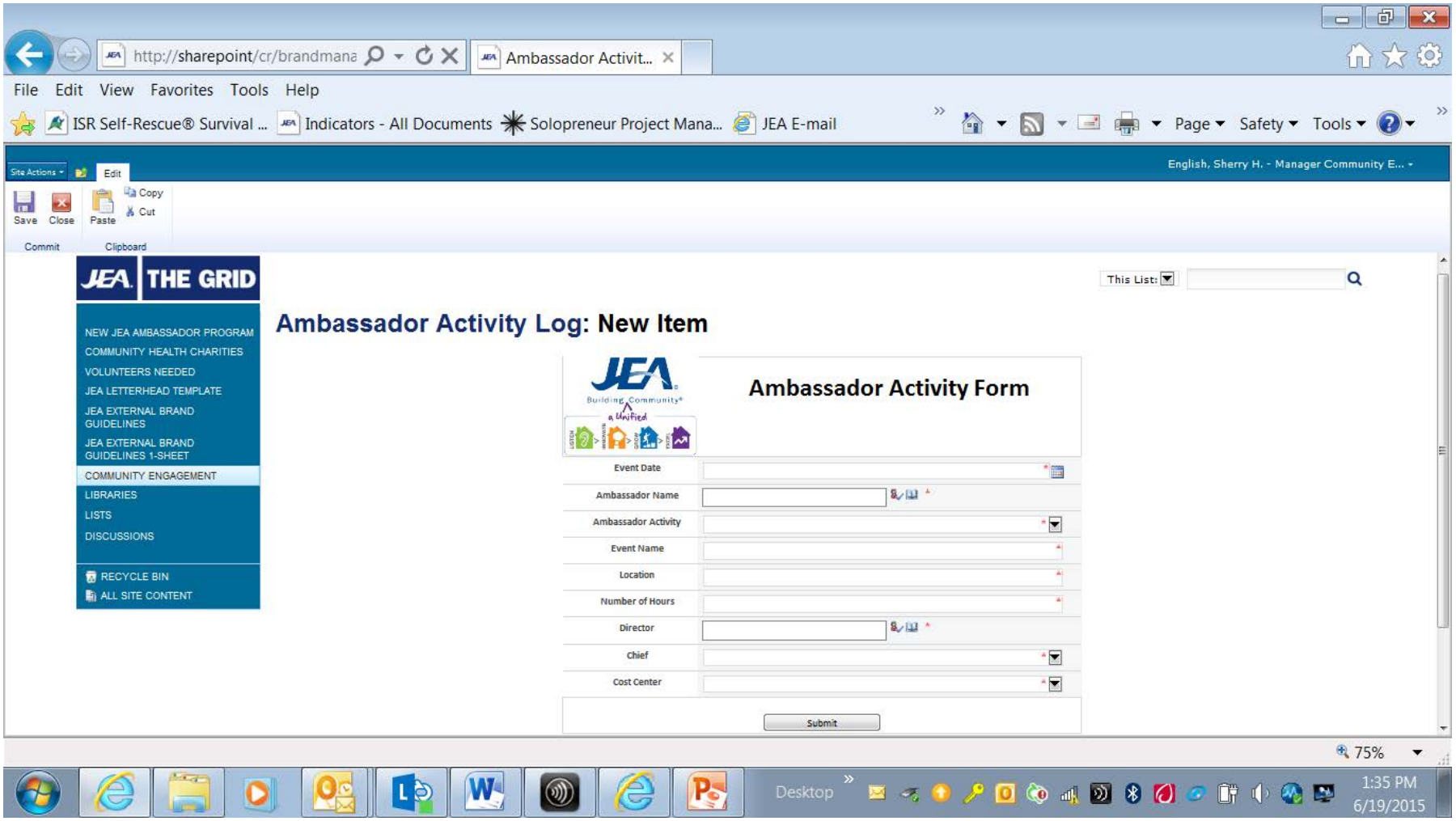
Ambassador Program Overview

- **Mission and Goals – Create Customer Ambassadors for JEA**
  - Connect Company, Customers and Community, promote education and goodwill
  - Meaning connections between customers and employees, professional development
- **Roles and Expectations**
  - Have fun and be proud of the great company you work for and great people you work with
  - You are always a JEA Ambassador
  - Be available to accept Ambassador Assignments each Quarter
  - Be early and prepared at assignments/dress appropriately
  - Always be professional, courteous and friendly
- **Working Together to Increase Ambassador Opportunities**
  - Lookout for Ambassador Event Opportunities in your network
  - Be an Ambassador for the JEA Ambassador Program
- **Ambassador Team and JEA Facilities Contact Sheet**
- **Ambassador Participation Process – details on next slide**

Ambassador Program Process

- **Ambassador Opportunities**
  - Communication Process
  - Responding to Requests
- **Feedback Loop – Event Assignment**
  - Evaluations
    - Ambassador Experience with Program/Events
    - Host Organization/Customers
  - Customer Follow-up Process
- **Metrics and Reporting to SLTs and Board of Directors**
  - Measuring - # Customers reached, # Certified Ambassadors, # Ambassador events each year, Increase in J.D. Power scores
  - Self Reporting on the Grid – report all of your Ambassador activities generated by Community Engagement or received on your own. Customer Experience/Customer & Community Engagement and then Community Engagement – Click on **Where Do I Document my Ambassador Activities?**

Reporting Ambassador Activities



What do Ambassadors Do?

- **Educate groups via Speaking Engagements**
- **Educate customers at Community Events**
  https://www.dropbox.com/s/s9ys52jatybp8ay/David%20reed.wmv?dl=0
- **Teach conservation, financial literacy and electric/water safety as a Community Instructor**
  https://www.dropbox.com/s/vn3pyoxnu3atwh3/Scheel.wmv?dl=0
- **Share JEA's facilities as a Tour Guide or Tour Assistant**
- **Share JEA's Community Engagement events via photos and social media posts**

You do not have to do all five activities. Just the ones you are interested in!

If you want to participate in an activity but need more training/experience, then the Ambassador Program is the place to get that.

Ambassador Activities

- **Speaking Engagements**
  - **Who**
    - JEA Employees /all levels with public speaking experience
    - Subject Matter Experts
    - Speaker Associates – Speakers in training
  - **Where**
    - Groups/Orgs/Schools/Businesses/Conferences/Seminars
  - **Presentations**
    - Savings Without Sacrifice Presentation
    - Building Community Presentation
    - Specific Requests – Specific subjects and SMEs

Ambassador Activities

- **Community Events**
  - **Who**
    - JEA Employees /all levels comfortable with face-to-face customer interaction and knowledgeable about JEA solutions
    - CCCs – Many customers want personalized help with accounts
    - Community Event Associates – JEA representatives in training
  - **Where**
    - Festivals/Home & Patio Show/Black Expo/Earth Day Events
  - **What**
    - Information about JEA products and customer solutions
    - Conservation info and presentations – light bulbs
    - Subject matter experts – Arborists/tree trimming etc.

Ambassador Activities

- **Community Instructor**
  - **Who**
    - JEA Employees /all levels experienced in teaching/instructing students and/or adults with a prescribed curriculum
    - Community Instructor Associates – JEA Instructors in training
  - **Partners**
    - Students - Junior Achievement and JEA Power Pals
    - Adults – United Way's Real Sense and DCPS Parent Academy
  - **What**
    - Information about conservation and JEA customer solutions
    - Financial literacy including managing utility bills
    - Electric and water safety

Ambassador Activities

- **JEA Facility Tours/Guide**
  - **Who**
    - Tour Guides
      - JEA Employees who work at the touring facility/knowledgeable about the facility and experienced in public speaking and leading facility tour
      - Facility Tour Associates – Any JEA employee interested in supporting the tours - Tour Guide in training
    - Attendees
      - School groups/business groups/civic groups/general public/special guests
  - **Where**
    - Electric - NSGen, Brandy Branch, Greenland Energy, Kennedy etc.
    - Water – Mandarin, Buckman, Pearl Street, Ridenour. Main Street Lab etc.
  - **What**
    - Information about electric generation and wastewater processing
    - Information specific to that facility
    - Tour of facility and regroup/Q&A

Ambassador Activities

- **Photographer & Social Media Correspondent**
  - **Who**
    - JEA Employees /all levels comfortable with taking digital pictures and posting social media reports
    - Photo/SM Associates – JEA representatives in training
  - **Where**
    - All JEA Community Engagement events including festivals/Home & Patio Show/Black Expo and speaker/instructor events
  - **What**
    - Take engaging (tells a story) photos of customers and JEA employee interactions. Ask permission/get photo releases signed first
    - Save photos to the correct place on the GRID
    - Submit photos that tell the best story and social media copy to the social media submission form

Ambassador Resources

JEA Programs/Services

Customer Solutions Sell Sheets
(for internal educational use only)

Marketing Resources:

Customer Handouts - Conservation Tips and Electric/Water/Program Factsheets

Questions?

JEA the Company

JEA is the largest not-for-profit, community-owned utility company in Florida and the eighth largest in the United States. Located in Jacksonville, Florida, serving an estimated 427,000 electric, 313,000 water and 240,000 sewer customers, JEA is committed to its purpose - to improve the quality of life in the communities we serve, with a spirit that has united our business for more than 100 years.

What does "not-for-profit, community-owned" mean?

It means that JEA is *not* owned by investors. It was created by the City of Jacksonville to serve those who live here and in the surrounding communities. The sole purpose of our business is to ensure the electric, water and sewer demands of our customers are met, both today and for generations to come. Our goal is to provide reliable services at the best value to our customers while ensuring our areas' precious natural resources are protected.

Electric System

JEA owns and operates an electric system with five generating plants, and all transmission and distribution facilities, including over 745 miles of transmission lines and more than 6,500 miles of distribution lines.

JEA is also a joint owner with Florida Power & Light Company (FPL) of a sixth power plant, the St. Johns River Power Park (SJRPP), which is operated by JEA. We also receive 9.6 megawatts of methane-generated power from Trail Ridge Landfill and 12.6-megawatts of energy from a 100-acre solar project on the Westside that contains 200,000 solar panels. In 2013, JEA generated 12.5 million megawatt hours of energy.

Water and Sewer Systems

JEA's Water System consists of 135 artesian wells that tap into the Floridan aquifer. Water is distributed through 36 water treatment plants and over 4,300 miles of water lines. Wastewater is collected through more than 3,700 miles of wastewater collection lines and treated at seven regional treatment plants.

JEA is committed to improving the water quality of the St. Johns River. Our Reclaimed Water System supplies highly-treated water for irrigation. It reduces the amount of nitrogen released to the river because the treatment-enhanced wastewater isn't put back into the river. Using reclaimed water for irrigation also reduces the demand on the potable water supply taken from the Floridan aquifer. JEA uses 180 miles of reclaimed water lines to distribute reclaimed water to some 5,000 reclaimed water customers.

Board of Directors

JEA's governing body is made up of a seven-member Board of Directors appointed by the Mayor and confirmed by the City Council. Our Board of Directors then appoints a CEO who selects a top tier of management referred to as the Senior Leadership Team. Our current CEO is Paul McElroy who came into the position in October 2012.

JEA Communications

To find out more about JEA or to stay up on all the happenings visit us on:

https://www.facebook.com/NewsfromJEA

https://twitter.com/newsfromjea

https://plus.google.com/+JEANews

https://www.linkedin.com/company/jea

https://www.youtube.com/user/NewsfromJEA

JEA Ambassador Program
Customer Frequently Asked Questions

Customer questions can be of any nature regarding utility operations. However, the following questions represent 80% to 90% of the ones JEA employees typically get at community engagement events.

1. **How can I lower my bill?**
    a. Most common question of all and may come in various forms but the fundamental question "how can I make my utility bill lower?"

    Answers:
    - jea.com/waystosave
    - Jea.com/shopsmart
    - Provide conservation fact sheets and savings tips

2. **What's the best way/product to (blank)?** Customers are looking for technical expertise on products and installation techniques, best practices, etc.
    Answer: We are not able to recommend anything. There may be some assistance from a JEA Subject Matter Expert – so take the customer's name and contact info and give it to Karen Blutcher to have the best JEA person follow up on it.

3. **How can I get an irrigation meter?** Usually the customer's main purpose for this question is to remove the sewer cost portion from the utility bill.
    Answers:

    - If you would like to install an irrigation meter in your home, you can call JEA's Water and Sewer Pre-Service Counter at (904) 665-5260. Irrigation meters can be quite expensive to install, so please factor all considerations into the cost of your irrigation meter.
    - Alternatively, you could consider replacing some of your turf with pockets of Florida Friendly Native Landscapes, which require far less irrigation. For more on Florida Friendly plants go to www.floridayards.org.

4. **How do I get a JEA energy/water/irrigation assessment?**
    Answer: For Energy and/or Water Assessment call 904-665-6000

5. **Who can you recommend for (blank)?** Customers look to JEA for good references for many types of work. Insulation, HVAC, electricians, etc.
    Answer: We are not able to recommend contractors. For participating Shopsmart contractors go to jea.com/shopsmart

6. **I significantly cut my water consumption last month and my bill only dropped $5! Why is that?**
    This is typically in reference to our service availability charge and may come in various forms.
    Answer: refer to jea.com/rates

7. **How can I get rid of my smart meter?**

Answer: Get the customer's name, address and phone number and give it to Greg Corcoran at 665-4001 or corcgs@jea.com

8. **How come you guys cut trees this way….or….how come you never/won't come out and cut trees?**

   Answer: JEA has over 3000 miles of overhead lines many of which are near trees. To provide you with consistent, reliable electrical service – rain or shine – JEA studies tree growth in Jacksonville. Our tree maintenance procedures are performed by professional trimming contractors using proper arboricultural methods that are best for the long-term health of the tree.

   - Every 2 1/2 years, we trim around electric lines:
   - 10 foot clearance around 26,000, 13,200, and 4,000 volt primary lines.
   - Hazardous branches when necessary.
   - We maintain records on the number of outages along circuits and compare that information to our trimming schedule.

   We do this as a preventative measure to decrease outages and improve service reliability. However, outages will still occur and we rely on our customers to report any outages they are aware of.

9. **JEA has a pump station, right of way, power pole, fence, landscaping issue, etc. that needs some attention.** This is usually not a question. A customer has an issue with one of our poles, fences or facilities and they want it to be attended to. Typically a facilities issue but other folks may be involved. These are separate from tree trimming questions.
   Answer: Get customer's name, address and phone number and give it to Chris Crane at 665-4099 or cranct@jea.com

10. **I had a water leak, left a hose on, etc, how can I get a credit on my bill?**
    Answer: Call 665-6000 and request a water/sewer bill adjustment request form.

11. **Do you give customers a credit for filling their pools?**
    Answer: Call 665-6000 and ask for a swimming pool affidavit and submit within 30 days of completing the pool fill.

12. **Sometimes I'm charged zero water consumption and then the next month I have a huge bill. Why?**
    Answer: The meter is like an odometer and will only bill in 1000 gallon increments. So, if you used 1900 gallons one month, you will be billed for only 1000 gallons and 900 gallons will be like a debit on the account. If you use 2100 gallons next month, it will seem as if you used the same amount of water (no change in perceived usage – only 200 gallons) but you will be charged for 3000 gallons, 2100 + 900 = 3000.

13. **Does JEA have a program to give discounted rates to the elderly, low income, fixed income, etc.?**
    Answer: No we do not. There are strict regulations that state JEA is not allowed to give away any service for any reason and is obligated to charge for all use of utilities, however JEA does have

assistance programs available for customers who may find themselves in need at any particular time.

However, JEA recognizes the need to assist those vulnerable customers. So in 1987, JEA created its ***Neighbor to Neighbor Program*** giving JEA customers and employees a way to make donations to help provide emergency assistance to JEA customers overwhelmed by a temporary financial crisis and unable to pay their utility bill. The *Neighbor to Neighbor Program* raises thousands of dollars each year (through monthly and one-time contributions) and helps hundreds of elderly, disabled, and less fortunate residents in the JEA service area keep their utilities on. Your donation to the program makes it is possible for the most vulnerable in our community maintain utility services during a financial crisis. The JEA *Neighbor to Neighbor Program* is administered through the **United Way's 2-1-1** service.

14. **Why does JEA charge a City Contribution or Public Service Tax or City Franchise or State Gross Receipts tax fee?**
    Answer:

    - City Contribution - The portion of your bill collected by JEA for the City of Jacksonville to support general government services not related to JEA. The City Contribution is shown here to reflect the amount of your bill that goes toward government transfers. However, on your actual bill, this charge is included in the electric or usage charge.
    - Public Service Tax - Tax that applies to electric and water service to customers living in the cities of Jacksonville and Atlantic Beach, the town of Baldwin and unincorporated portions of Clay County. JEA collects this tax and passes it on as required.
    - City Franchise Fee - Charge for the utility to use public right-of-ways and provide service within municipal boundaries. This fee is passed directly to the city government in which the service is provided.
    - State's Gross Receipts Tax - This tax is assessed on all electric public utilities and paid directly to the State of Florida.

15. **I want a new street light put on my street. Who at JEA does this work?**
    Answer: Street lights are city property but JEA manages them for the city. To report a street light that's out or other maintenance issue, call JEA at 665-6000. For other street light questions like having one added or removed, call COJ at 630-city

16. **What are the different options for receiving my JEA bill?**
    Answer: You can receive your bill by mail or directly to your email inbox with eBill. *For benefits of eBill, please see the eBill Sell Sheet in the Resources section of your Ambassador handbook.*

17. **What are the different options for paying my JEA bill?**
    Answers:
    - **Online or by mobile device** with a bank account or credit card through your jea.com account.
    - **Phone** with a bank account or credit card by calling 665-6000.

- **In person** at one of our payment locations (jea.com/paymentlocations).
- **Automatic bank pay** by enrolling in our AutoPay program. *For benefits of AutoPay, please see the AutoPay Sell Sheet in the Resources section of your handbook.*
- **Mail** with a check or money order.

18. **Do you have any payment programs designed to help manage my JEA bill better?**
    Answer: We have 2 payment programs known as JEA MyBudget and JEA MyWay. Both programs are designed to help you better manage your utility costs, you will still pay the same amount for your utility services as you would on a traditional billing and payment plan.

    - JEA MyBudget is a leveled bill program designed to make your utility bills more predictable. JEA MyBudget levelizes your monthly payments throughout the year by using a rolling average of your last 12 bills. The rolling average will allow your utility bills to be about the same amount each month making it easier for you to set your utility budget. *For more benefits of JEA MyBudget, please see the JEA MyBudget Sell Sheet in the Resources section of your Ambassador handbook.*
    - JEA MyWay is a pay as you go billing program. With JEA MyWay, you pay for your utility services in advance and you can pay as little or as much as you want anytime you want. JEA MyWay alerts will update you so you know what your account balance is and how much energy you consume from day to day. *For more benefits of JEA MyWay, please see the JEA MyWay Sell Sheet in the Resources section of your Ambassador handbook.*

JEA Ambassadors

Speaker Activity Description

Speakers Engagement Mission: To enhance community engagement efforts, empower customers and future customers to make informed decisions about their utility services, facilitate excellent customer service opportunities and demonstrate JEA's commitment to community responsibility and stewardship.

Speaker/Presenter: JEA Employees at all levels who have public speaking skills and experience, are well informed about the organization, and can be appealing to any audience when talking about the organization and concerns of our customers. Ambassadors who will positively represent JEA, who are comfortable delivering presentations, can answer customer questions and/or can direct customers to the appropriate resource.

Required Skills:

- Good Public Speaking/Presentation skills (experience with PowerPoint)
- Knowledgeable about JEA's business, it's customers and/or specific topics appropriate to the audience (SME)
- Communicates JEA's business information and messages with confidence
- Able to motivate and inspire others
- Can communicate effectively to a variety of audiences
- Able to "think on your feet" and provide positive and respectful responses that put customer at ease when confronted with negativity or misinformation
- Toastmaster graduate – a plus!

Desired Attributes:

- Passionate about the company, community and customers
- Reliable and punctual
- Well Spoken
- Professionally attired
- Organized and prepared
- Good follow up to JEA Community Engagement department

JEA Ambassadors

Speaker Associate Activity Description

Speakers Bureau Mission: To enhance community engagement efforts, empower customers and future customers to make informed decisions about their utility services, facilitate excellent customer service opportunities and demonstrate JEA's commitment to community responsibility and stewardship.

Speaker Associate: JEA Employees at all levels who are interested in being an Ambassador Speaker, but are not yet comfortable with delivering talks and presentations. Associates are "speakers-in-training" and will accompany Speakers and assist with set up, AV equipment, JEA handouts and/or promo items. Associates will also assist with Q&A sessions, note-taking, etc. An Associate is someone who will positively represent JEA and can answer basic questions or refer customers to the appropriate resource.

Required Skills:

- Knowledgeable about JEA's business, it's customers and/or specific topics appropriate to the audience (SME)
- Well spoken – articulate
- Proficient in laptop set up/AV equipment
- Problem solver
- Can motivate others

Desired Attributes:

- Passionate about the company, community and customers
- Reliable and punctual
- Detail oriented
- Confident and comfortable with people – put them at ease
- Professionally attired
- Organized and prepared
- Good follow up to JEA Community Engagement department

JEA Ambassador Speaker Tip Sheet

- Confirm the location of your engagement. MapQuest or call for directions ahead of time if necessary.
- Include travel time on your schedule and arrive at the destination at least 10 or 15 minutes early. Introduce yourself to the person in charge as a JEA Ambassador/Representative.
- The evening before or morning of your engagement, confirm that you have all of the necessary materials and equipment for your presentation (Computer, power cords, handouts, etc.)
- Please be set up to start on time and end within the allotted time given. Ask the organizer if they would like you to wait for any latecomers and if so, only allow about five minutes. Honor the audience members who are there by starting on time or very soon after.
- A Great Speaker:
    - Engages the audience, solicits input and answers questions informatively and clearly.
    - Uses language that is appropriate for the students—taking into consideration age (children or adults) and level of knowledge about your topic. Deliver information in a manner that is easily understood, avoiding jargon, acronyms or complicated terminology.
    - Uses analogies, stories and humor to connect to the audience and bring the information to life. Create pictures with words.
    - Speaks clearly and simply. If you must use complicated language, be sure to keep it to a minimum and explain any words that may not be easily understood by your audience.
    - Pays attention to the audience throughout the presentation; see how they are responding to the information. If they seem bored or disinterested, do something to regain their attention such as change the subject or open floor to questions.
- If at end of your allotted time, there is good dialogue happening or several questions pending, Go ahead and end the presentation and offer to stay around to continue the conversations or answer any questions if that is OK with the event organizers.
- Disperse presentation evaluations and collect the filled out ones (return those to JEA)
- JEA Suggested Attire
    - Accepted business clothing or
    - JEA polo style, collared shirt and black, blue or khakis colored pants
- **For Questions, Information or Assistance Contact:**
    - Community Outreach Coordinator – Karen Blutcher: 665-7068/386-5385

JEA Ambassador Speaker
Assignment & Check-Off List

Speaking/Presentation Information:

Presentation Date: _____ Presentation Topic: _____

Organization or Group Name: _____

Address: _____

Contact: _____ Phone #: _____

Presentation Time: _____ Allotted Time: _____ Parking Pass Needed: □ Yes □ No

Attendees: □ Adults □ Children (Grade Level _____)

Speaker/Presenter Associate:_____ **Cell:** _____

Please Bring:
□ AV equipment – Laptop, cords, etc.
□ JEA Handouts – Printed Copies of Presentation, Brochures, Conservation tips and Presentation Evaluations
□ JEA Promo items
□ JEA Conservation Back Pack or Savings Without Sacrifice Back Pack
□ Your Business cards
□ Your JEA Name tag/ID badge

For Questions, Information or Assistance Contact:
Community Outreach Coordinator – Karen Blutcher: 665-7068/386-5385

Assignment Special Instructions:

Almost Done: Please sign and return this document to Karen once your assignment is complete. Add any comments you feel are important about the event/assignment. Thank you!

_____ _____
Ambassador Signature Date

Ambassador Comments:

JEA Speaker Review

JEA values your opinion and would like to get some feedback from you regarding you/your group's overall opinion of the JEA representative who recently made a presentation at your meeting. Please take a moment to let us know how they did. Circle the number that best represents your satisfaction level. We appreciate your input. Thank you!

	Poor					Adequate					Excellent
1) Overall impression of JEA representative	0	1	2	3	4	5	6	7	8	9	10
2) Usefulness of the information	0	1	2	3	4	5	6	7	8	9	10
3) Were your expectations met	Did not meet expectations				Met my expectations			Exceeded my expectations			
4) Would you recommend a JEA speaker to other groups/organizations	Yes				No						
5) Overall satisfaction with the speaker	0	1	2	3	4	5	6	7	8	9	10

Please share your suggestions or comments.

_____

_____

_____

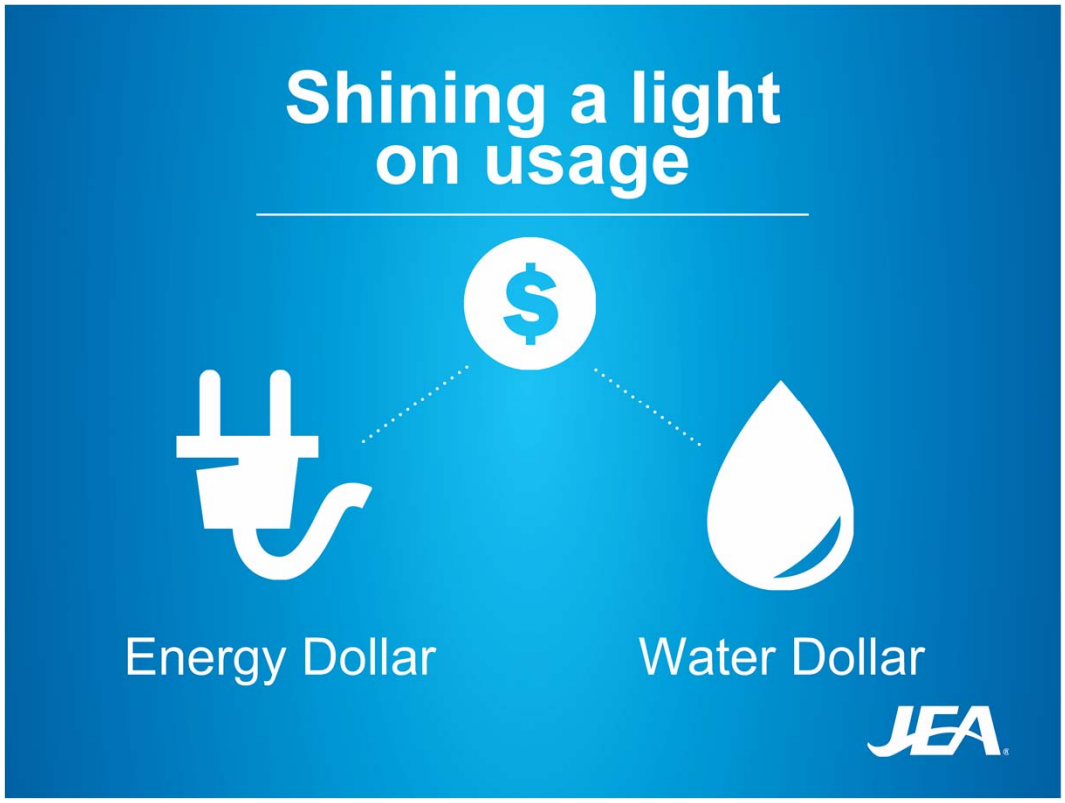
JEA sm

Building Community sm

•Thank the audience for coming and the host organization contact person for inviting JEA.

•Introduce yourself and what you do at JEA.

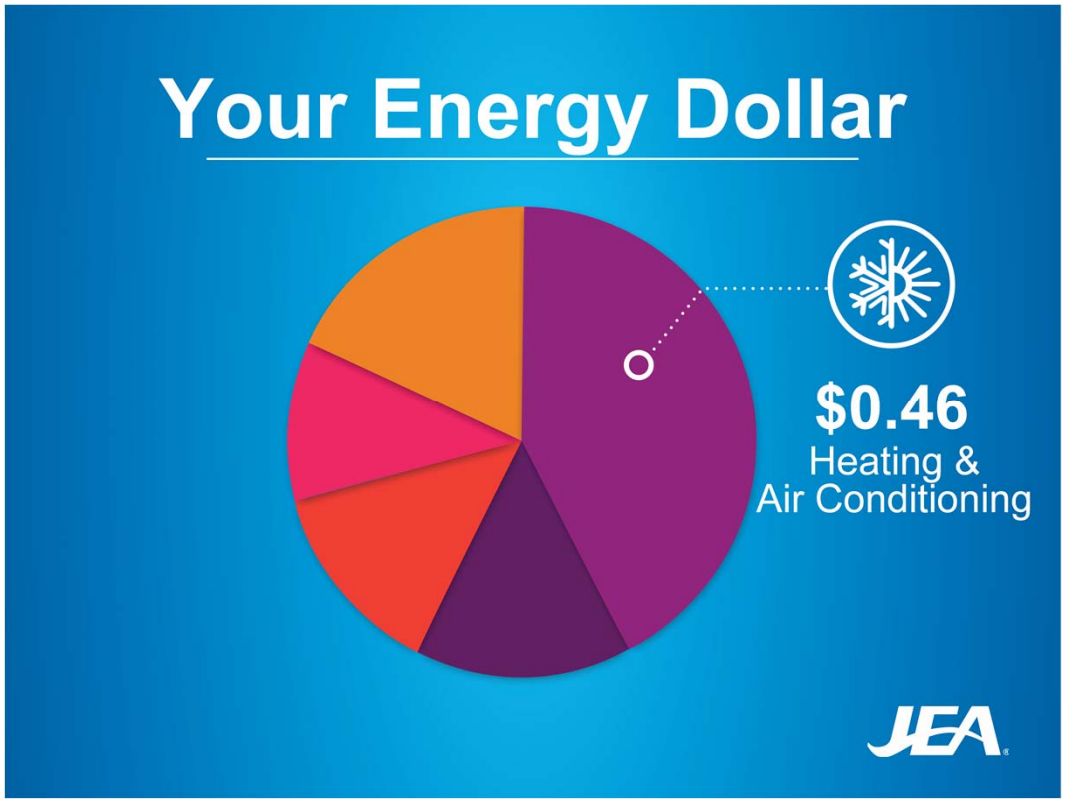
•My goal is to teach you how to save money without sacrificing your comfort as much as possible.



•We all wonder at some point, “How did my bill get so high?”. “Where is my money going?”

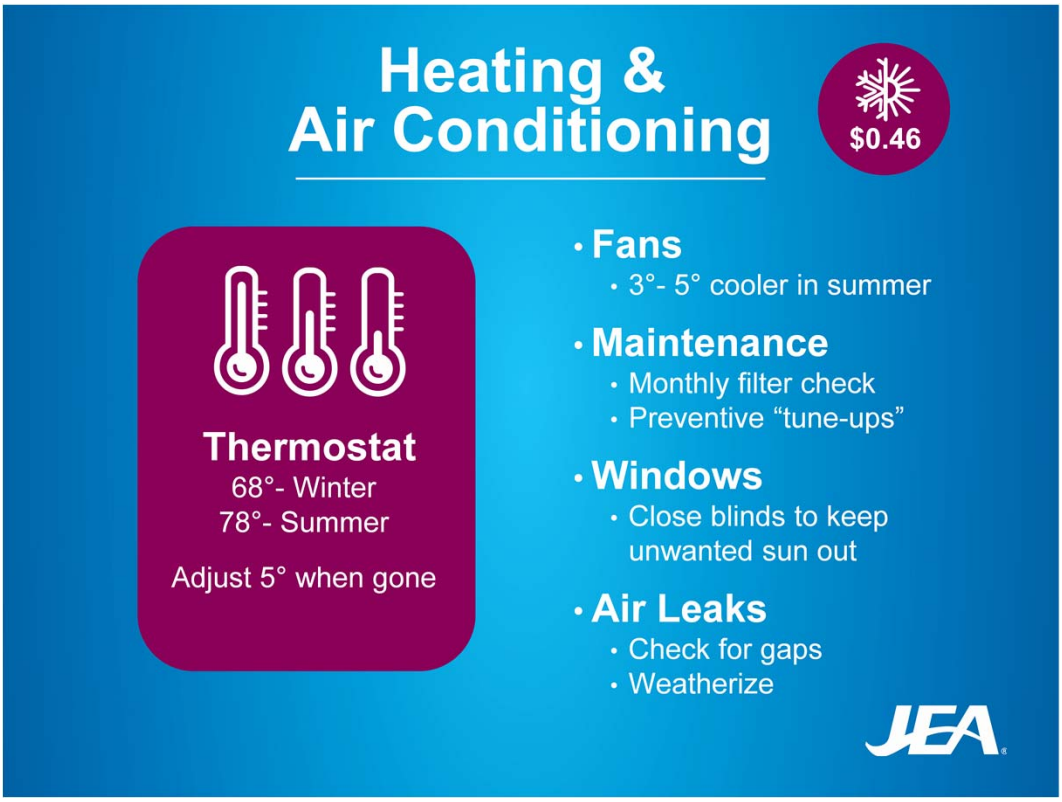
• Let’s look at what the typical Utility customer’s energy and water dollars pay for in the home.

• We’ll start with our ENERGY dollars.

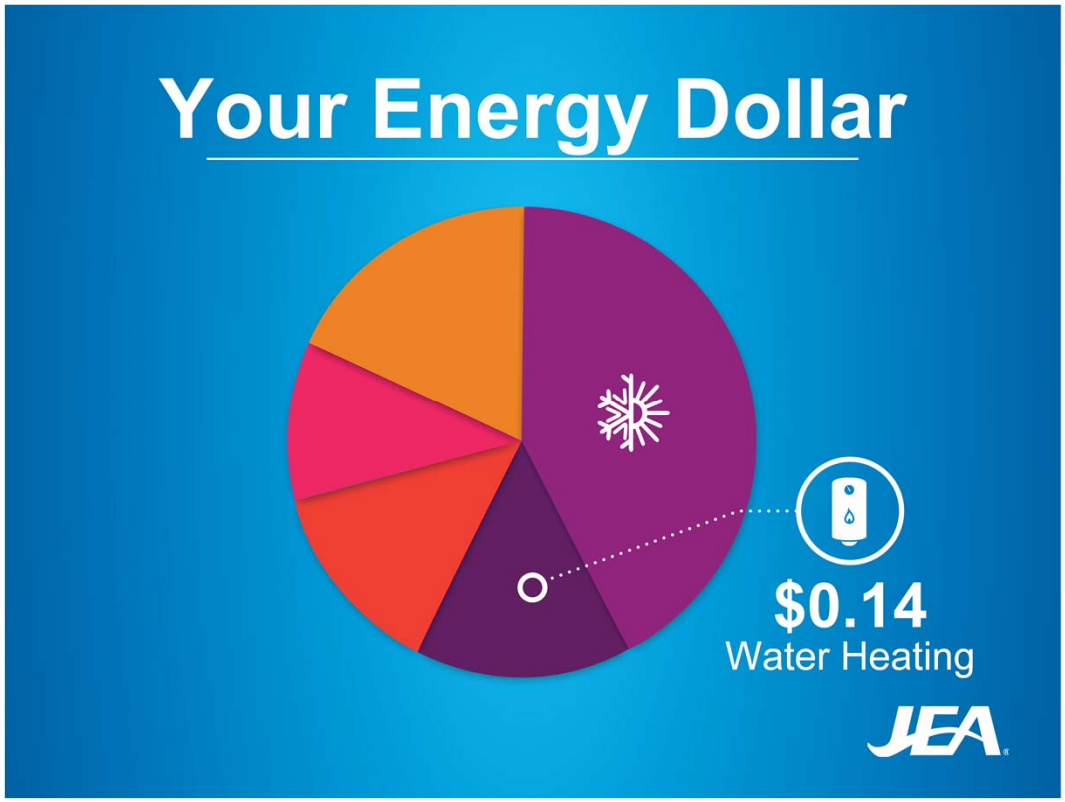


•Your Heating and Cooling system is the #1 user and can account for up to $0.46 of your Energy Dollar or 46% of the electric portion of your utility bill. That is almost half of your energy bill from one item in your home!

• Anything you can do to improve the efficiency and effectiveness of your HVAC system will save you big dollars each and every month.

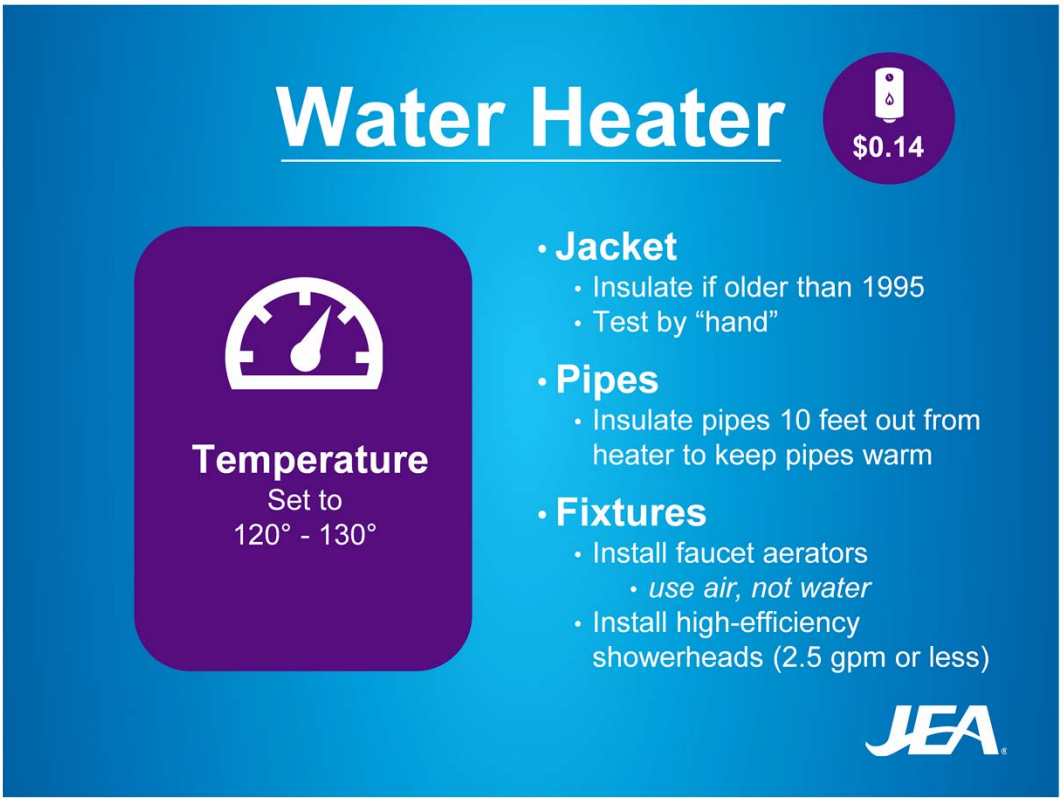


- **Fans -** Use fans to make you feel 3 to 5 degrees cooler.. Turn them off when you leave the room, fans cool people NOT rooms
- **Thermostats -** Agree on a comfortable temp for everyone in the family. JEA recommends 78 degrees in the summer and 68 degrees in the winter – you can acclimate your family by lowering/raising the temperature by one degree for each week till you hit these numbers.
- Also set temperature 3-5 degrees lower/higher when you are not home
- **Maintenance -** Change/check your filter monthly and use the right size pleated filter. Get a "tune-up" of your AC during the spring and fall in preparation for the Summer cooling and Winter heating
- **Windows** are the weakest link in your home for letting heat in or out. Blinds/curtains help to keep out the heat in summer/heat in – in the winter. Plant shade trees and use solar screens or window tint. It's costly to replace windows if you don't have to – takes 20-30 years to make the money back.
- **Stop air leaks -** "If you see light it isn't tight". Use caulk, weather-stripping, gaskets and spray foam to seal air leaks in your home around plumbing and electrical penetrations. This is a low-cost, no-cost, DIY project that works!



•Water Heating can account for up to $0.14 of our energy dollar or 14% of the electric portion of your utility bill.

• The Water Heater is one of the very few appliances in your home that affects all three phases of your Utility bill; electric, water and sewer!



Your two main ways to save money on your water heating bill are at the water heater and at the fixture.

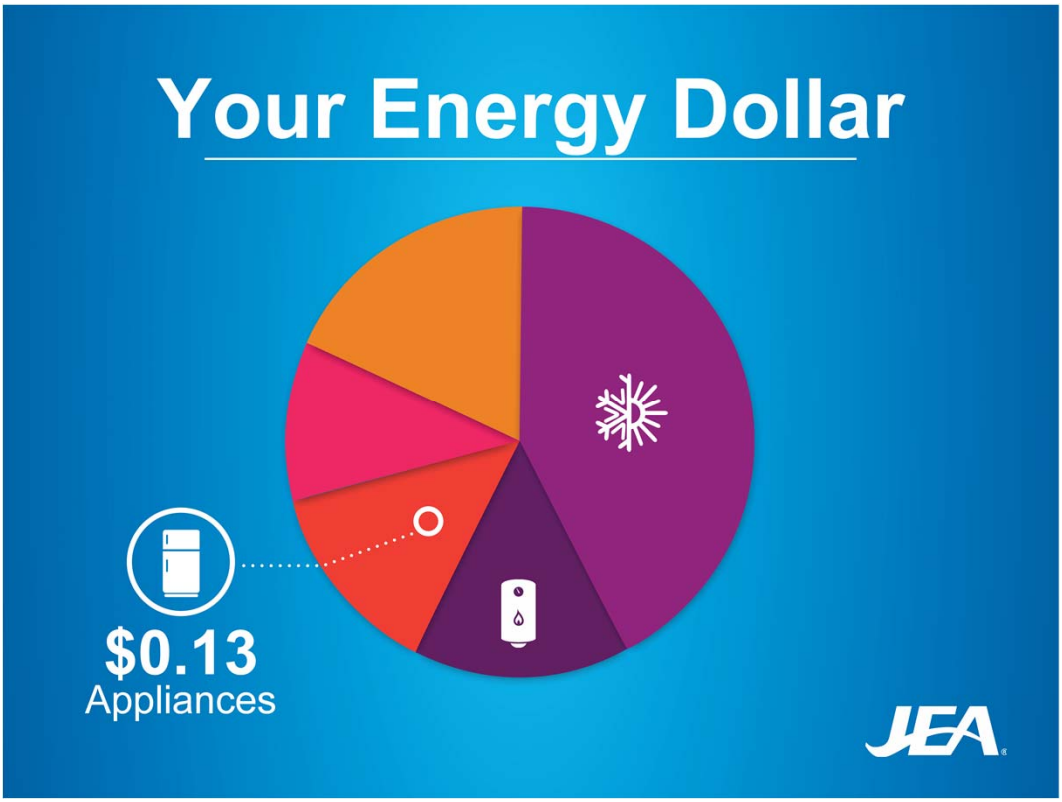
Temperature Setting - Set your water heating temperature to 120-130. Any higher and you can risk scalding.

Insulate - If more than 20 years old, your heater may need an insulation jacket..

•Put pipe insulation on all pipes as far as you can reach up to 10 feet

•**Install Faucet Aerators to** introduce air into the water stream so ultimately you use less water

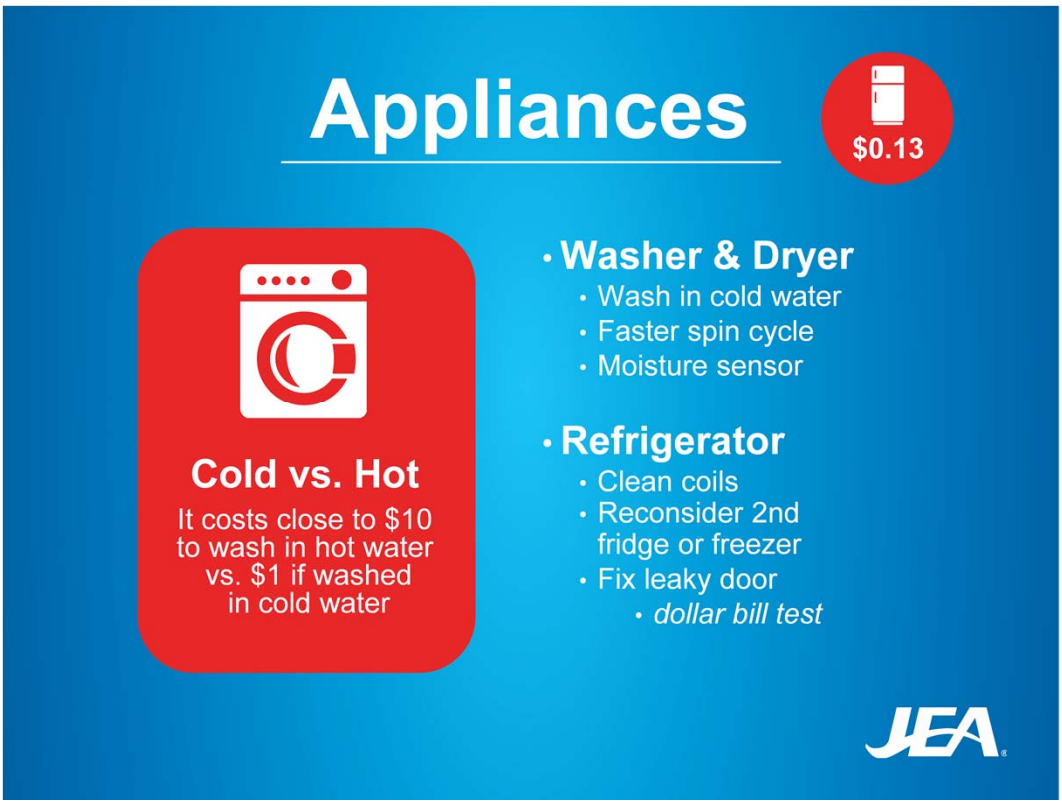
•**High Efficiency Showerheads using** 2.5 GPM or less (gallons per minute) are more efficient and save money right away.



•**Appliances** can account for up to $0.13 of our energy dollar or 13% of the electric portion of your utility bill.

• **Getting more efficient appliances** has been made easy by using **ENERGY STAR Appliances**.

Look for the ENERGY STAR logo on new appliances. They generally use 30% less energy than those without the label.



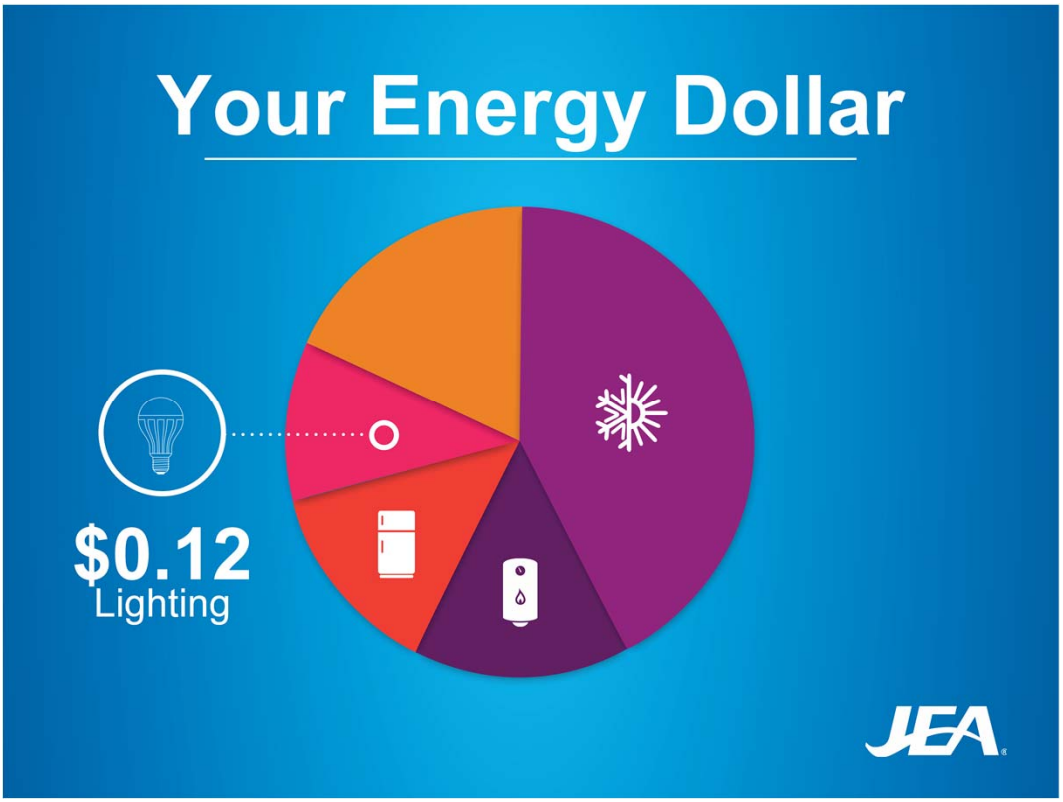
Washer & Dryer

• Always wash in cold water. It will cost $1 to wash in cold vs. $10 in hot water

• Look for energy saving features on the washer and dryer like a faster spin cycle or a moisture sensor

Refrigerator – Check for leaky door - Check the seals.

- Put a dollar bill half way inside the door. There should be some resistance as you pull the dollar out. If there is no resistance then you need to fix the seal on the door. Use a blow dryer to heat the seal and make it more pliable.
- **Clean the Coils** - The metal coils remove heat from inside the refrigerator cooling it down. If dust and debris accumulate around the coils, your refrigerator may not be able to cool properly, it may run continuously or it may stop completely.



•**Lighting** can account for up to $0.12 of your energy dollar or 12% of the electric portion of your utility bill.

• Lighting can be the first thing you do to save money on your utility bill. It's as easy as changing a light bulb!

Use Compact Fluorescent Light Bulbs or LEDs

LEDs use 75% less power and gives off 75% less heat and last even longer than CFLs.

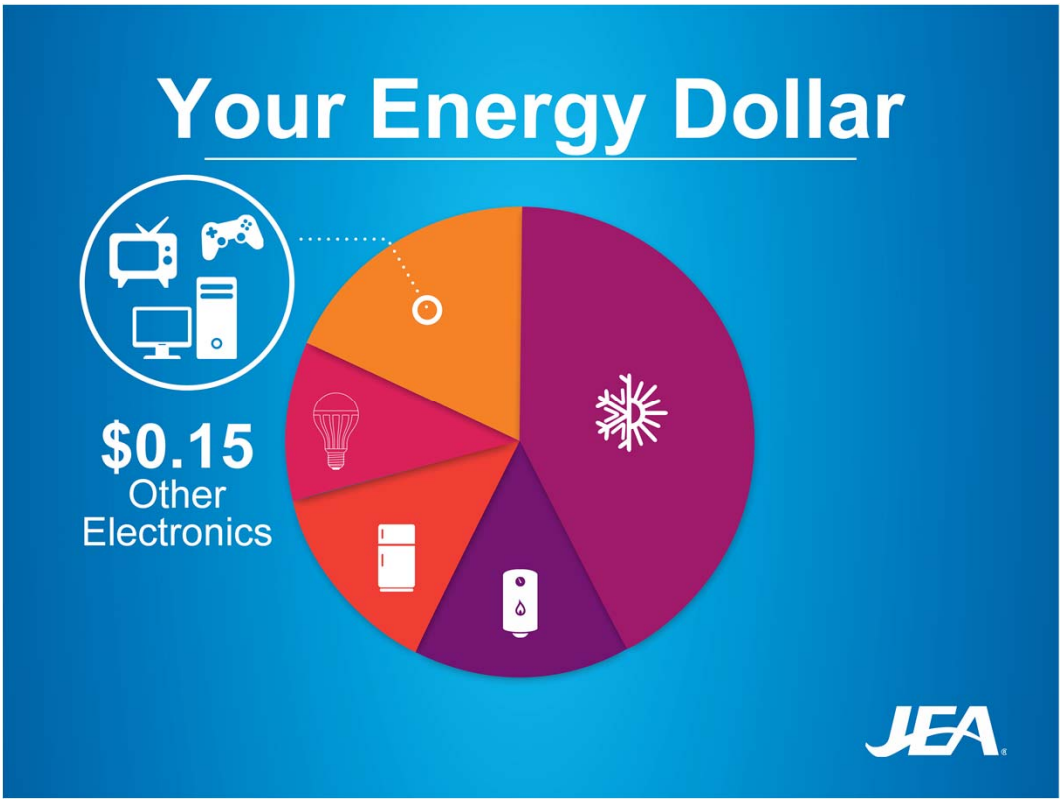
CFLs are the slam dunk of energy conservation because they use 75% less power, give off 70% less heat and last up to 12 times longer.

Match Bulb to Application

• Dimmers and 3-way bulbs are special application so you will need to make sure the bulb says it is rated for that purpose.

• **JEA offers light bulb discounts at major retail**

stores



•**The "Other" category** can account for up to **$0.15** of your energy dollar or 15% of the electric portion of your utility bill.

• It includes items such as TVs, Surround Sound Systems, DVD Players, Cable Box, Game Systems, microwaves, coffee machines, hair dryers, toaster ovens, etc.

Standby ≠Off

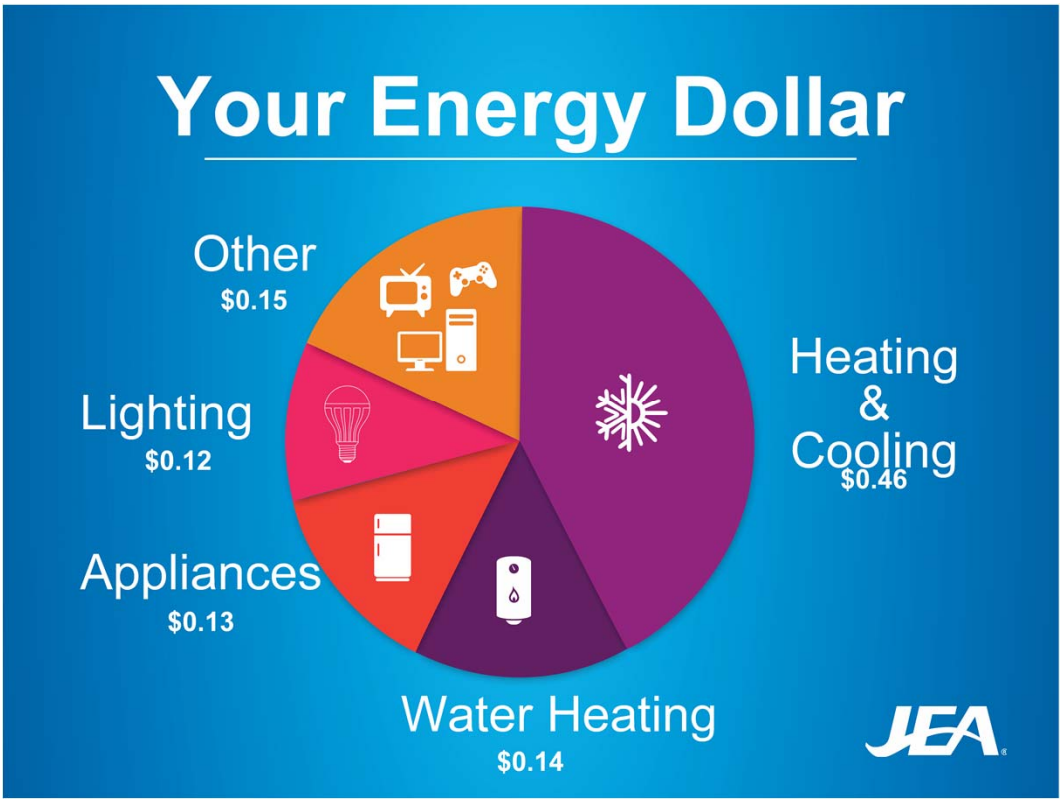
• Most items go into a standby mode now and don't completely shut off

• Did you know that the difference between standby and active modes on video game consoles is only a few watts?

• Every video game console has a power management option available but it will need to be turned on by you in the game systems option.

Beware the Phantom Loads

• The only way for you to know an appliance is truly off and not in standby mode still using electricity is for you to unplug it or turn off the power strip

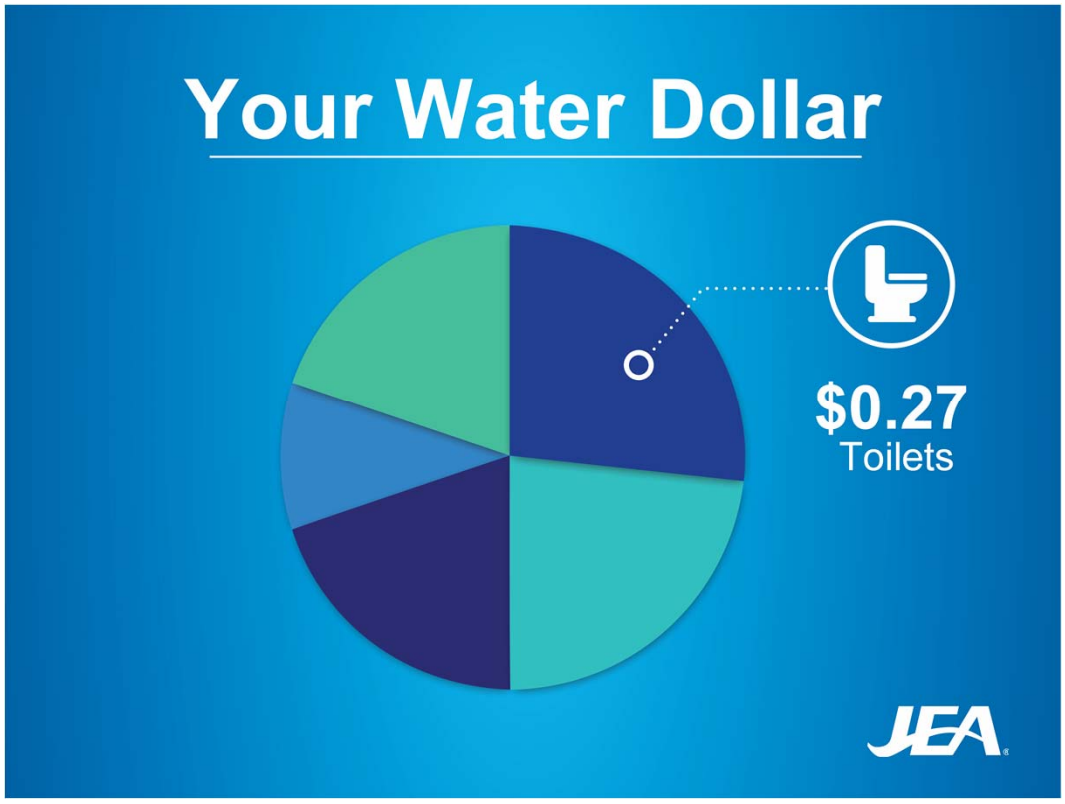


Now let's look at our water dollar.

•**JEA doesn't have a separate sewer meter** that shows consumption. The sewer charges are based directly off how much water is used through the water meter. (The only exception is if you have an irrigation meter – No sewer charge on water used through an irrigation meter.)

• **Typically the sewer versus water charge follows a 1 to 3 ratio.** For example, a $4 water and sewer bill would be broken down into a $1 charge for water and a $3 charge for sewer. That $3 covers waste water

treatment, an expensive process.



•The Toilet can account for up to $0.27 of your Water Dollar or 27% of the water portion of your utility bill.

• If you don’t have an irrigation system, this is by far your biggest water user/cost.

A worn flapper is the #1cause for water leaks inside your home. Costs anywhere from $20 to $200 extra per month

•You can test for leaks. Every 3 months pour half a cup of a colored liquid into tank. Wait 30 minutes – if you see colored liquid in the bowl = the flapper is leaking.

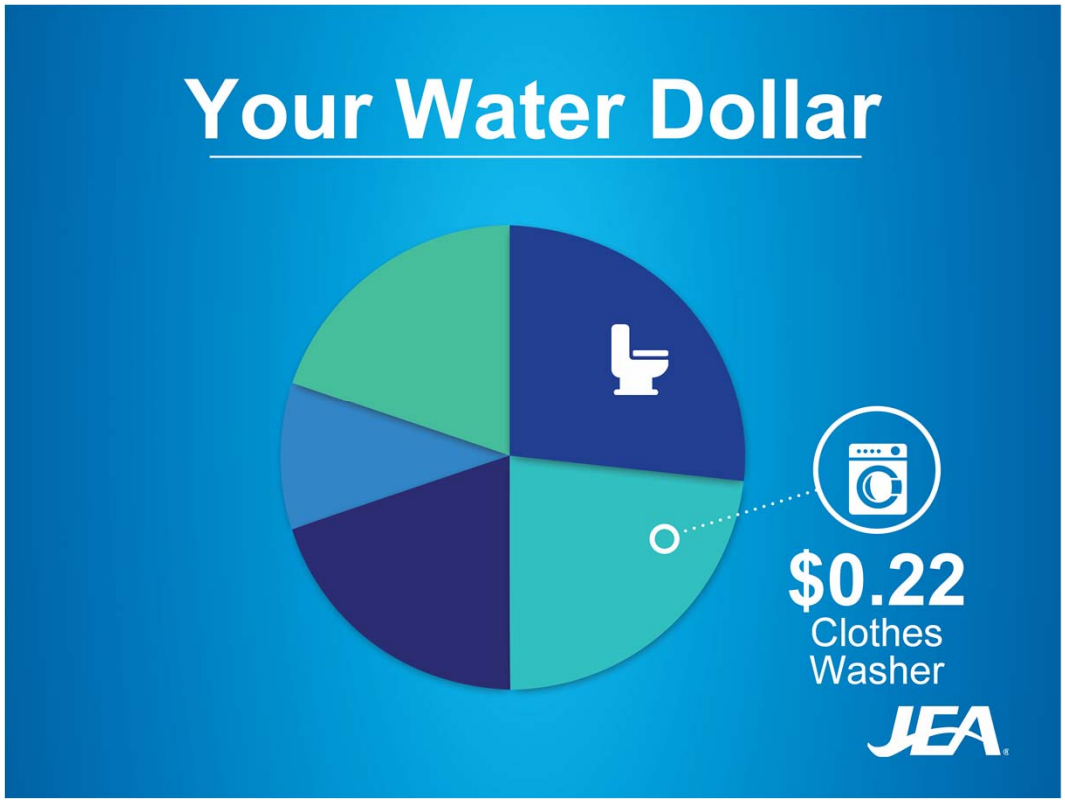
• Avoid using caustic toilet bowl cleaners like tank tablets

•More Efficient Options

• You want a toilet that uses 1.2 gallons per flush or less.

• Buy a flapper-less toilet

• Buy a dual-flush toilet. Press #1 button for #1, press #2 button for #2!



•The **Clothes Washer** can account for up to $0.22 of your Water Dollar or 22% of the water portion of your utility bill.

•Depending upon the number of occupants in the home this could jump to #1!

New high efficiency clothes washers use about half the water of those 10 years ago!

• Front load washers are more energy and water efficient than top load models but check to be sure.

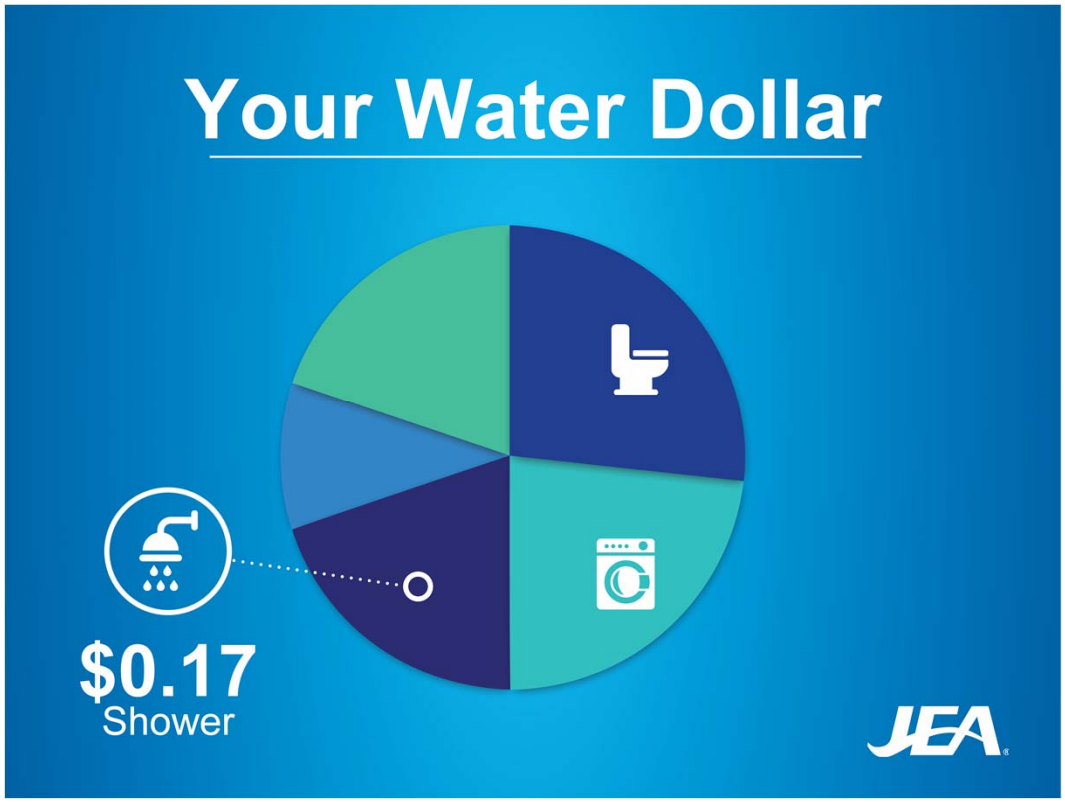
Operate Washer more efficiently

• Operate only with full loads.

• Use the variable water volume setting if available to tailor the right amount of water needed for the load.

• Use the shortest wash cycle for those lightly soiled loads.

• Check your water hoses frequently for leaks.



•The **Shower** can account for up to $0.17 of your Water Dollar or 17% of the water portion of your utility bill.

•If you have teenagers at home - this is most likely your #1 water use but you already knew that!

High Efficiency or "Low Flow" Showerheads

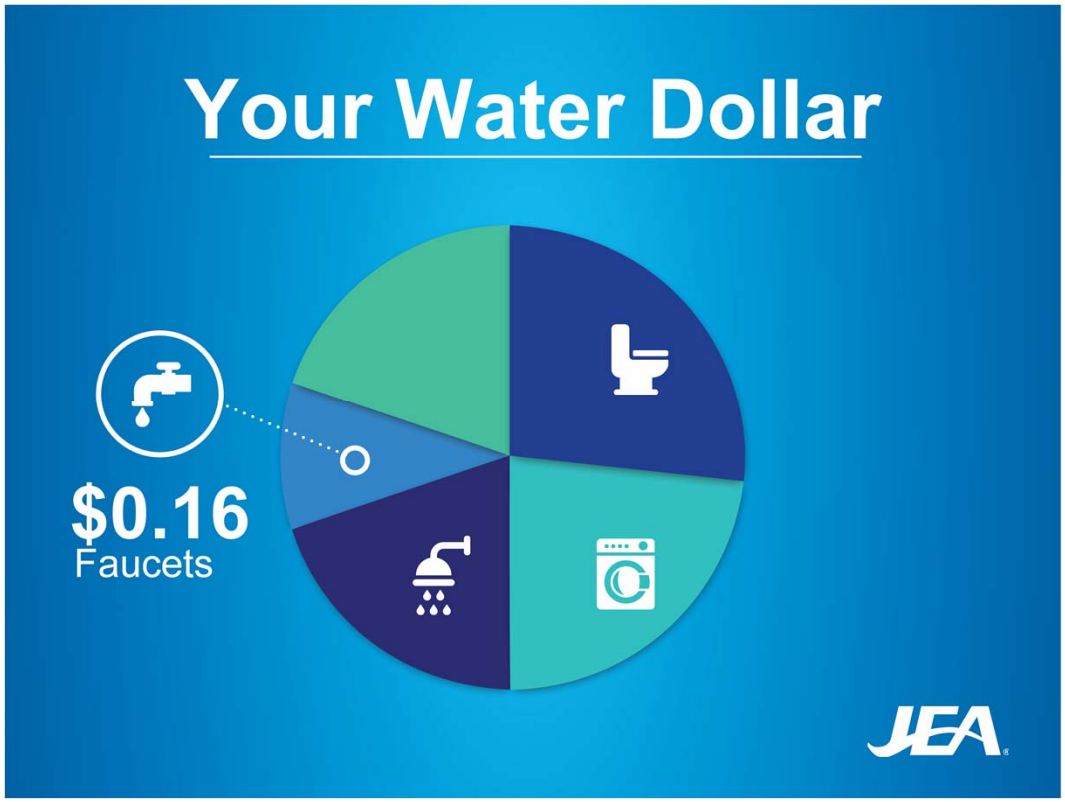
•Air is infused in the water stream so you ultimately use less water.

• Code says that shower heads cannot use more than 2.5 gallons per minute (gpm), but some homes still have 3.5 to 5.0 gpm showerheads.

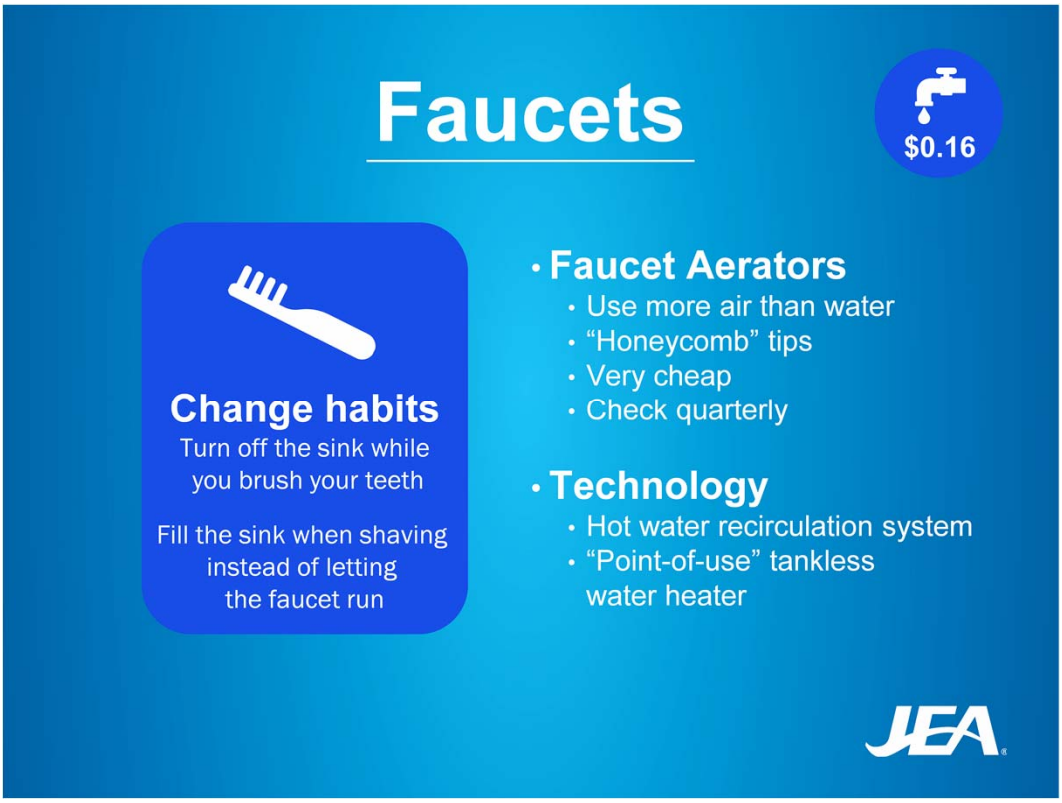
• Replacing with a 2.5gpm means they would cut the **water, sewer <u>and</u> electric charges** for showers in half without having to take a shorter shower.

• Can very easily find showerheads at your favorite

big box and hardware store that use as little as 1.2 gpm.



•**Faucets** can account for up to $0.16 of your Water Dollar or 16% of the water portion of your utility bill.



Use Faucet Aerators

• Air is infused in the water stream so you ultimately use less water.

• Aerators are the honeycomb tips that screw onto the base of the faucet.

• Very cheap typically – Under a $1 per aerator.

Simple behavioral changes

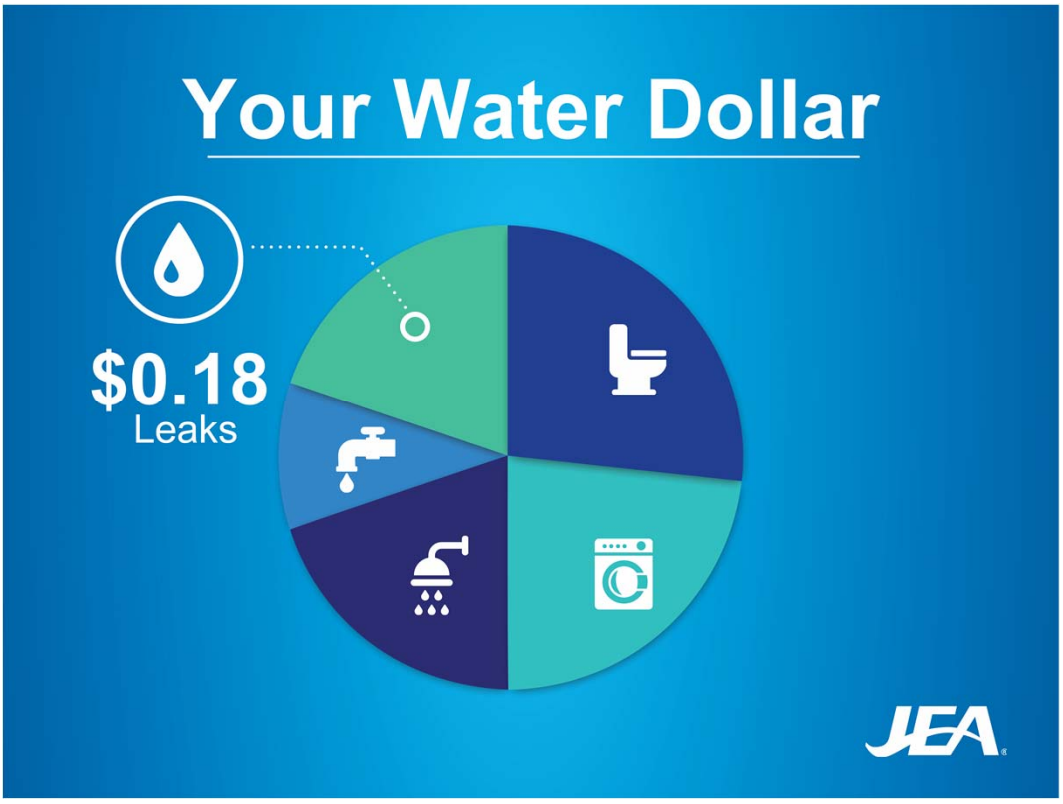
• Turn off the sink when brushing your teeth in bathrooms and in kitchen when rinsing dishes

• Fill the sink when shaving

Technology solutions

•Look for an ENERGY STAR water heater, or consider a "point-of-use" tankless water heater if only 1 or 2 occupants

in the home.



• **Leaks** can account for up to **$0.18** of your Water Dollar or 18% of the water portion of your utility bill.

• Leaks can account for, on average, 10,000 gallons of water wasted in the home every year, which is enough to fill a backyard swimming pool!

Be Vigilant – Look Here First

• A Flapper valve leak is usually prevalent if the toilet is making any noise or flushing by itself when not in use.

• A Water heater leak will cost you not only in additional water and sewer cost but on the energy portion as well.

• A drip at the faucet or showerhead can waste nearly 3000 gallons of water in one year.

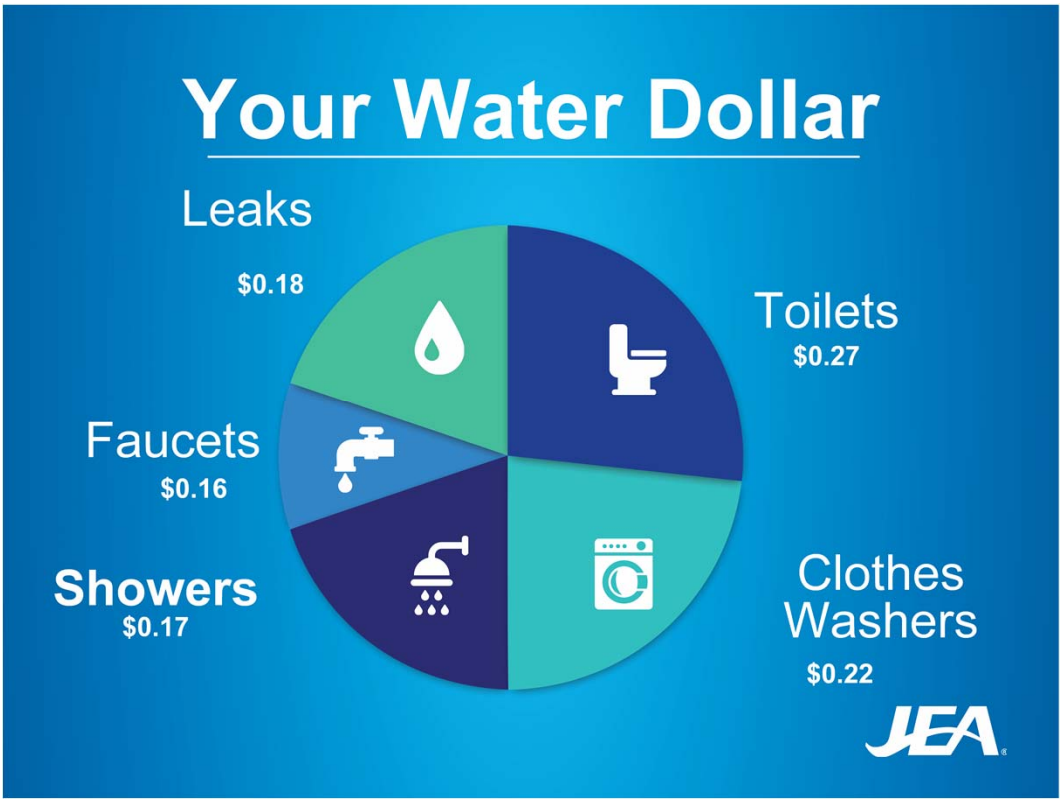
Check the Leak Detector

• Ensure all the water is off in the house

• The dial is located on the water meter itself which is usually near the street

• Remove the cover and look for the little red or blue dial

• If it is moving you have a leak somewhere in your system – **call the plumber – JEA cannot fix this.**



•Hopefully you now have a good idea where your energy and water dollars go.

•I have some hand-outs for you to provide some more helpful information:

1. The JEA Tip Sheet – Covers tips that will save you money on your utility bill.
2. The 12-Months Maintenance Checklist – The things we don't maintain are the things that cost us money
3. Diagnosing a High Bill Factsheet – Here are the top "silver" bullet items that cause high bills.

JEA offers a number of services to help you **save money:**

- JEA Rebates on lighting and appliances
- My JEA Utility Tracker (at jea.com)
- Call JEA for home and lawn efficiency assessment
- jea.com/waystosave

And a number of ways to **manage your bill**

- JEA MyBudget – Program to levelize monthly bill
- Auto Pay and eBill = no paper/envelopes

Thank you so much for inviting me to speak. Have a

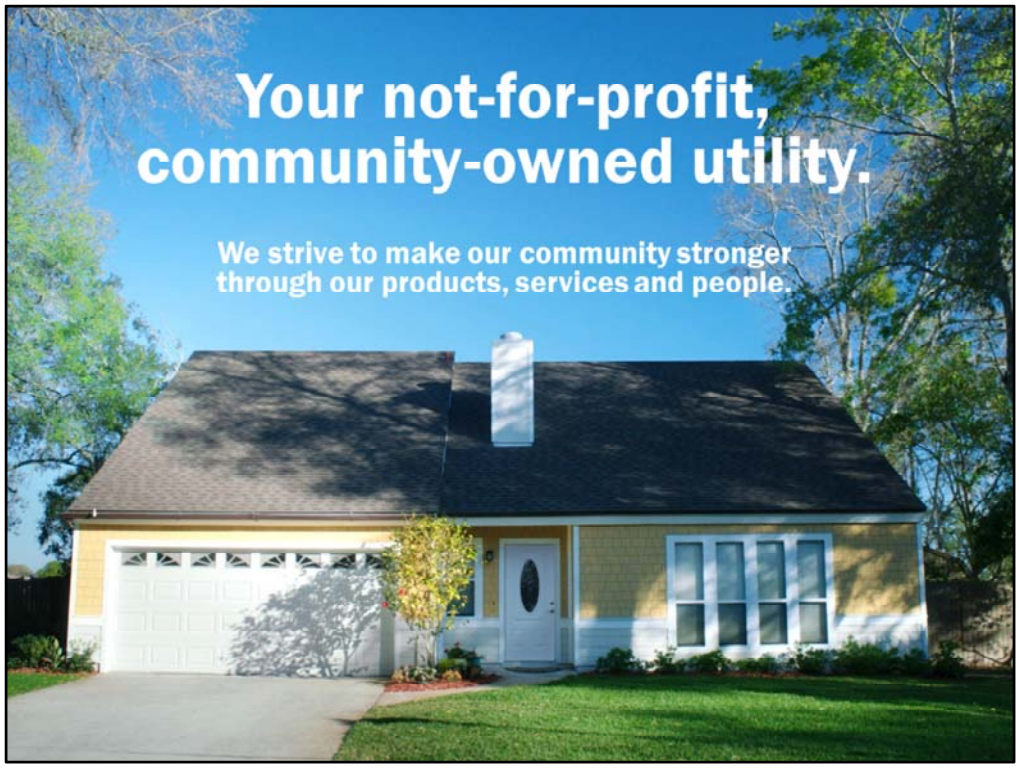
great day!

JEA is committed to staying connected with our customers. Here are the many ways to stay connected to JEA.

Welcome everyone for attending.

Thank the audience and thank the contact of the host organization for inviting JEA.

Introduce yourself, Name – Title – Years with JEA etc. and anything else you think is important for the audience to know about you.



What does “not-for-profit” community owned mean? It means that:

- JEA is not owned by investors – we are owned by the community JEA serves
- In 1968, when the City of Jacksonville consolidated, the city established JEA as an independent authority to remove it from the political influence. JEA is here to serve those who live here and in the surrounding communities

The sole purpose of our business is to ensure the electric, water and sewer demands of our customers are met – both today and for generations to come.

Our goal is to provide reliable services at a good value to our customers while ensuring our areas’ precious natural resources are protected – not here to make a profit.

- We have a seven member governing Board of Directors that are our community's business leaders and our neighbors.

- Over 90% of JEA employees are also JEA customers. We live in your communities, attend the churches you do, pay taxes like you do, we are concerned about social issues like you are and we strive to make our communities better places for everyone like you do.

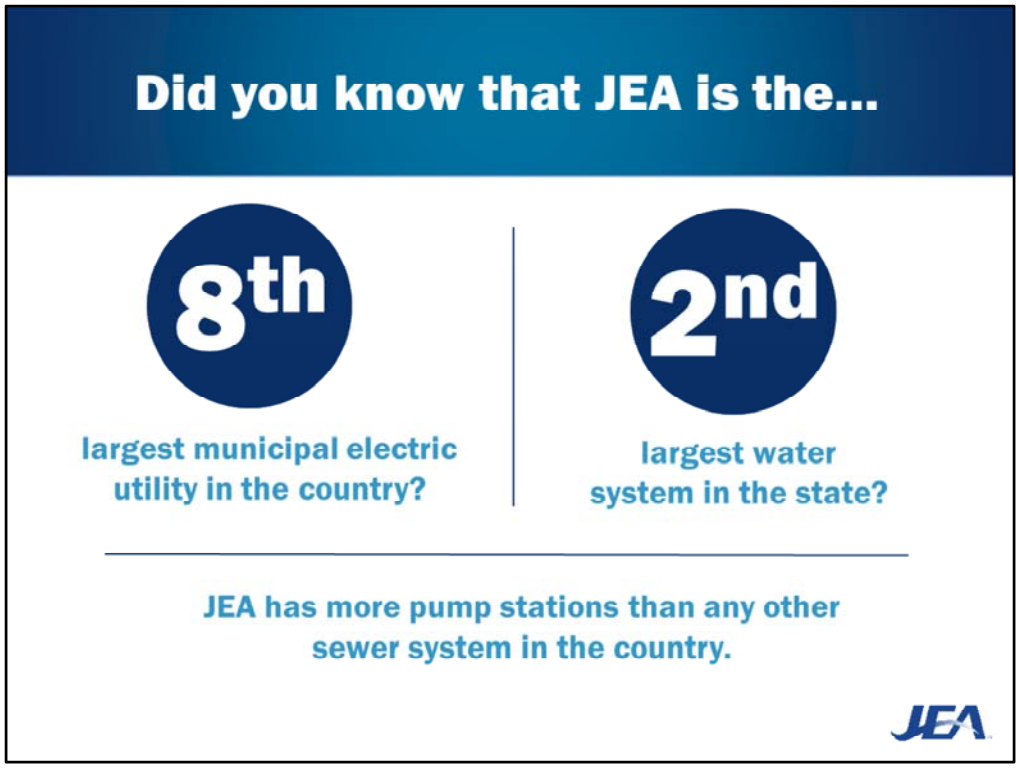
Tell your personal story – connection to the community you live in, Such as: You've lived in Jacksonville for x number of years

Community groups you volunteer with or are engaged in – Rotary, Girl/Boy Scouts etc.

Main Idea is to bridge the JEA vs. Customer mentality. JEA is made up of People who are just like you.

JEA is the Electric, Water and Sewer utility provider for:

- More than 422,000 electric
- Over 309,000 water
- Over 235,000 sewer customers in Northeast Florida



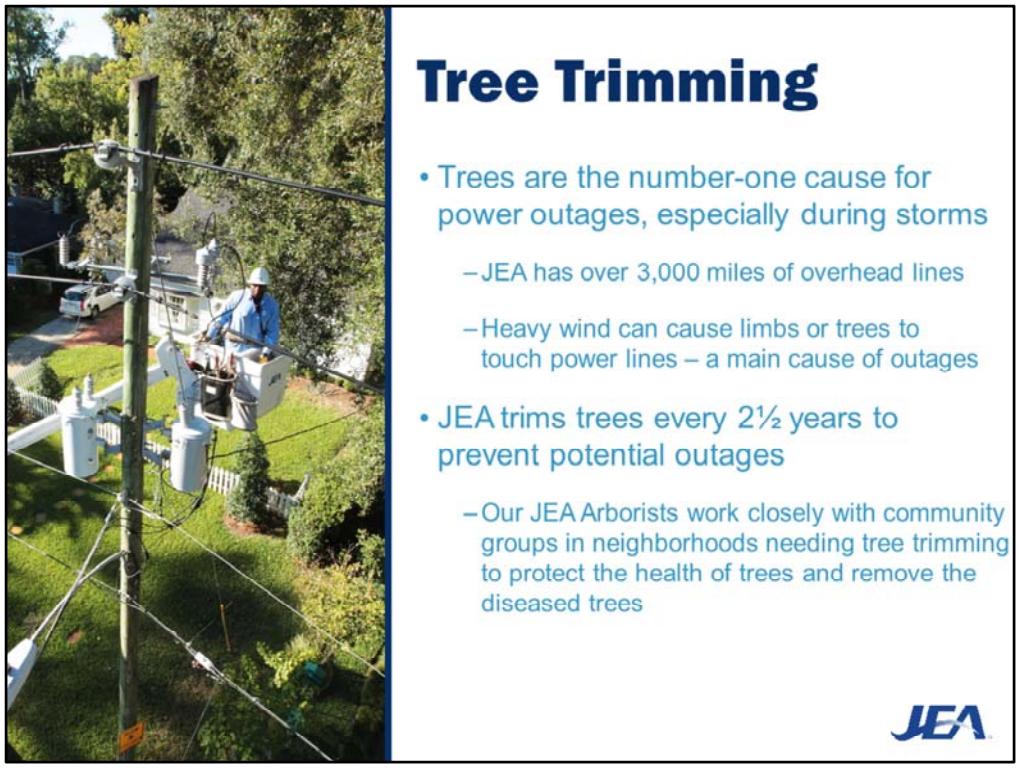
JEA has been around since 1895 (120 years this year)

Being 8th in the country means that we have the size and capacity to positively affect our community's stability = JEA will be here for generations to come making sure that when you need utilities they are available and reliable

We are the second largest water system in the state and the many pump stations that we have are critical to move sewage to our Wastewater Treatment Plants throughout the huge land area we have to manage in Jacksonville.

JEA owns and operates electric system with 5 Electric generating plants:

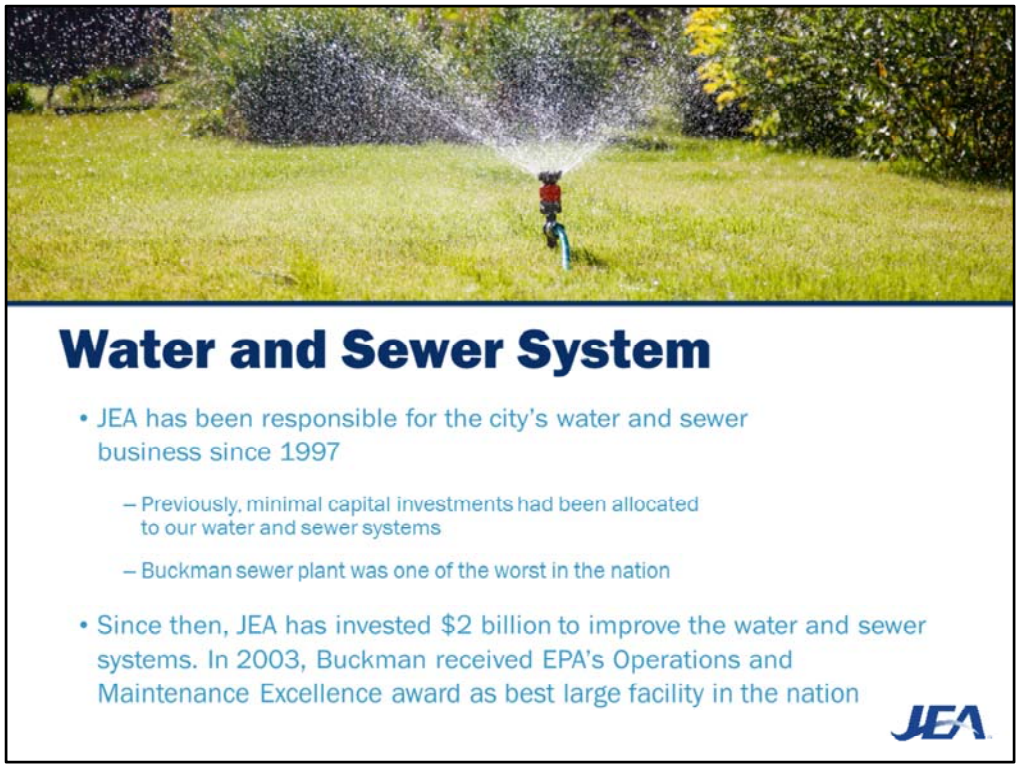
- Brandy Branch – Three natural gas combustion turbines. Capacity is 640 MW in summer and 760 MW in winter
- Northside Generating – Three large steam units and four small diesel units. 1300 MW produced at peak. One of the cleanest solid fuel plants in the world!
- Kennedy Generating – Uses natural gas with diesel fuel as backup in two large combustion turbines. Capacity is 300MW.
- Greenland Energy Center – Its two combustion turbines also use natural gas with diesel back up and capacity is 300 MW
- St. John's River Power Park – co-owned with Florida Power & Light (FPL) uses coal in two large steam units.



When all is going as it should, you don't notice the services we provide. When utility services are interrupted – your life as usual can come to a halt. We understand and are proactive in preventing outages when possible and work hard to get your life back to normal as quickly as possible when an outage does happen.

Proactivity includes JEA's tree trimming program with on staff Arborists who trim trees in a 2 ½ year cycle. This decreases outages and improves service reliability.

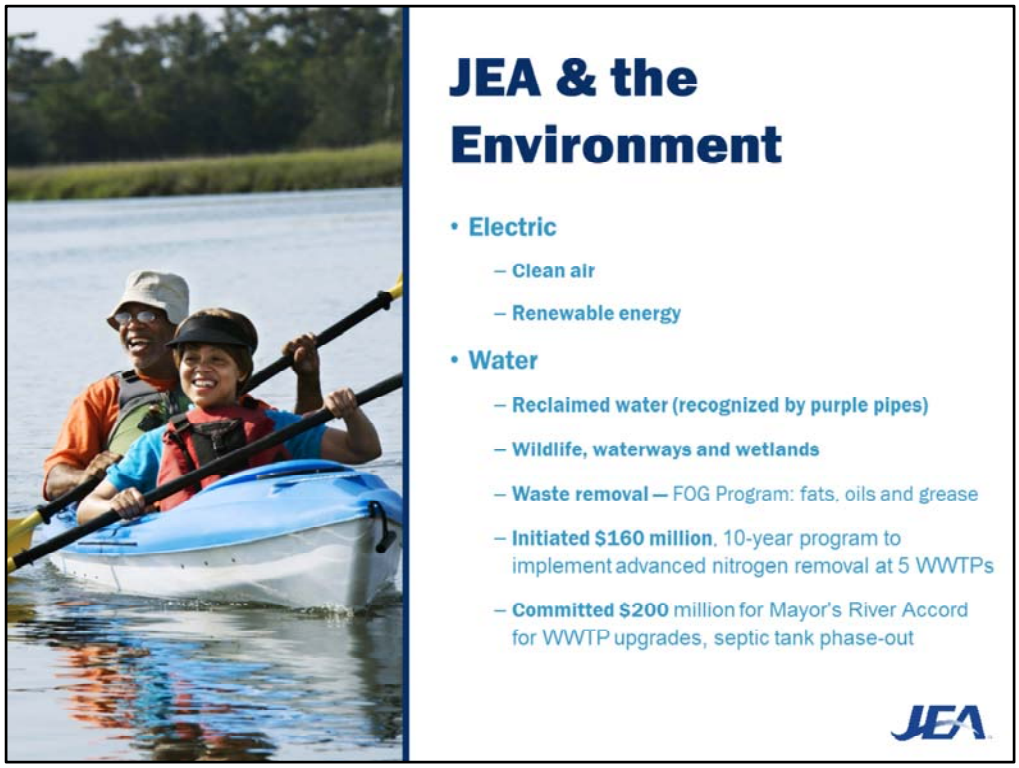
However, outages can still occur and we rely on our customers to report any outages they are aware of as soon as they can.



- Drinking Water – JEA operates 135 wells withdrawing water from the Floridan Aquifer about 1,000 feet below land surface. This water travels over 4,200 miles of water lines to get to our customers.

- JEA is growing our reclaimed Water generation
  Providing treated wastewater to be used as irrigation for Golf Courses and large communities like Nocatee
  - Saves Potable water
  - Less water in the St. John's River

- The wastewater that does go in the St. John's River contains the same nutrients already in the river – we just treat the water to higher levels. With these improvements – we have reduced the amount of nitrogen released into the St. John's River by over 50% in the past 10 years.



Clean air – JEA is committed to protecting the air quality and has a number of environmental control systems, maintains continuous air emissions monitoring to help in pollution prevention and JEA meets all regulatory requirements.

Renewable energy – JEA is committed to promoting conservation with programs such as its use of "green" energy – that is, renewable resources like solar power, biomass from plants and landfill gas.

Protect Wildlife by using flight diverts near power lines. In waterways we use directional drilling. Wetlands – we continuously monitor water quality, taking sediment samples and measuring plant species growth.

FOGs - EPA research shows that close to 30% of sanitary sewer overflows are caused by buildups of FOGS-- fats, oils and grease. Don't pour anything down your sinks or toilets with fat, oil or grease. Put FOGS in a closed container in the trash. For large amounts bring to a collection site https://jea.com/About/Wastewater/Fats,_Oils_and_Grease/

River Accord: JEA has been an active member of River Accord for over a decade. Working with other stakeholders and regulatory agencies to develop and implement the most efficient and cost-effective means of restoring the St. John's River. **MORE on RIVER ACCORD on NEXT SLIDE**

River Accord – formed in 2006 with partners including the City of Jacksonville, JEA, the Water/Sewer Expansion Authority, the Department of Environmental Protection and the St. Johns River Water Management District.

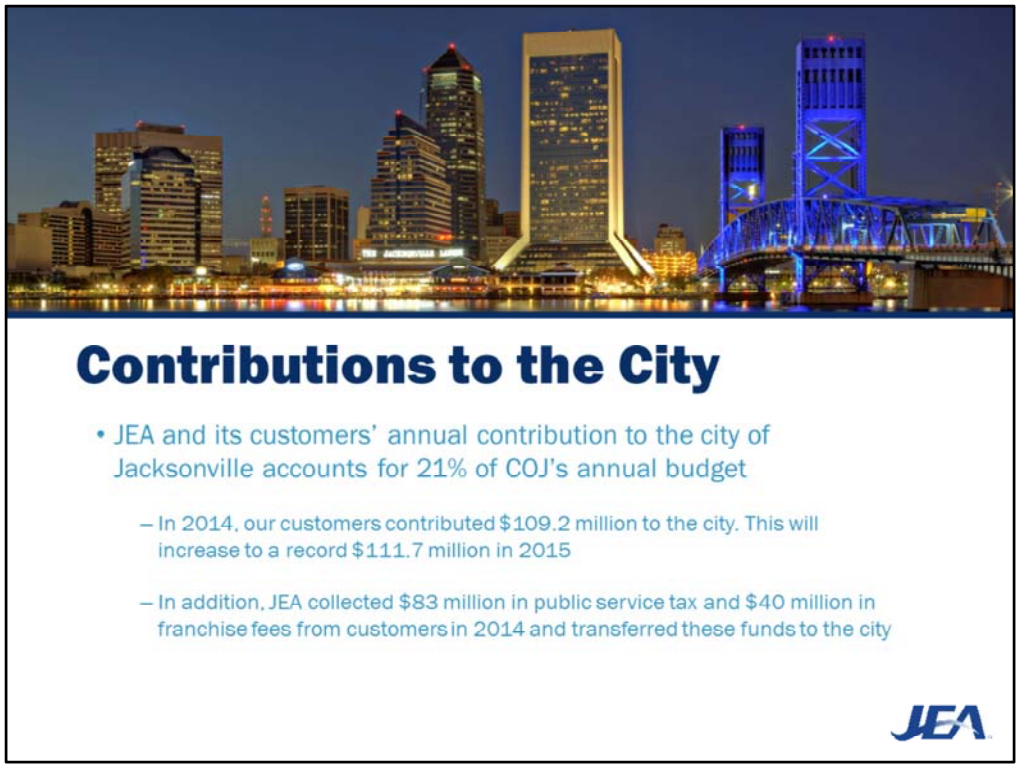
A 10-year $700 million initiative to restore health of the lower St. Johns River Basin by reducing the amount of nitrogen discharged into the River.

- Phased out older technology wastewater treatment plants
- Improving other wastewater plants and building pipelines necessary to reuse treated wastewater for irrigation of lawns, parks and golf courses
- Eliminating failing septic tanks
- Capturing and treating stormwater before it enters the river

JEA has invested over $200 million in the health of the St. Johns River through the updating and/or replacement of over 3,700 miles of wastewater collection lines and over 1,200 pumping stations and fourteen sewer treatment plants in the area we serve.

CEMi5 – areas experiencing more than 5 power outages a year. We continually analyze and fix the underlying issues in these areas such as trees and old equipment.

Smart Grid – Eliminate as much as possible people/trucks dispatched to monitor meters. Now use remote features that allow us to turn on/off power, gather info on usage and alert when there are outages. All through radio waves that are same strength as a baby monitor. Like sending a text back and forth from meter to JEA



These contributions were established as part of the JEA city charter as an independent authority.

JEA is a funding source for the City of Jacksonville.

Everyone at JEA lives in the same communities that you do. We are your neighbors, your friends, part of your church families and we care about the communities we live in.

As our employer, JEA supports our efforts in:
Volunteering at local non-profits to help them achieve their mission through hands on help.

Fundraising – JEA's charter does not allow JEA to financially support area non-profits, but JEA does support its employees annual fundraising activities. On average JEA employees contribute close to $500,000 a year to United Way, Healthcare Charities and the many food, clothing, holiday gifts, veterans blankets/winter wear and other annual drives.

JEA Ambassadors – JEA employees engage in hundreds of community activities a year to share our business model, utility and environmental conservation practices, financial literacy programs and the many and varied customer service and solutions offerings we have.

Energy Self-Assessment Kits – free to check out at the local library

JEA free Utility Assessments :

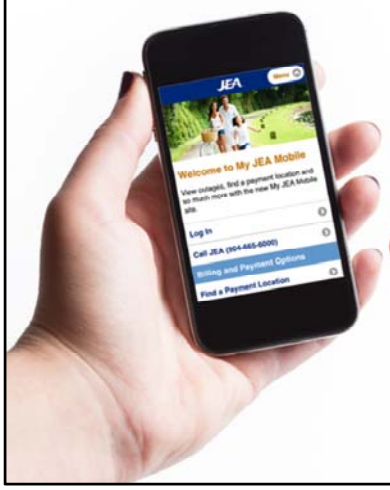
- Schedule an energy or water assessment – call 904-665-6000
- Schedule LawnSmart irrigation assessment – call 866-664-8644

ShopSmart rebates on lightbulbs and appliances at local stores such as Target, Walmart, Lowes and Home Depot

To learn more about each of the Easy to Pay Options call 904-665-6000 or go to https://www.jea.com/Online_Account/

In addition to downtown payment center there are over 100 payment locations including Publix and Winn Dixie – see jea.com for list of all of them.

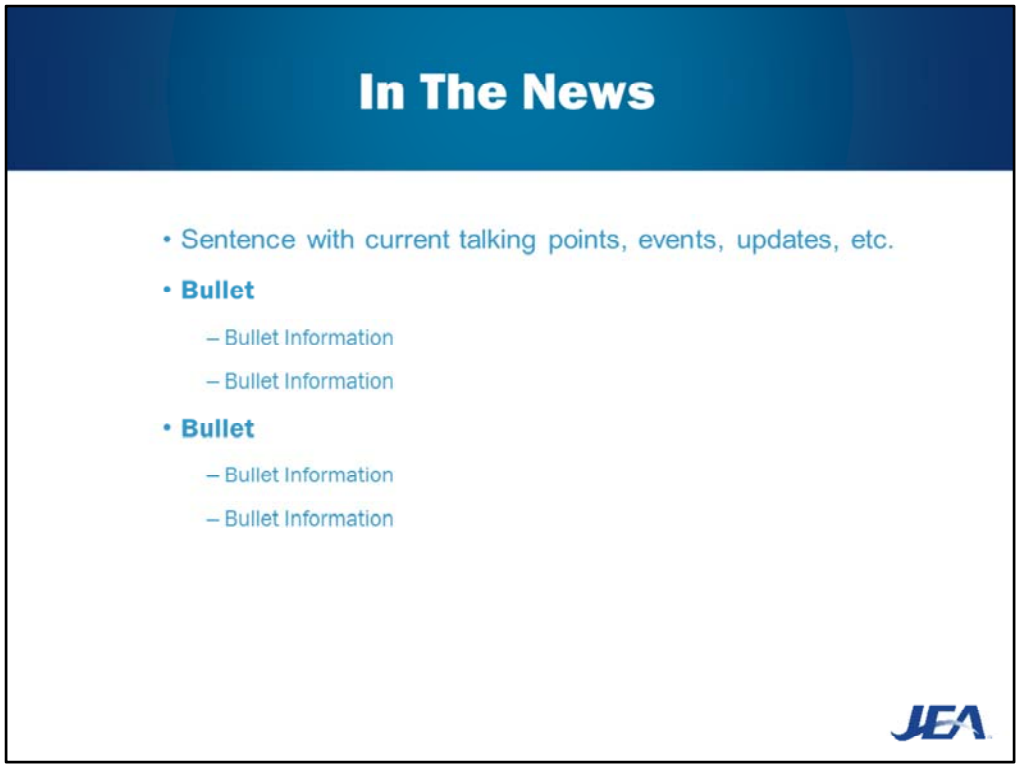
Stay Connected



- **JEA Mobile Website**
  - View bill and make payment
  - Report an outage
  - Check outage updates
  - Find a payment center
- **Follow NewsfromJEA**

  - Storm warnings, utility outages, community improvement, events

  - *How To in Two* utility efficiency videos
- **Weekly Radio Show: Q&A with JEA**
  - NEWS 1045 on WOKV Radio
  - Ask, Listen and Learn – Be in the know about JEA



This page will be updated monthly/quarterly as there is material news to share with our customers:

This is where we can tell “our story” of what customers see in the news. Such as:

- Pension news
- Clean Power Plan
- In Your Pocket – performance pay talking points
- Rate restructuring

JEA Ambassadors

Speaker Activity Description

Speakers Engagement Mission: To enhance community engagement efforts, empower customers and future customers to make informed decisions about their utility services, facilitate excellent customer service opportunities and demonstrate JEA's commitment to community responsibility and stewardship.

Speaker/Presenter: JEA Employees at all levels who have public speaking skills and experience, are well informed about the organization, and can be appealing to any audience when talking about the organization and concerns of our customers. Ambassadors who will positively represent JEA, who are comfortable delivering presentations, can answer customer questions and/or can direct customers to the appropriate resource.

Required Skills:

- Good Public Speaking/Presentation skills (experience with PowerPoint)
- Knowledgeable about JEA's business, it's customers and/or specific topics appropriate to the audience (SME)
- Communicates JEA's business information and messages with confidence
- Able to motivate and inspire others
- Can communicate effectively to a variety of audiences
- Able to "think on your feet" and provide positive and respectful responses that put customer at ease when confronted with negativity or misinformation
- Toastmaster graduate – a plus!

Desired Attributes:

- Passionate about the company, community and customers
- Reliable and punctual
- Well Spoken
- Professionally attired
- Organized and prepared
- Good follow up to JEA Community Engagement department

JEA Ambassadors

Speaker Associate Activity Description

Speakers Bureau Mission: To enhance community engagement efforts, empower customers and future customers to make informed decisions about their utility services, facilitate excellent customer service opportunities and demonstrate JEA's commitment to community responsibility and stewardship.

Speaker Associate: JEA Employees at all levels who are interested in being an Ambassador Speaker, but are not yet comfortable with delivering talks and presentations. Associates are "speakers-in-training" and will accompany Speakers and assist with set up, AV equipment, JEA handouts and/or promo items. Associates will also assist with Q&A sessions, note-taking, etc. An Associate is someone who will positively represent JEA and can answer basic questions or refer customers to the appropriate resource.

Required Skills:

- Knowledgeable about JEA's business, it's customers and/or specific topics appropriate to the audience (SME)
- Well spoken – articulate
- Proficient in laptop set up/AV equipment
- Problem solver
- Can motivate others

Desired Attributes:

- Passionate about the company, community and customers
- Reliable and punctual
- Detail oriented
- Confident and comfortable with people – put them at ease
- Professionally attired
- Organized and prepared
- Good follow up to JEA Community Engagement department

JEA Ambassador Speaker Tip Sheet

- Confirm the location of your engagement. MapQuest or call for directions ahead of time if necessary.
- Include travel time on your schedule and arrive at the destination at least 10 or 15 minutes early. Introduce yourself to the person in charge as a JEA Ambassador/Representative.
- The evening before or morning of your engagement, confirm that you have all of the necessary materials and equipment for your presentation (Computer, power cords, handouts, etc.)
- Please be set up to start on time and end within the allotted time given. Ask the organizer if they would like you to wait for any latecomers and if so, only allow about five minutes. Honor the audience members who are there by starting on time or very soon after.
- A Great Speaker:
    - Engages the audience, solicits input and answers questions informatively and clearly.
    - Uses language that is appropriate for the students—taking into consideration age (children or adults) and level of knowledge about your topic. Deliver information in a manner that is easily understood, avoiding jargon, acronyms or complicated terminology.
    - Uses analogies, stories and humor to connect to the audience and bring the information to life. Create pictures with words.
    - Speaks clearly and simply. If you must use complicated language, be sure to keep it to a minimum and explain any words that may not be easily understood by your audience.
    - Pays attention to the audience throughout the presentation; see how they are responding to the information. If they seem bored or disinterested, do something to regain their attention such as change the subject or open floor to questions.
- If at end of your allotted time, there is good dialogue happening or several questions pending, Go ahead and end the presentation and offer to stay around to continue the conversations or answer any questions if that is OK with the event organizers.
- Disperse presentation evaluations and collect the filled out ones (return those to JEA)
- JEA Suggested Attire
    - Accepted business clothing or
    - JEA polo style, collared shirt and black, blue or khakis colored pants
- **For Questions, Information or Assistance Contact:**
    - Community Outreach Coordinator – Karen Blutcher: 665-7068/386-5385

JEA Ambassador Speaker
Assignment & Check-Off List

Speaking/Presentation Information:

Presentation Date: _____ Presentation Topic: _____

Organization or Group Name: _____

Address: _____

Contact: _____ Phone #: _____

Presentation Time: _____ Allotted Time: _____ Parking Pass Needed: □ Yes □ No

Attendees: □ Adults □ Children (Grade Level _____)

Speaker/Presenter Associate:_____ **Cell:** _____

Please Bring:
□ AV equipment – Laptop, cords, etc.
□ JEA Handouts – Printed Copies of Presentation, Brochures, Conservation tips and Presentation Evaluations
□ JEA Promo items
□ JEA Conservation Back Pack or Savings Without Sacrifice Back Pack
□ Your Business cards
□ Your JEA Name tag/ID badge

For Questions, Information or Assistance Contact:
Community Outreach Coordinator – Karen Blutcher: 665-7068/386-5385

Assignment Special Instructions:

Almost Done: Please sign and return this document to Karen once your assignment is complete. Add any comments you feel are important about the event/assignment. Thank you!

_____ _____
Ambassador Signature Date

Ambassador Comments:

JEA Speaker Review

JEA values your opinion and would like to get some feedback from you regarding you/your group's overall opinion of the JEA representative who recently made a presentation at your meeting. Please take a moment to let us know how they did. Circle the number that best represents your satisfaction level. We appreciate your input. Thank you!

	Poor					Adequate					Excellent
1) Overall impression of JEA representative	0	1	2	3	4	5	6	7	8	9	10
2) Usefulness of the information	0	1	2	3	4	5	6	7	8	9	10
3) Were your expectations met	Did not meet expectations				Met my expectations			Exceeded my expectations			
4) Would you recommend a JEA speaker to other groups/organizations	Yes				No						
5) Overall satisfaction with the speaker	0	1	2	3	4	5	6	7	8	9	10

Please share your suggestions or comments.

_____

_____

_____

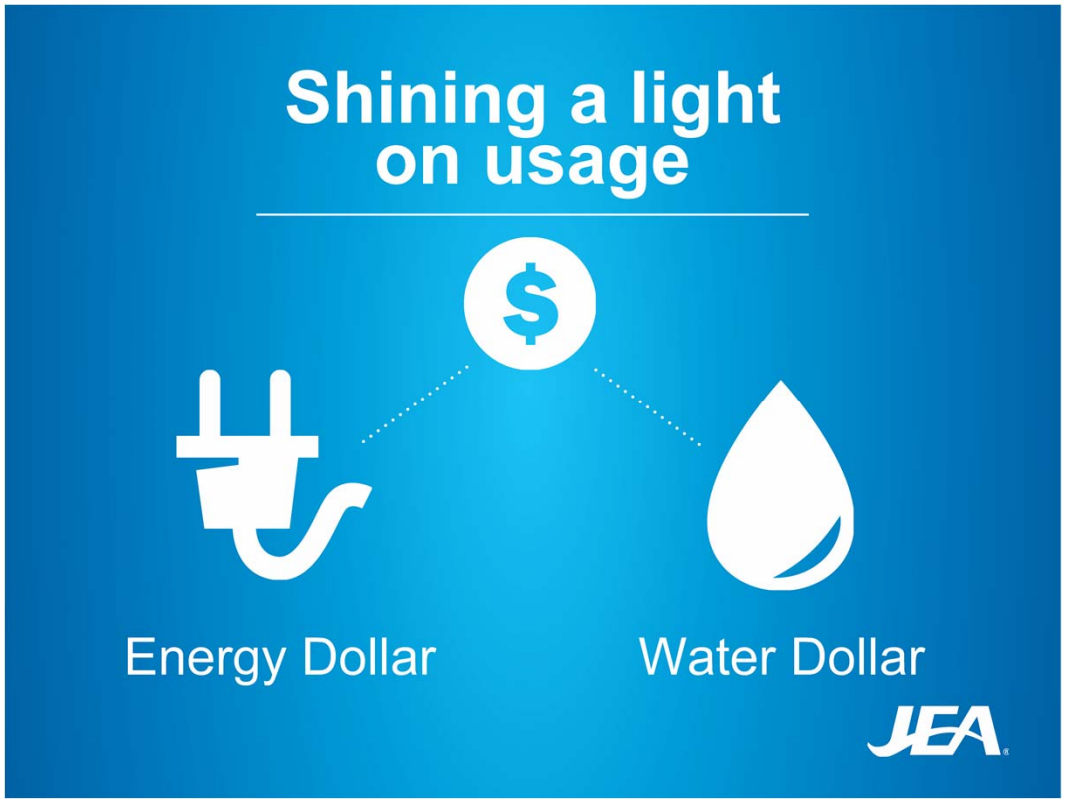
JEA sm

Building Community sm

•Thank the audience for coming and the host organization contact person for inviting JEA.

•Introduce yourself and what you do at JEA.

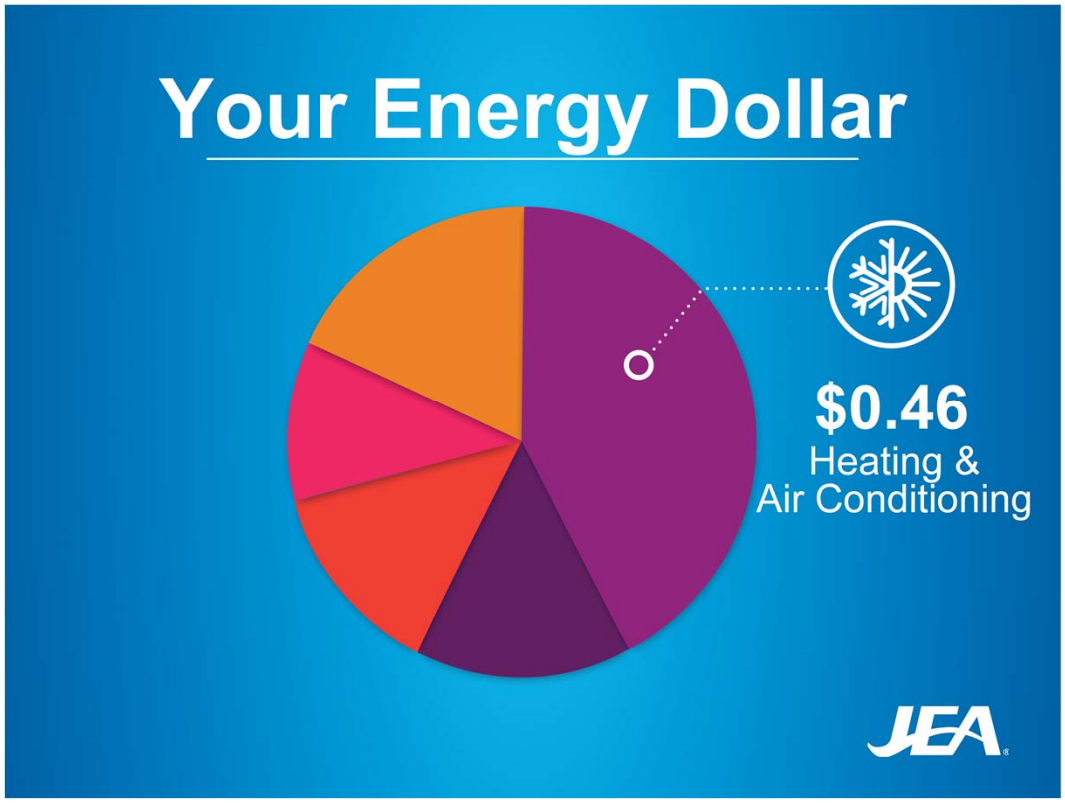
•My goal is to teach you how to save money without sacrificing your comfort as much as possible.



•We all wonder at some point, “How did my bill get so high?”. “Where is my money going?”

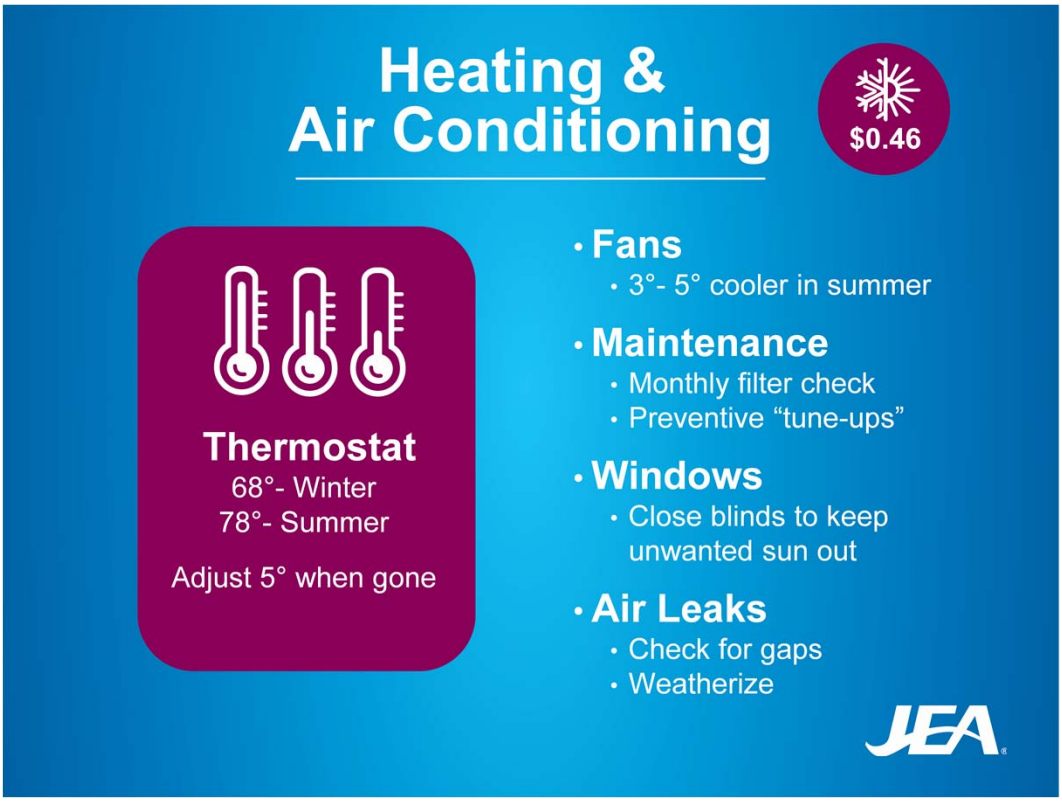
• Let’s look at what the typical Utility customer’s energy and water dollars pay for in the home.

• We’ll start with our ENERGY dollars.

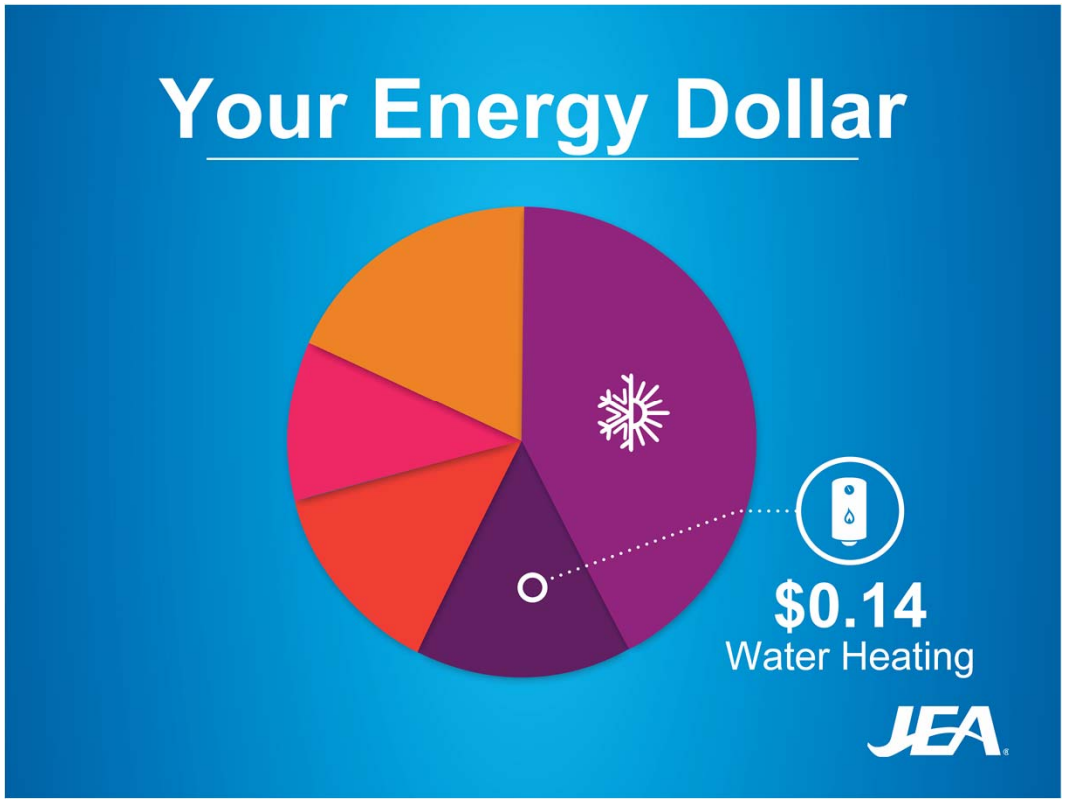


•Your Heating and Cooling system is the #1 user and can account for up to $0.46 of your Energy Dollar or 46% of the electric portion of your utility bill. That is almost half of your energy bill from one item in your home!

• Anything you can do to improve the efficiency and effectiveness of your HVAC system will save you big dollars each and every month.

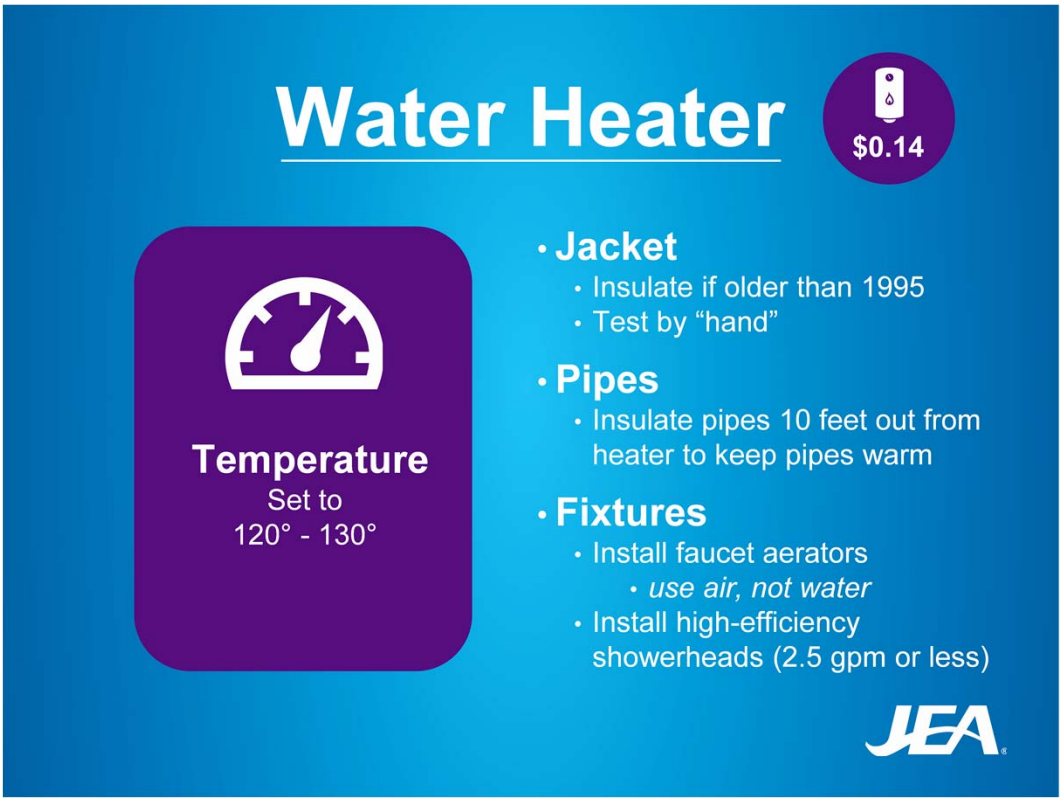


- **Fans -** Use fans to make you feel 3 to 5 degrees cooler.. Turn them off when you leave the room, fans cool people NOT rooms
- **Thermostats -** Agree on a comfortable temp for everyone in the family. JEA recommends 78 degrees in the summer and 68 degrees in the winter – you can acclimate your family by lowering/raising the temperature by one degree for each week till you hit these numbers.
- Also set temperature 3-5 degrees lower/higher when you are not home
- **Maintenance -** Change/check your filter monthly and use the right size pleated filter. Get a "tune-up" of your AC during the spring and fall in preparation for the Summer cooling and Winter heating
- **Windows** are the weakest link in your home for letting heat in or out. Blinds/curtains help to keep out the heat in summer/heat in – in the winter. Plant shade trees and use solar screens or window tint. It's costly to replace windows if you don't have to – takes 20-30 years to make the money back.
- **Stop air leaks -** "If you see light it isn't tight". Use caulk, weather-stripping, gaskets and spray foam to seal air leaks in your home around plumbing and electrical penetrations. This is a low-cost, no-cost, DIY project that works!



•Water Heating can account for up to $0.14 of our energy dollar or 14% of the electric portion of your utility bill.

• The Water Heater is one of the very few appliances in your home that affects all three phases of your Utility bill; electric, water and sewer!



Your two main ways to save money on your water heating bill are at the water heater and at the fixture.

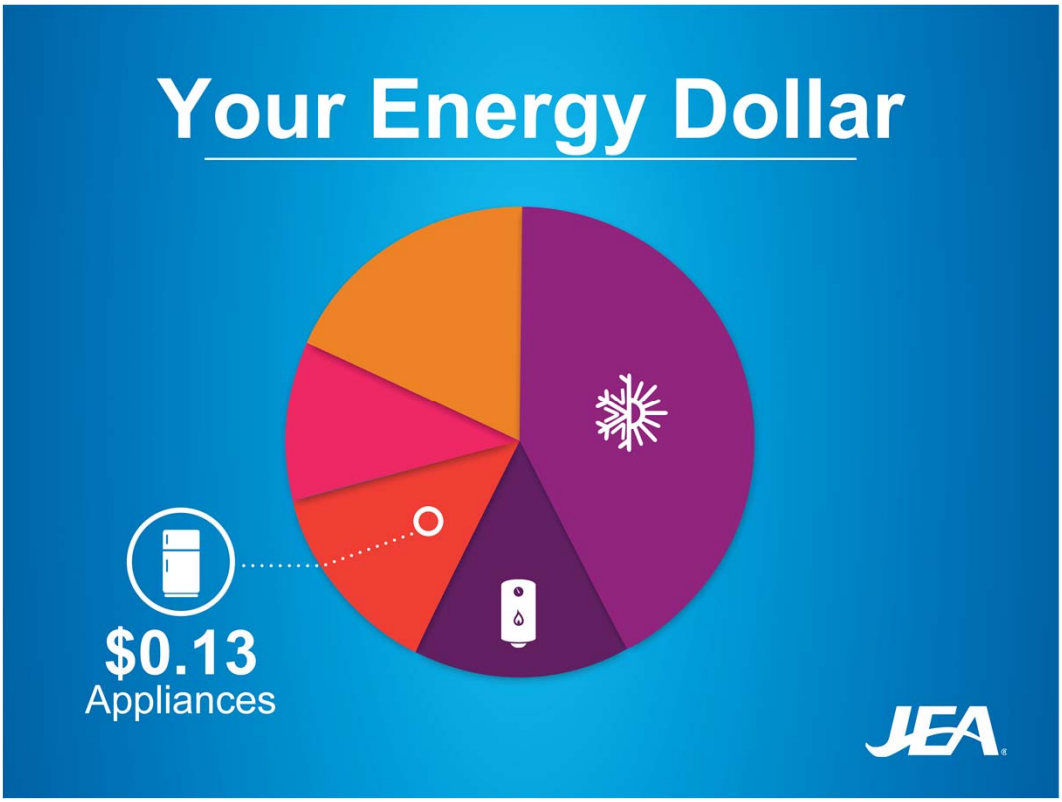
Temperature Setting - Set your water heating temperature to 120-130. Any higher and you can risk scalding.

Insulate - If more than 20 years old, your heater may need an insulation jacket..

•Put pipe insulation on all pipes as far as you can reach up to 10 feet

•**Install Faucet Aerators to** introduce air into the water stream so ultimately you use less water

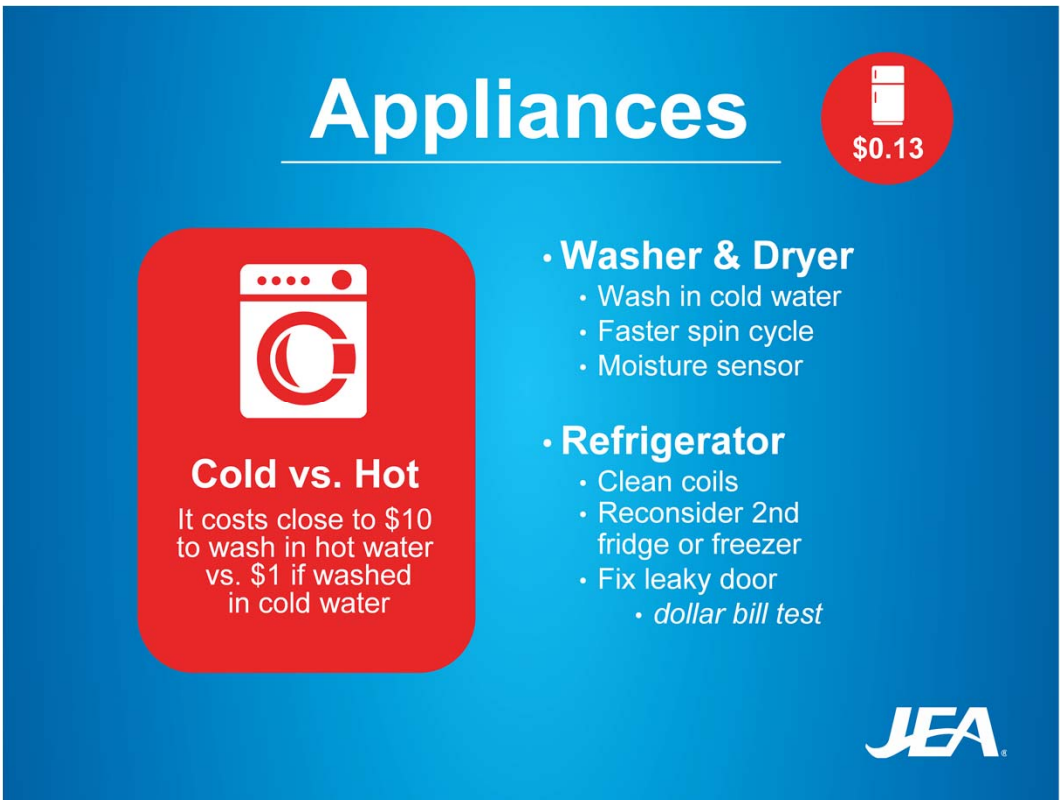
•**High Efficiency Showerheads using** 2.5 GPM or less (gallons per minute) are more efficient and save money right away.



•**Appliances** can account for up to $0.13 of our energy dollar or 13% of the electric portion of your utility bill.

• **Getting more efficient appliances** has been made easy by using **ENERGY STAR Appliances**.

Look for the ENERGY STAR logo on new appliances. They generally use 30% less energy than those without the label.



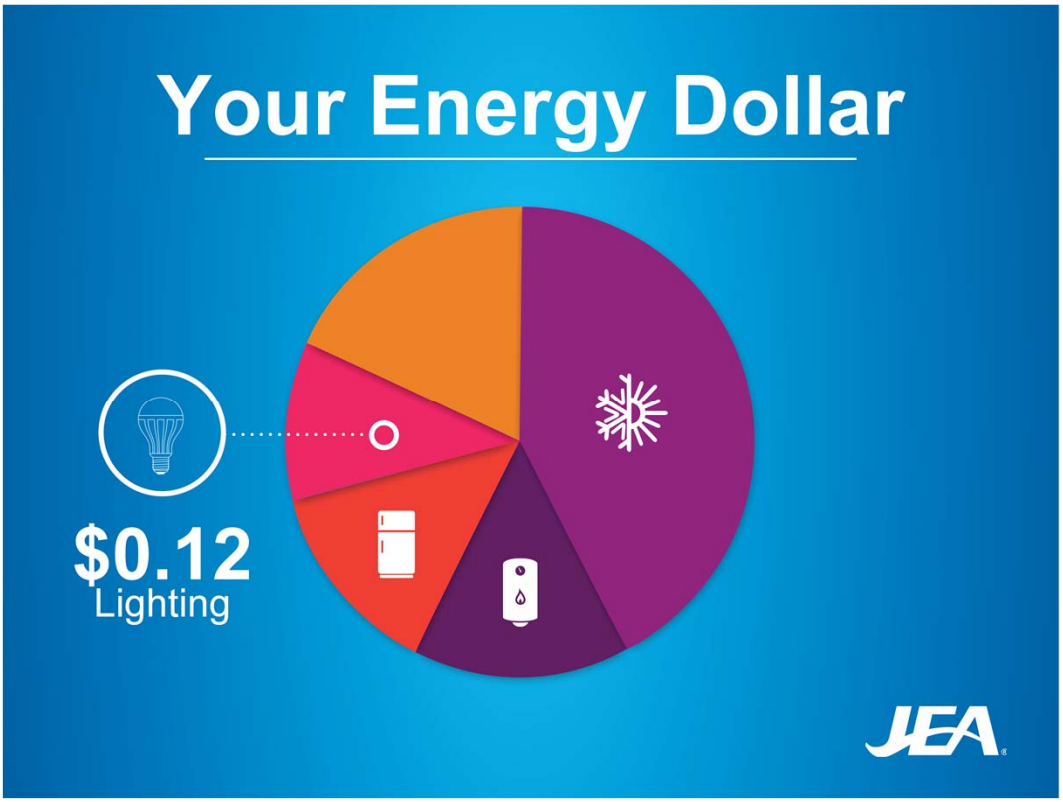
Washer & Dryer

• Always wash in cold water. It will cost $1 to wash in cold vs. $10 in hot water

• Look for energy saving features on the washer and dryer like a faster spin cycle or a moisture sensor

Refrigerator – Check for leaky door - Check the seals.

- Put a dollar bill half way inside the door. There should be some resistance as you pull the dollar out. If there is no resistance then you need to fix the seal on the door. Use a blow dryer to heat the seal and make it more pliable.
- **Clean the Coils** - The metal coils remove heat from inside the refrigerator cooling it down. If dust and debris accumulate around the coils, your refrigerator may not be able to cool properly, it may run continuously or it may stop completely.



•**Lighting** can account for up to $0.12 of your energy dollar or 12% of the electric portion of your utility bill.

• Lighting can be the first thing you do to save money on your utility bill. It's as easy as changing a light bulb!

Use Compact Fluorescent Light Bulbs or LEDs

LEDs use 75% less power and gives off 75% less heat and last even longer than CFLs.

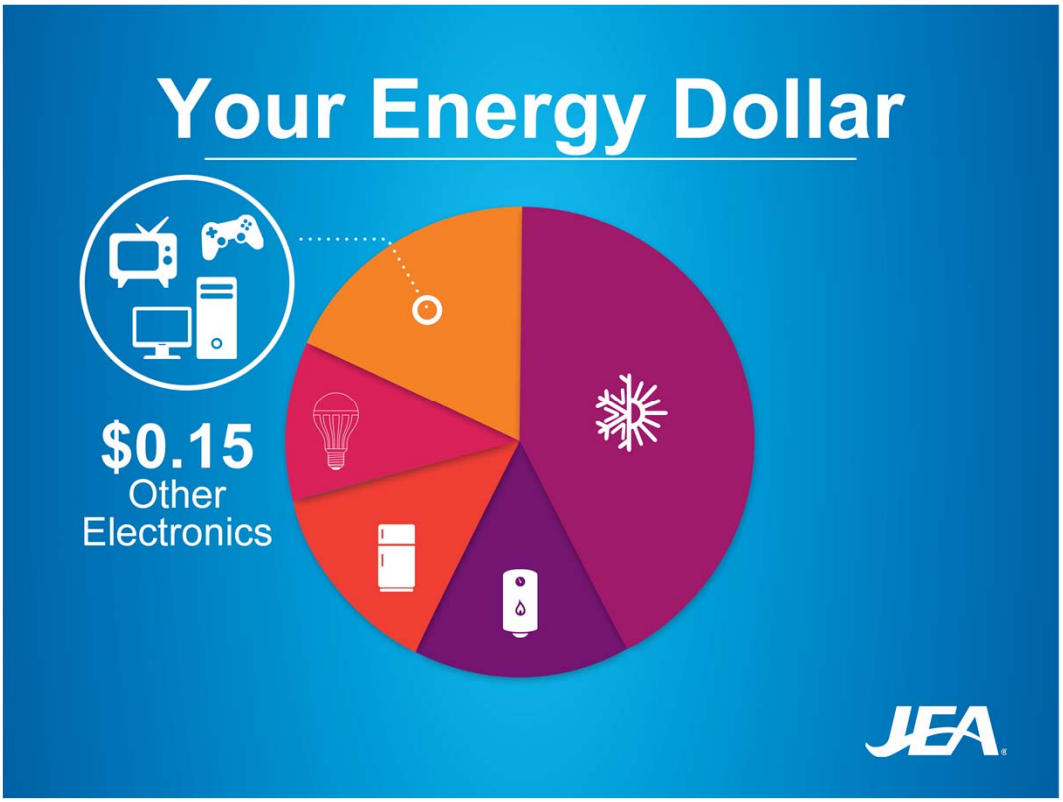
CFLs are the slam dunk of energy conservation because they use 75% less power, give off 70% less heat and last up to 12 times longer.

Match Bulb to Application

• Dimmers and 3-way bulbs are special application so you will need to make sure the bulb says it is rated for that purpose.

• **JEA offers light bulb discounts at major retail**

stores



•**The "Other" category** can account for up to **$0.15** of your energy dollar or 15% of the electric portion of your utility bill.

• It includes items such as TVs, Surround Sound Systems, DVD Players, Cable Box, Game Systems, microwaves, coffee machines, hair dryers, toaster ovens, etc.

Standby ≠Off

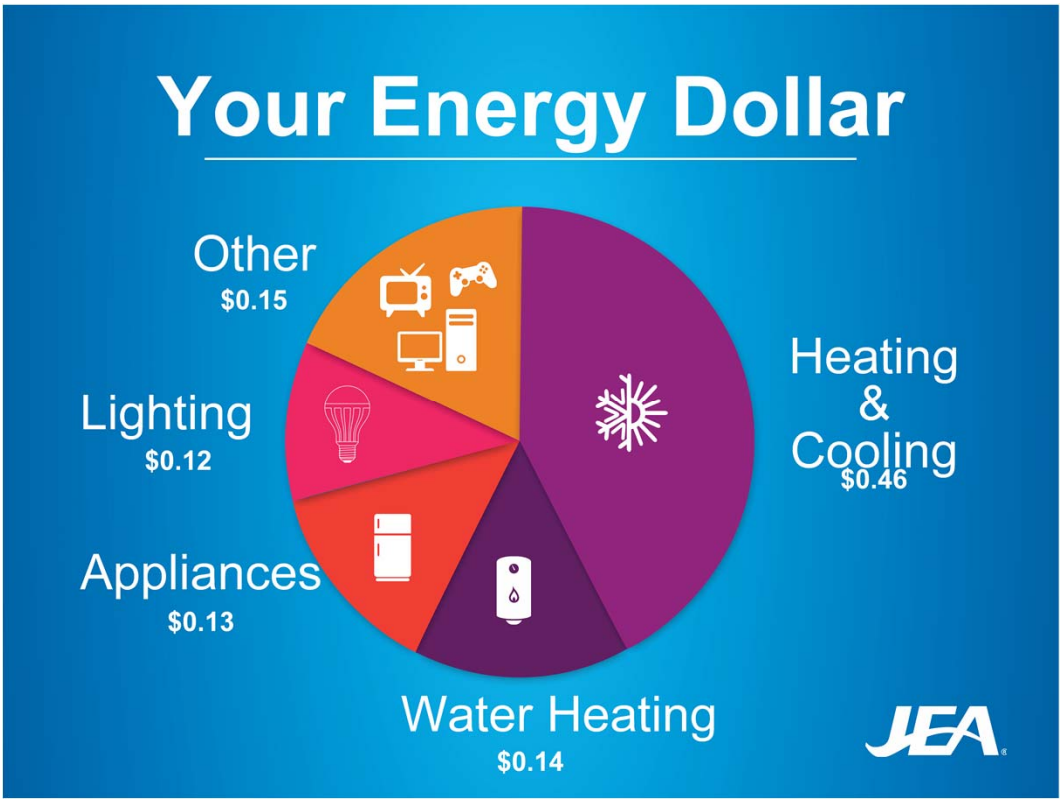
• Most items go into a standby mode now and don't completely shut off

• Did you know that the difference between standby and active modes on video game consoles is only a few watts?

• Every video game console has a power management option available but it will need to be turned on by you in the game systems option.

Beware the Phantom Loads

• The only way for you to know an appliance is truly off and not in standby mode still using electricity is for you to unplug it or turn off the power strip

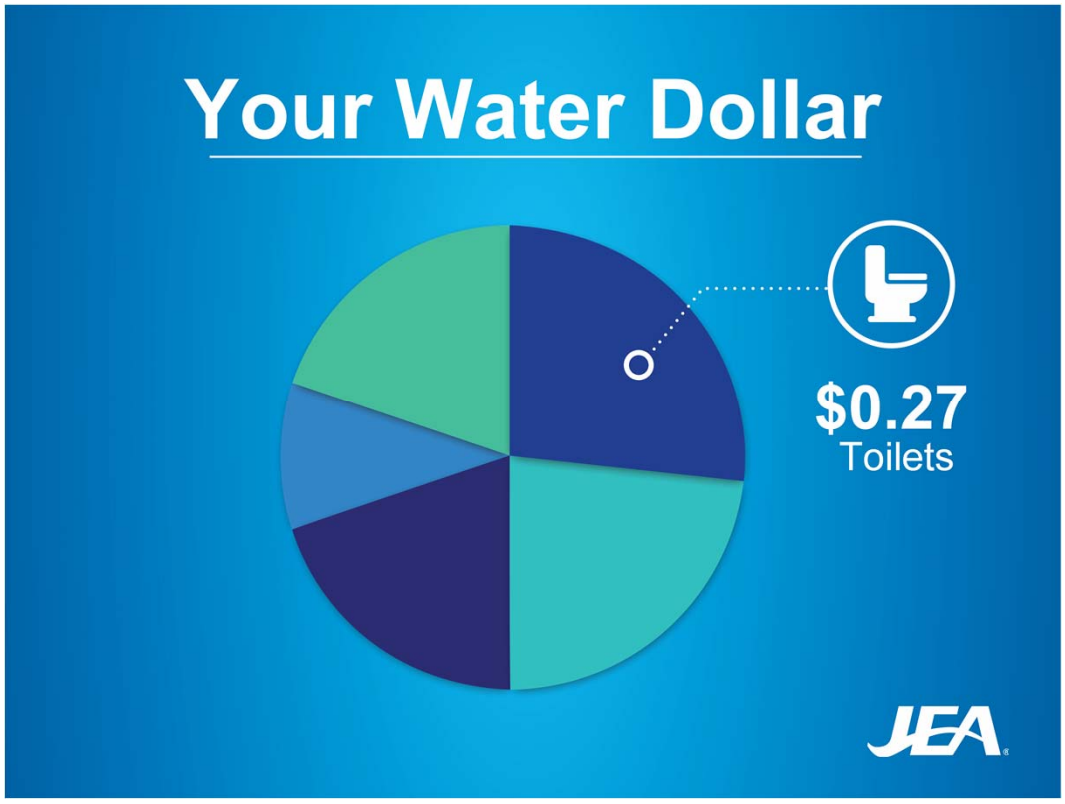


Now let's look at our water dollar.

•**JEA doesn't have a separate sewer meter** that shows consumption. The sewer charges are based directly off how much water is used through the water meter. (The only exception is if you have an irrigation meter – No sewer charge on water used through an irrigation meter.)

• **Typically the sewer versus water charge follows a 1 to 3 ratio.** For example, a $4 water and sewer bill would be broken down into a $1 charge for water and a $3 charge for sewer. That $3 covers waste water

treatment, an expensive process.



•The Toilet can account for up to $0.27 of your Water Dollar or 27% of the water portion of your utility bill.

• If you don’t have an irrigation system, this is by far your biggest water user/cost.

A worn flapper is the #1cause for water leaks inside your home. Costs anywhere from $20 to $200 extra per month

•You can test for leaks. Every 3 months pour half a cup of a colored liquid into tank. Wait 30 minutes – if you see colored liquid in the bowl = the flapper is leaking.

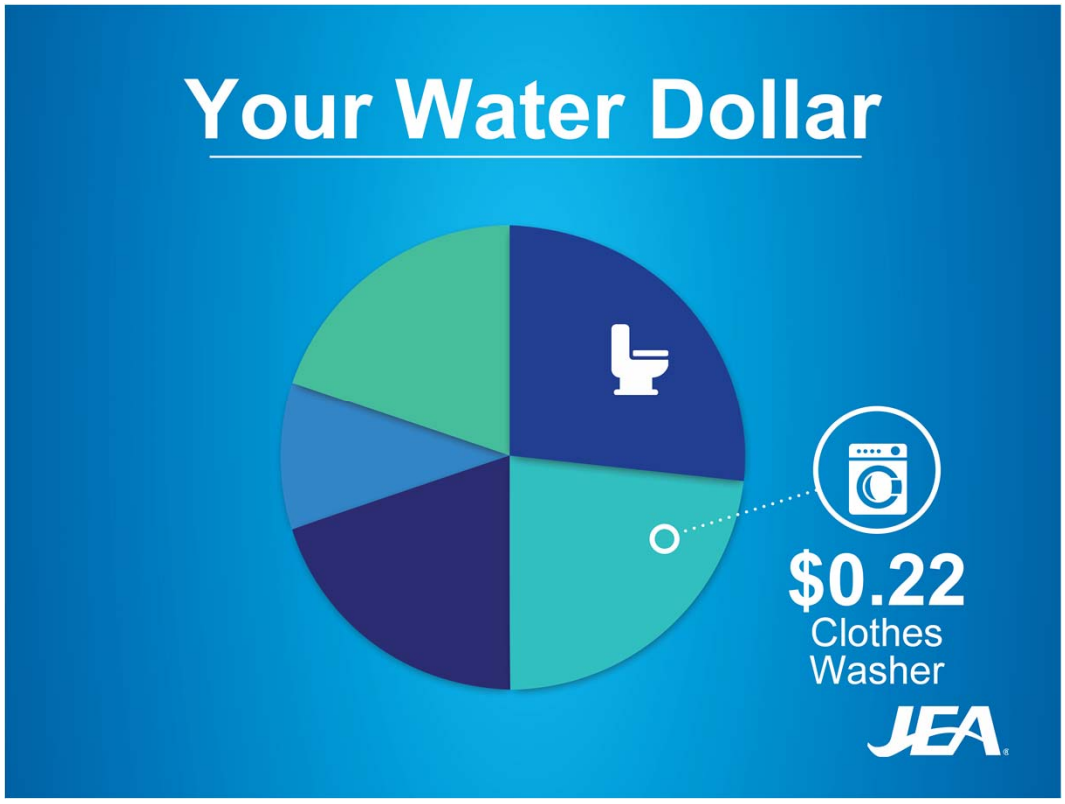
• Avoid using caustic toilet bowl cleaners like tank tablets

•More Efficient Options

• You want a toilet that uses 1.2 gallons per flush or less.

• Buy a flapper-less toilet

• Buy a dual-flush toilet. Press #1 button for #1, press #2 button for #2!



•The **Clothes Washer** can account for up to $0.22 of your Water Dollar or 22% of the water portion of your utility bill.

•Depending upon the number of occupants in the home this could jump to #1!

New high efficiency clothes washers use about half the water of those 10 years ago!

• Front load washers are more energy and water efficient than top load models but check to be sure.

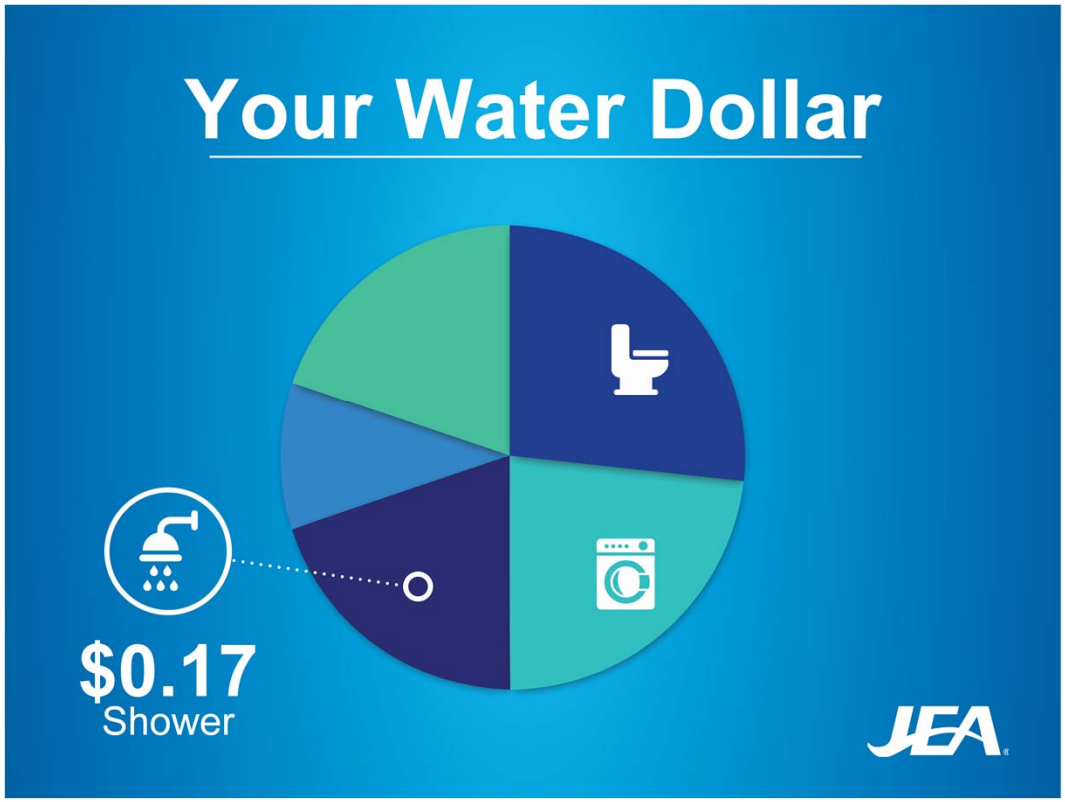
Operate Washer more efficiently

• Operate only with full loads.

• Use the variable water volume setting if available to tailor the right amount of water needed for the load.

• Use the shortest wash cycle for those lightly soiled loads.

• Check your water hoses frequently for leaks.



•The **Shower** can account for up to $0.17 of your Water Dollar or 17% of the water portion of your utility bill.

•If you have teenagers at home - this is most likely your #1 water use but you already knew that!

High Efficiency or "Low Flow" Showerheads

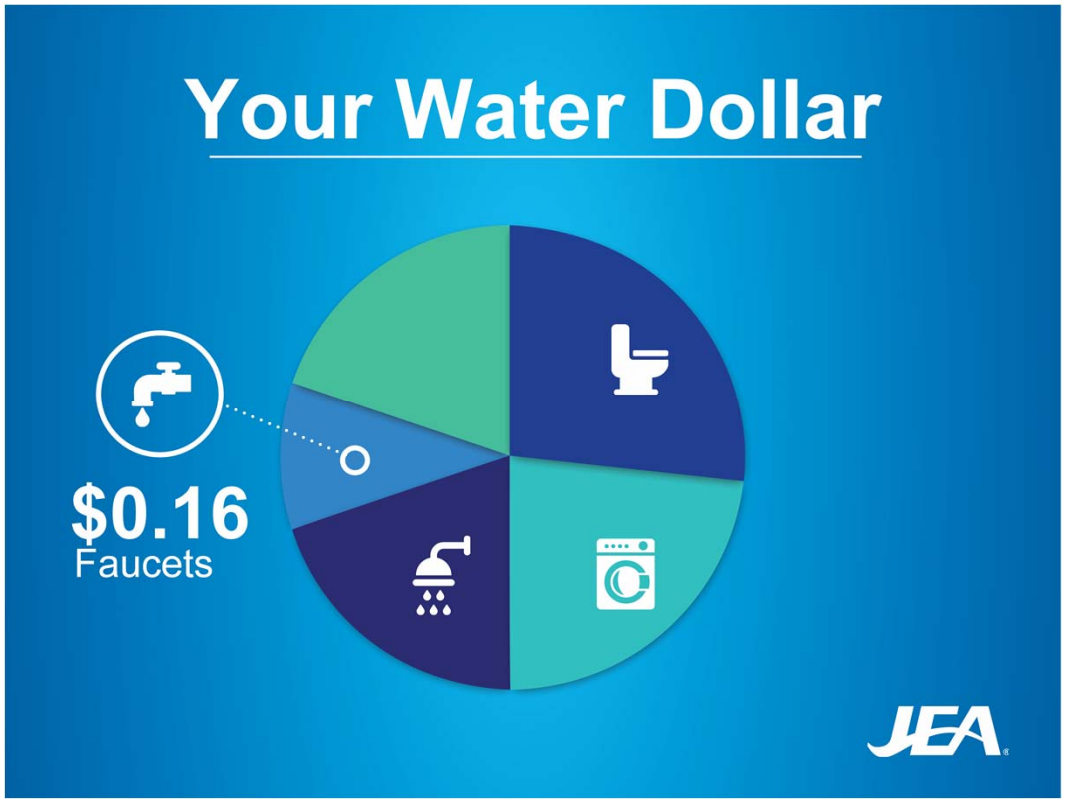
•Air is infused in the water stream so you ultimately use less water.

• Code says that shower heads cannot use more than 2.5 gallons per minute (gpm), but some homes still have 3.5 to 5.0 gpm showerheads.

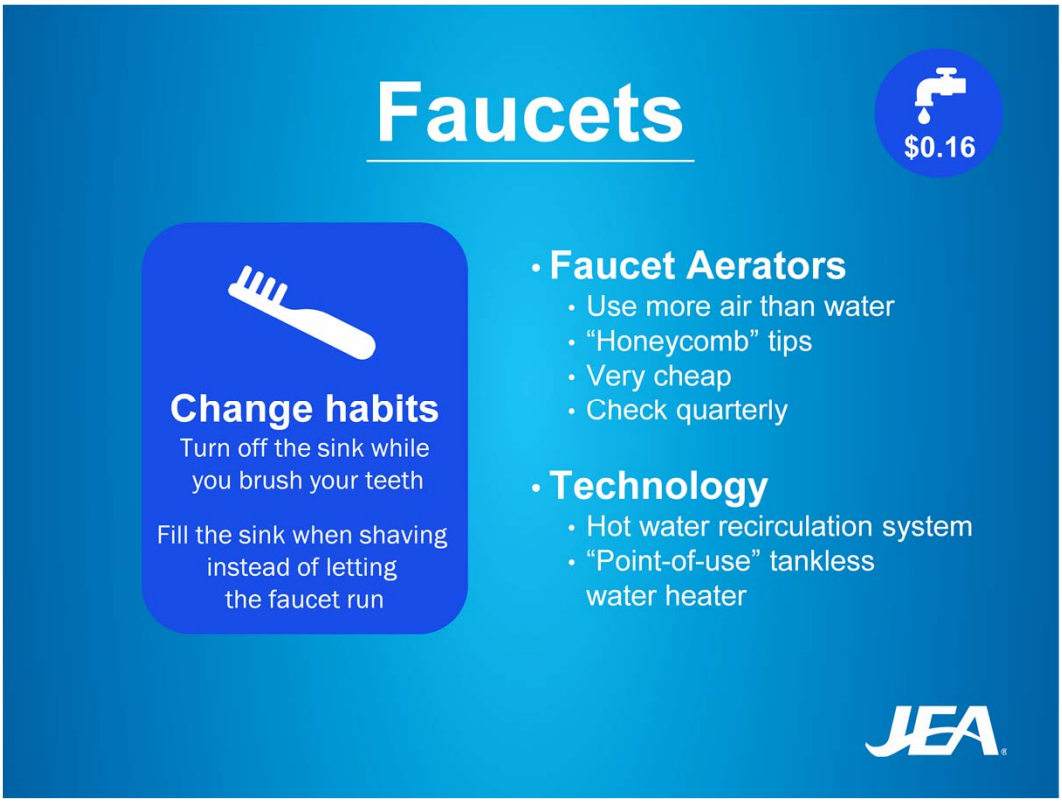
• Replacing with a 2.5gpm means they would cut the **water, sewer <u>and</u> electric charges** for showers in half without having to take a shorter shower.

• Can very easily find showerheads at your favorite

big box and hardware store that use as little as 1.2 gpm.



•**Faucets** can account for up to $0.16 of your Water Dollar or 16% of the water portion of your utility bill.



Use Faucet Aerators

• Air is infused in the water stream so you ultimately use less water.

• Aerators are the honeycomb tips that screw onto the base of the faucet.

• Very cheap typically – Under a $1 per aerator.

Simple behavioral changes

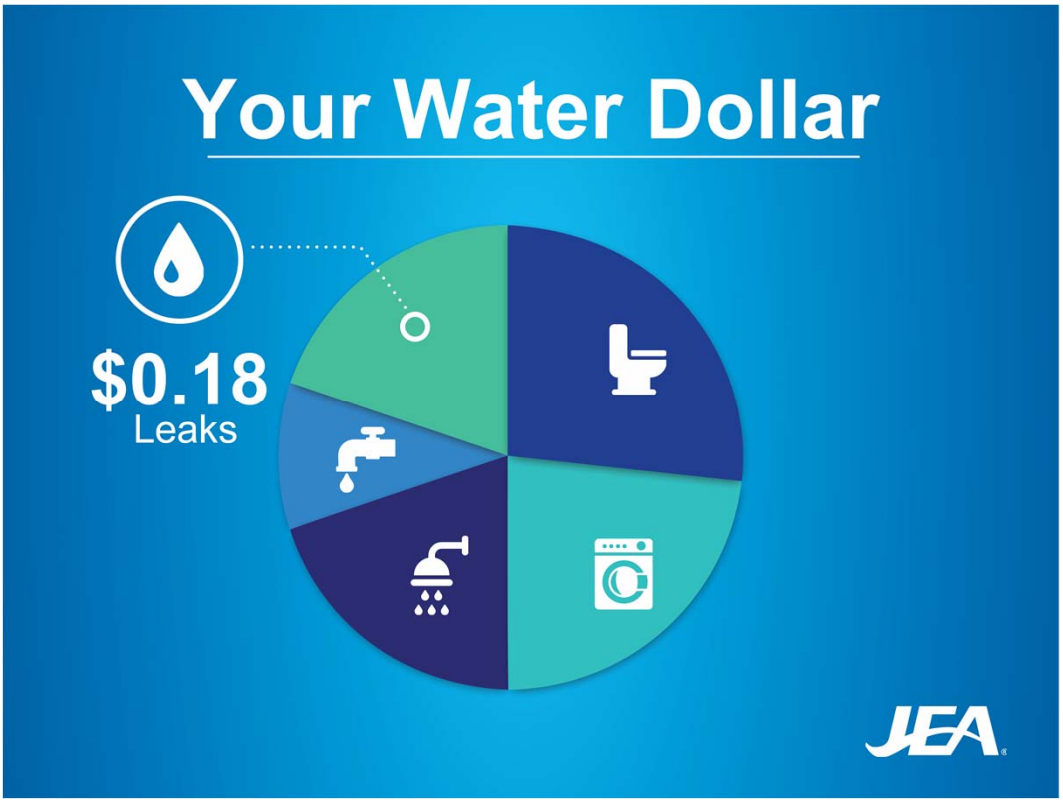
• Turn off the sink when brushing your teeth in bathrooms and in kitchen when rinsing dishes

• Fill the sink when shaving

Technology solutions

•Look for an ENERGY STAR water heater, or consider a "point-of-use" tankless water heater if only 1 or 2 occupants

in the home.



• **Leaks** can account for up to **$0.18** of your Water Dollar or 18% of the water portion of your utility bill.

• Leaks can account for, on average, 10,000 gallons of water wasted in the home every year, which is enough to fill a backyard swimming pool!

Be Vigilant – Look Here First

• A Flapper valve leak is usually prevalent if the toilet is making any noise or flushing by itself when not in use.

• A Water heater leak will cost you not only in additional water and sewer cost but on the energy portion as well.

• A drip at the faucet or showerhead can waste nearly 3000 gallons of water in one year.

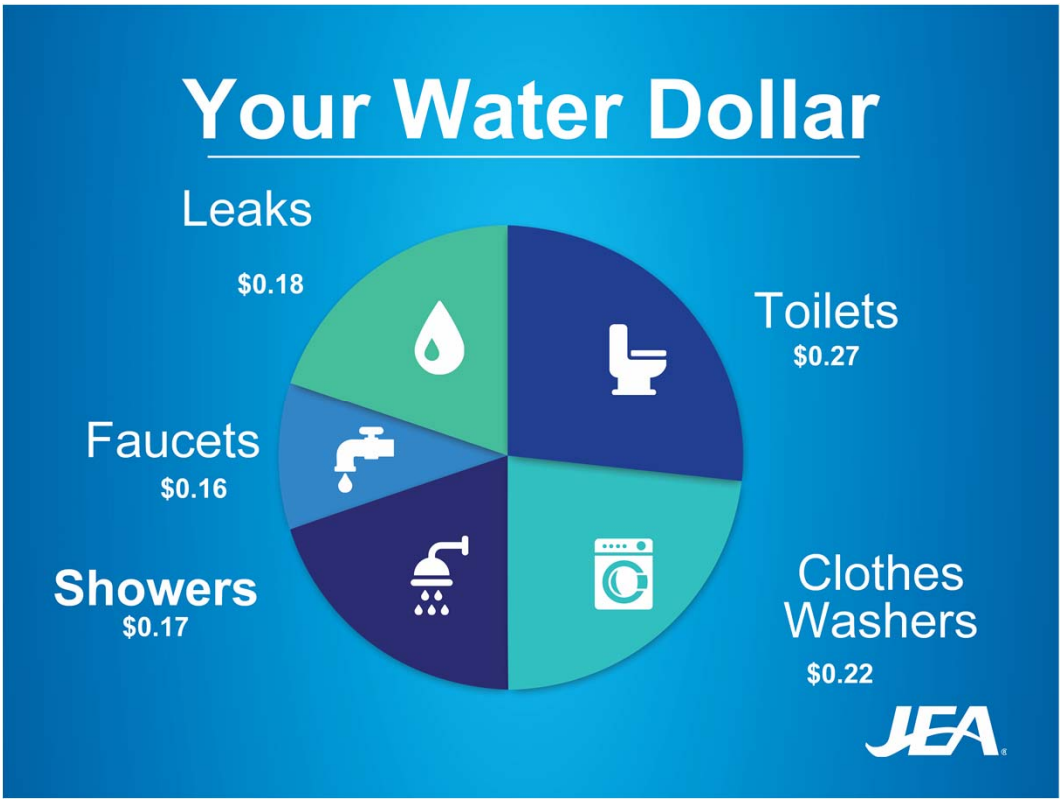
Check the Leak Detector

• Ensure all the water is off in the house

• The dial is located on the water meter itself which is usually near the street

• Remove the cover and look for the little red or blue dial

• If it is moving you have a leak somewhere in your system – **call the plumber – JEA cannot fix this.**



•Hopefully you now have a good idea where your energy and water dollars go.

•I have some hand-outs for you to provide some more helpful information:

1. The JEA Tip Sheet – Covers tips that will save you money on your utility bill.
2. The 12-Months Maintenance Checklist – The things we don't maintain are the things that cost us money
3. Diagnosing a High Bill Factsheet – Here are the top "silver" bullet items that cause high bills.

JEA offers a number of services to help you **save money:**

- JEA Rebates on lighting and appliances
- My JEA Utility Tracker (at jea.com)
- Call JEA for home and lawn efficiency assessment
- jea.com/waystosave

And a number of ways to **manage your bill**

- JEA MyBudget – Program to levelize monthly bill
- Auto Pay and eBill = no paper/envelopes

Thank you so much for inviting me to speak. Have a

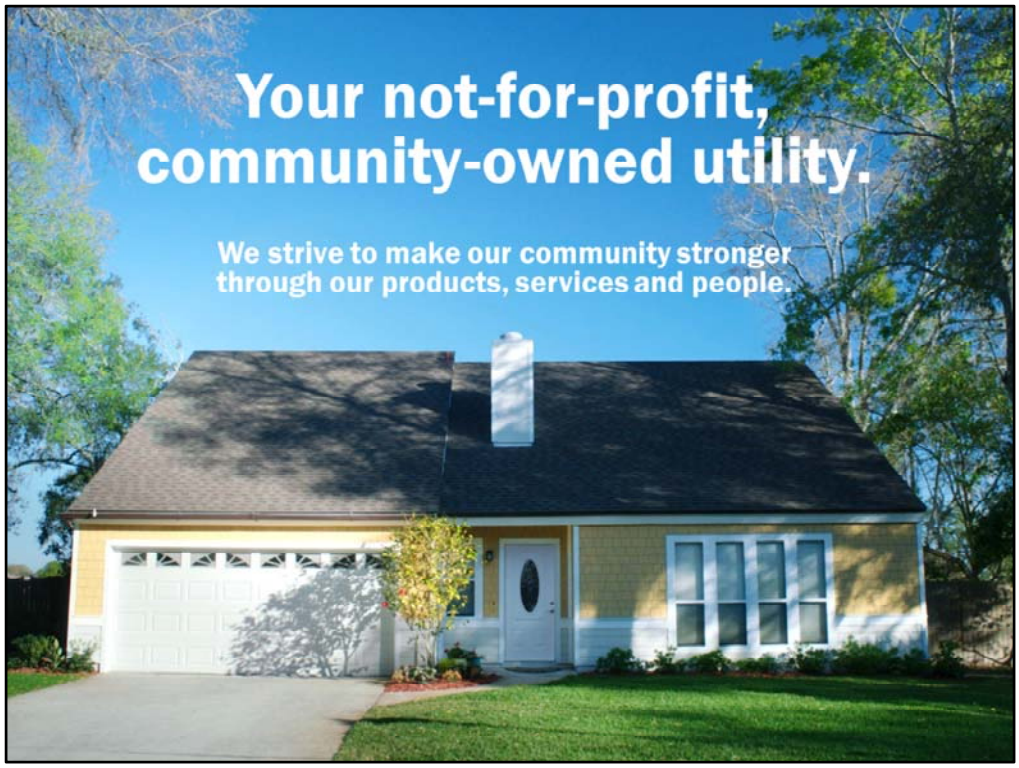
great day!

JEA is committed to staying connected with our customers. Here are the many ways to stay connected to JEA.

Welcome everyone for attending.

Thank the audience and thank the contact of the host organization for inviting JEA.

Introduce yourself, Name – Title – Years with JEA etc. and anything else you think is important for the audience to know about you.



What does “not-for-profit” community owned mean? It means that:

- JEA is not owned by investors – we are owned by the community JEA serves
- In 1968, when the City of Jacksonville consolidated, the city established JEA as an independent authority to remove it from the political influence. JEA is here to serve those who live here and in the surrounding communities

The sole purpose of our business is to ensure the electric, water and sewer demands of our customers are met – both today and for generations to come.

Our goal is to provide reliable services at a good value to our customers while ensuring our areas’ precious natural resources are protected – not here to make a profit.

- We have a seven member governing Board of Directors that are our community's business leaders and our neighbors.

- Over 90% of JEA employees are also JEA customers. We live in your communities, attend the churches you do, pay taxes like you do, we are concerned about social issues like you are and we strive to make our communities better places for everyone like you do.

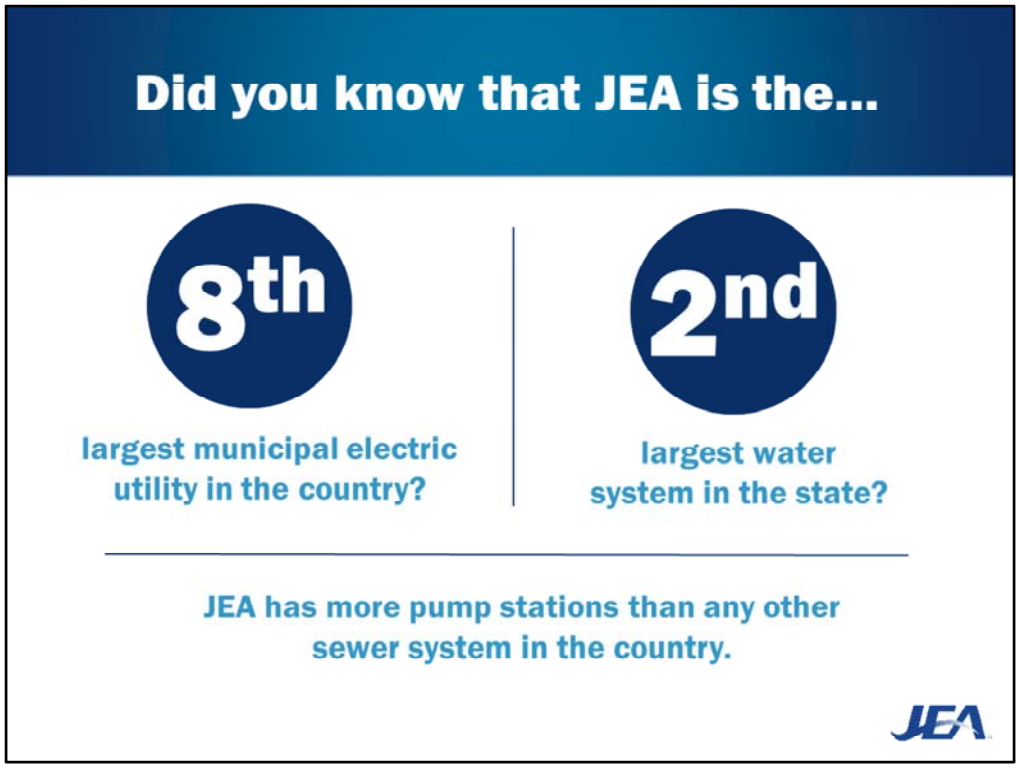
Tell your personal story – connection to the community you live in, Such as: You've lived in Jacksonville for x number of years

Community groups you volunteer with or are engaged in – Rotary, Girl/Boy Scouts etc.

Main Idea is to bridge the JEA vs. Customer mentality. JEA is made up of People who are just like you.

JEA is the Electric, Water and Sewer utility provider for:

- More than 422,000 electric
- Over 309,000 water
- Over 235,000 sewer customers in Northeast Florida



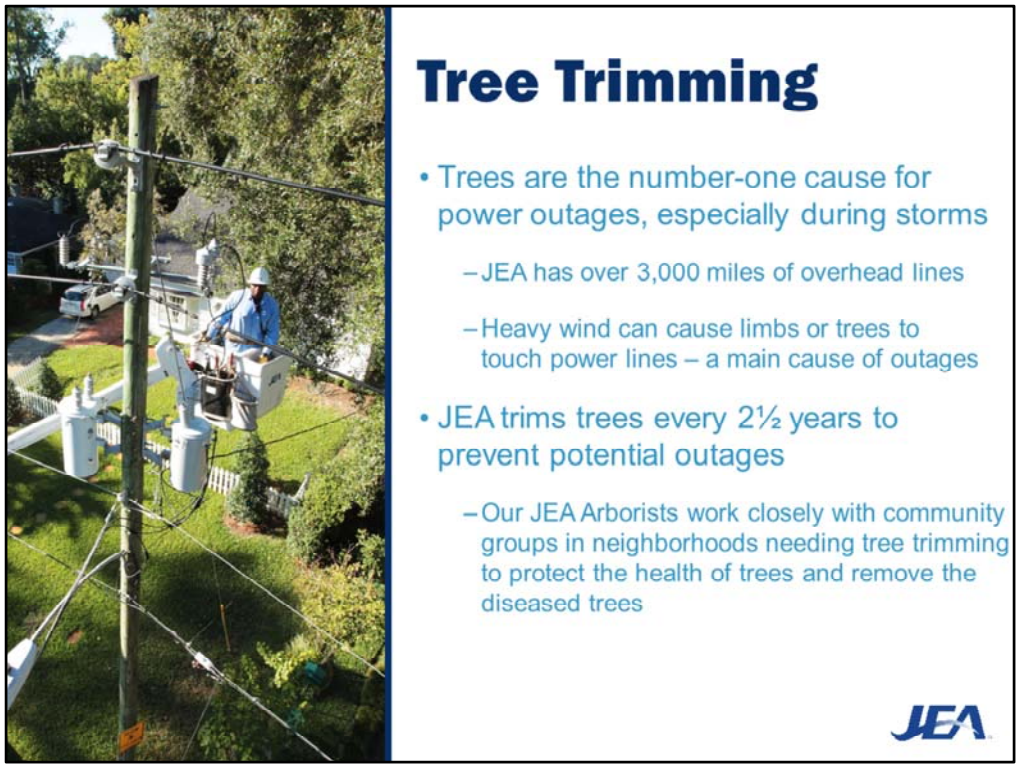
JEA has been around since 1895 (120 years this year)

Being 8th in the country means that we have the size and capacity to positively affect our community's stability = JEA will be here for generations to come making sure that when you need utilities they are available and reliable

We are the second largest water system in the state and the many pump stations that we have are critical to move sewage to our Wastewater Treatment Plants throughout the huge land area we have to manage in Jacksonville.

JEA owns and operates electric system with 5 Electric generating plants:

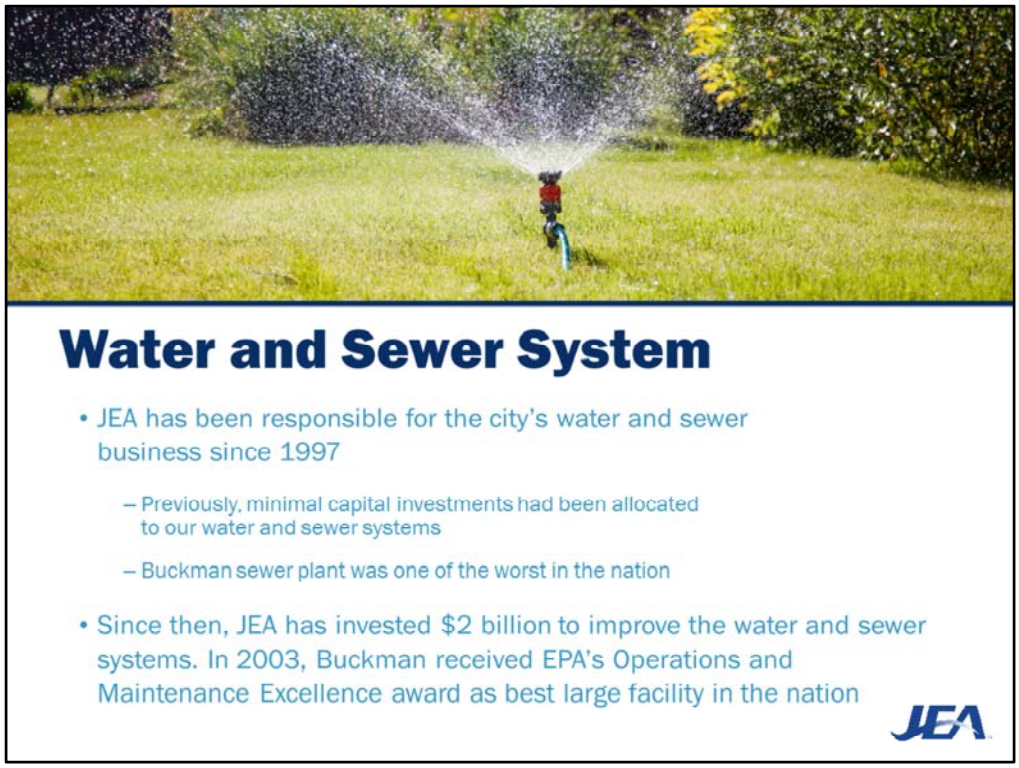
- Brandy Branch – Three natural gas combustion turbines. Capacity is 640 MW in summer and 760 MW in winter
- Northside Generating – Three large steam units and four small diesel units. 1300 MW produced at peak. One of the cleanest solid fuel plants in the world!
- Kennedy Generating – Uses natural gas with diesel fuel as backup in two large combustion turbines. Capacity is 300MW.
- Greenland Energy Center – Its two combustion turbines also use natural gas with diesel back up and capacity is 300 MW
- St. John's River Power Park – co-owned with Florida Power & Light (FPL) uses coal in two large steam units.



When all is going as it should, you don't notice the services we provide. When utility services are interrupted – your life as usual can come to a halt. We understand and are proactive in preventing outages when possible and work hard to get your life back to normal as quickly as possible when an outage does happen.

Proactivity includes JEA's tree trimming program with on staff Arborists who trim trees in a 2 ½ year cycle. This decreases outages and improves service reliability.

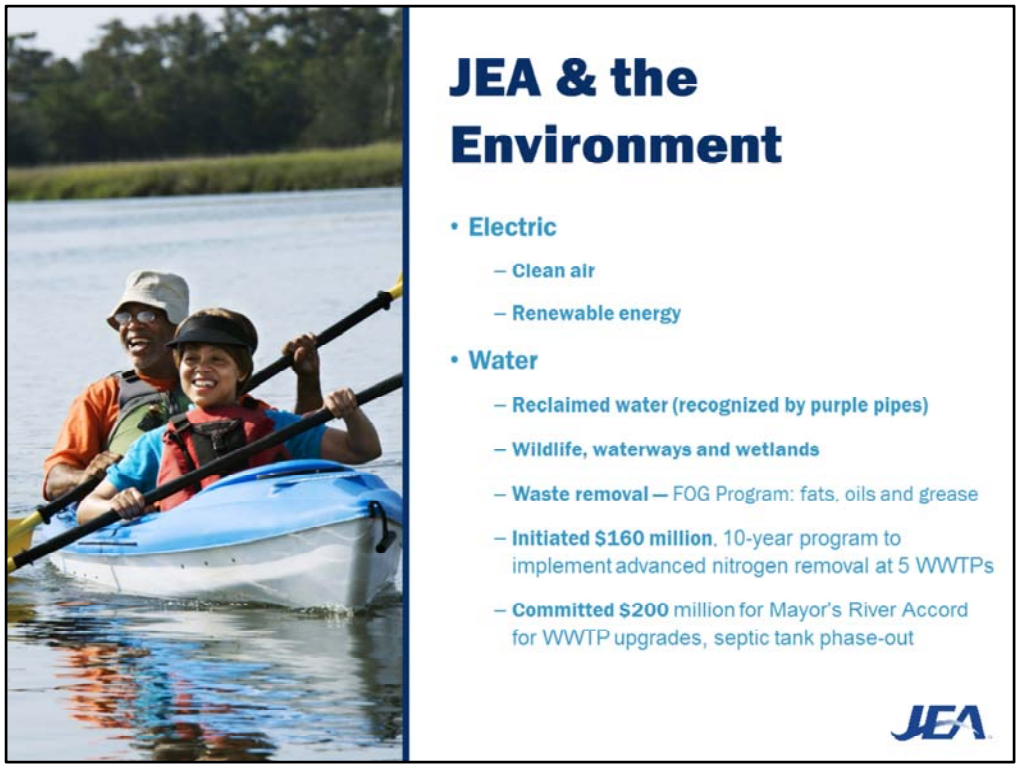
However, outages can still occur and we rely on our customers to report any outages they are aware of as soon as they can.



- Drinking Water – JEA operates 135 wells withdrawing water from the Floridan Aquifer about 1,000 feet below land surface. This water travels over 4,200 miles of water lines to get to our customers.

- JEA is growing our reclaimed Water generation
  Providing treated wastewater to be used as irrigation for Golf Courses and large communities like Nocatee
  - Saves Potable water
  - Less water in the St. John's River

- The wastewater that does go in the St. John's River contains the same nutrients already in the river – we just treat the water to higher levels. With these improvements – we have reduced the amount of nitrogen released into the St. John's River by over 50% in the past 10 years.



Clean air – JEA is committed to protecting the air quality and has a number of environmental control systems, maintains continuous air emissions monitoring to help in pollution prevention and JEA meets all regulatory requirements.

Renewable energy – JEA is committed to promoting conservation with programs such as its use of "green" energy – that is, renewable resources like solar power, biomass from plants and landfill gas.

Protect Wildlife by using flight diverts near power lines. In waterways we use directional drilling. Wetlands – we continuously monitor water quality, taking sediment samples and measuring plant species growth.

FOGs - EPA research shows that close to 30% of sanitary sewer overflows are caused by buildups of FOGS-- fats, oils and grease. Don't pour anything down your sinks or toilets with fat, oil or grease. Put FOGS in a closed container in the trash. For large amounts bring to a collection site https://jea.com/About/Wastewater/Fats,_Oils_and_Grease/

River Accord: JEA has been an active member of River Accord for over a decade. Working with other stakeholders and regulatory agencies to develop and implement the most efficient and cost-effective means of restoring the St. John's River. **MORE on RIVER ACCORD on NEXT SLIDE**

River Accord – formed in 2006 with partners including the City of Jacksonville, JEA, the Water/Sewer Expansion Authority, the Department of Environmental Protection and the St. Johns River Water Management District.

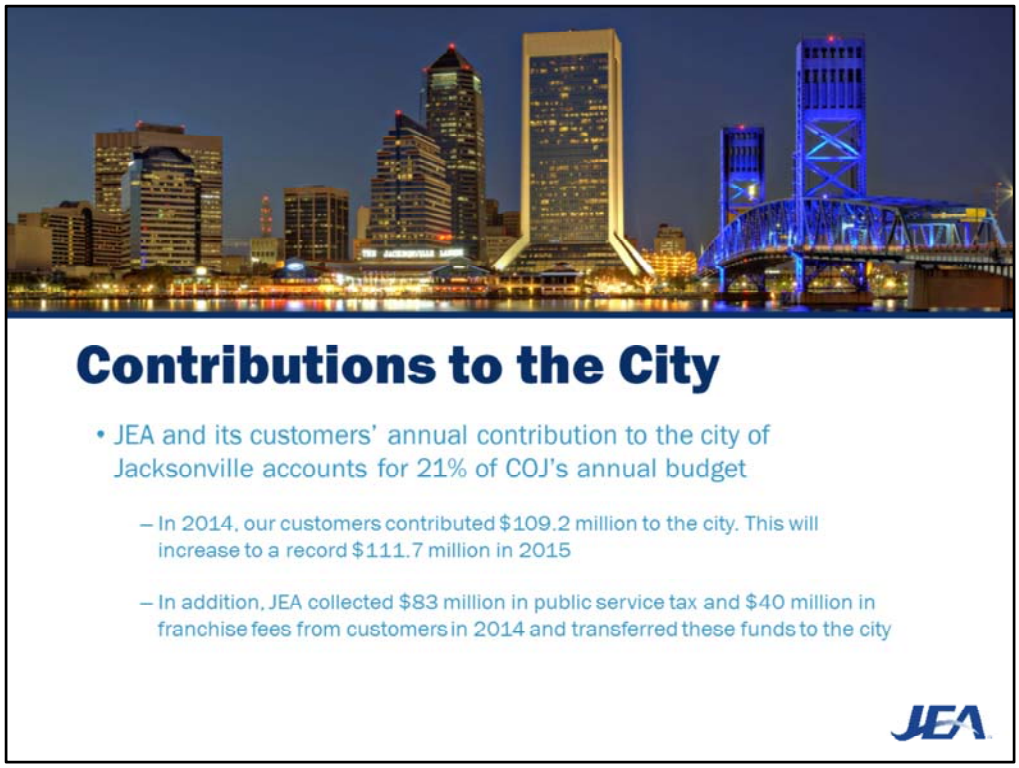
A 10-year $700 million initiative to restore health of the lower St. Johns River Basin by reducing the amount of nitrogen discharged into the River.

- Phased out older technology wastewater treatment plants
- Improving other wastewater plants and building pipelines necessary to reuse treated wastewater for irrigation of lawns, parks and golf courses
- Eliminating failing septic tanks
- Capturing and treating stormwater before it enters the river

JEA has invested over $200 million in the health of the St. Johns River through the updating and/or replacement of over 3,700 miles of wastewater collection lines and over 1,200 pumping stations and fourteen sewer treatment plants in the area we serve.

CEMi5 – areas experiencing more than 5 power outages a year. We continually analyze and fix the underlying issues in these areas such as trees and old equipment.

Smart Grid – Eliminate as much as possible people/trucks dispatched to monitor meters. Now use remote features that allow us to turn on/off power, gather info on usage and alert when there are outages. All through radio waves that are same strength as a baby monitor. Like sending a text back and forth from meter to JEA



These contributions were established as part of the JEA city charter as an independent authority.

JEA is a funding source for the City of Jacksonville.

Everyone at JEA lives in the same communities that you do. We are your neighbors, your friends, part of your church families and we care about the communities we live in.

As our employer, JEA supports our efforts in:
Volunteering at local non-profits to help them achieve their mission through hands on help.

Fundraising – JEA's charter does not allow JEA to financially support area non-profits, but JEA does support its employees annual fundraising activities. On average JEA employees contribute close to $500,000 a year to United Way, Healthcare Charities and the many food, clothing, holiday gifts, veterans blankets/winter wear and other annual drives.

JEA Ambassadors – JEA employees engage in hundreds of community activities a year to share our business model, utility and environmental conservation practices, financial literacy programs and the many and varied customer service and solutions offerings we have.

Energy Self-Assessment Kits – free to check out at the local library

JEA free Utility Assessments :

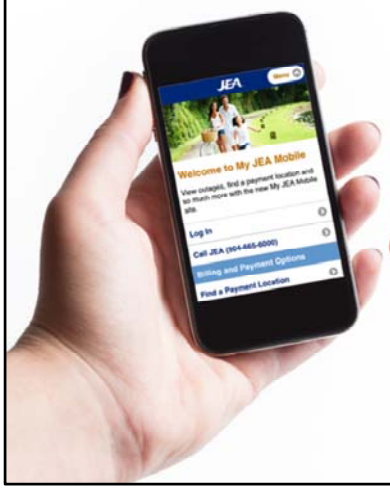
- Schedule an energy or water assessment – call 904-665-6000
- Schedule LawnSmart irrigation assessment – call 866-664-8644

ShopSmart rebates on lightbulbs and appliances at local stores such as Target, Walmart, Lowes and Home Depot

To learn more about each of the Easy to Pay Options call 904-665-6000 or go to https://www.jea.com/Online_Account/

In addition to downtown payment center there are over 100 payment locations including Publix and Winn Dixie – see jea.com for list of all of them.

Stay Connected



- **JEA Mobile Website**
  - View bill and make payment
  - Report an outage
  - Check outage updates
  - Find a payment center
- **Follow NewsfromJEA**

  - Storm warnings, utility outages, community improvement, events

  - *How To in Two* utility efficiency videos
- **Weekly Radio Show: Q&A with JEA**
  - NEWS 1045 on WOKV Radio
  - Ask, Listen and Learn – Be in the know about JEA

JEA Ambassadors

Community Events Leader Activity Description

Community Events Mission: Enhance accessibility to all of JEA's customer segments through participation in a diversity (types, locations, and times) of community events. Increase personalized customer service opportunities that engage customers directly, provide information and answer specific questions as they relate to customer issues or concerns. Empower customers and future customers to make informed decisions about their utility services.

Community Events Leader: JEA Employees at all levels who are interested in and comfortable with face-to-face customer engagement and who are knowledgeable about the organization, products and services. The Community Events Leader is proud of JEA, is customer focused, has a positive attitude and enjoys leading others in providing meaningful information to our customers and answering their questions.

Required Skills:

- Knowledgeable about JEA's business, products and services
- Well-spoken and positive when answering customer questions
- Problem solver
- Can lead and motivate others
- Able to delegate and assign task
- Maintain appropriate timeline for event details

Desired Attributes:

- Passionate about the company, community and customers
- Confident and comfortable with people – put them at ease
- Reliable and punctual
- Professionally attired
- Organized and prepared
- Good follow up to JEA Community Engagement department

JEA Ambassadors

Community Events Associate Activity Description

Community Events Mission: Enhance accessibility to all of JEA's customer segments through participation in a diversity (types, locations, and times) of community events. Increase personalized customer service opportunities that engage customers directly, provide information and answer specific questions as they relate to customer issues or concerns. Empower customers and future customers to make informed decisions about their utility services.

Community Events Associate: JEA Employees at all levels who are interested in and comfortable with face-to-face customer engagement and who are knowledgeable about the organization, products and services. Event Associates help to ensure event success, assist with booth design, coordinate set up/break down, and answer customer questions.

Required Skills:

- Knowledgeable about JEA's business, products and services
- Well-spoken and positive when answering customer questions
- Organized
- Problem solver
- Provide good support to leader
- Technical skills (can assist with customer accounts)

Desired Attributes:

- Passionate about the company, community and customers
- Confident and comfortable with people – put them at ease
- Customer focused and friendly
- Reliable and punctual
- Professionally attired

JEA Ambassador

Community Event Tip Sheet

- Attend the JEA scheduled event orientation/coordination meeting prior to the event to:
  - Confirm the name and location of the event. MapQuest or call for directions ahead of time if necessary.
  - Confirm the day/shift or days/shifts you are to work and know who you will be working with.
  - Pick up any necessary items/materials you will be required to have such as entrance ticket, parking passes, badges etc.
  - To learn exactly what your role will be and what is expected.
- Day of event:
  - Include travel time on your schedule and arrive at the destination at least 10 – 15 ahead of your scheduled shift in order to park, check-in at will call or event entrance, bio-break, etc. Check in at the JEA booth with the JEA Event leader upon your arrival.
  - Attire
    - Men – Black, blue or khaki pants with a collared JEA polo/golf style shirt
    - Women – Black, blue or khaki pants/capris with a collared JEA polo/gold style shirt. Wear comfortable shoes – No high heels for safety and/or damage cushioned floor
- Responsibilities:
  - If part of event opening crew – set up booth and all materials.
    - All will pre-fill bags/restock materials during slow times
  - Be customer friendly, professional and courteous. Be able to answer basic question about JEA and its customer services and solutions.
  - Staff JEA interactive activities such as the wheel game, conservation quiz, drawings etc.
  - Hand out materials, promo items to those you've conversed with and they need more info
  - Assist customers with jea.com activities
  - Keep booth clean and trash free and pack up materials at the end of each day. If part of event closing crew - pack up and load up materials at the end of the event.
- **For Questions, Information or Assistance Contact:**
  - Community Outreach Coordinator – Karen Blutcher: 665-7068/386-5385

JEA Ambassador Community Event
Assignment & Check-Off List

Event Information:

Event Name: _____ Address: _____

Report To: _____ Cell #: _____

Full Event Days/Times: _____

Your Shift Day/Time: _____ JEA Booth is Located: _____

Entry Ticket Info:
- □ Not Needed
- □ Get at JEA Event Meeting
- □ Get at Will Call

Parking Pass Info:
- □ Not Needed
- □ Get at JEA Event Meeting

JEA Event Participants during Your Shift	Cell Phone Numbers

For Questions, Information or Assistance Contact:
Community Outreach Coordinator – Karen Blutcher: 665-7068/386-5385

Assignment Special Instructions:

Almost Done: Please sign and return this document to Karen once your assignment is complete. Add any comments you feel are important about the event/assignment. Thank you!

_____ _____
Ambassador Signature Date

Ambassador Comments:

JEA Ambassadors

Community Instructor Activity Description

Community Partnership Mission: To facilitate a better understanding among JEA customers and future customers, the importance of financial literacy and self-accountability in managing their money and safe and efficient use of energy and water resources.

Community Instructor: Employee who can appeal to audiences of all ages through confident and experienced instructor skills or willing to be trained. Willing to learn the financial literacy curriculum of the organizations JEA has established partnerships with; Junior Achievement, United Way's Real Sen$e and the Duval County Public Schools – Parent Academy. Instructors should be comfortable engaging customers and future customers through educational concepts and settings, while providing them with useful utility conservation and safety information.

Required Skills:

- Good Public Speaking/Presentation skills (experience with PowerPoint)
- Can communicate effectively to a variety of audiences
- Able to motivate and inspire others
- Knowledgeable about JEA and partner organizations
- Can coordinate logistics for classes
- Technical knowledge of laptop setup/AV equipment
- Can answer basic questions relative to subject matter
- Toastmaster graduate – a plus!

Desired Attributes:

- Customer focused
- Able to create a comfortable atmosphere for learning
- Able to maintain control of a classroom
- Reliable and punctual
- Organized and prepared
- Well Spoken
- Professionally attired
- Good follow up to JEA Community Engagement department

JEA Ambassadors

Community Instructor Associate Activity Description

Community Partnership Mission: To facilitate a better understanding among JEA customers and future customers, the importance of financial literacy and self-accountability in managing their money and safe and efficient use of energy and water resources.

Community Instructor Associate: JEA Employees at all levels who are interested in being a Community Instructor, but is not yet comfortable with delivering the curriculum to high school and adult students. Associates are "instructors-in-training" and will accompany Instructors and assist with set up, AV equipment and subject matter handouts. Associates will also assist with any Q&A sessions, note-taking, etc. An Associate is someone who will positively represent JEA and can answer basic questions and appeal to audiences of all ages and engage them in sessions of learning.

Required Skills:

- Knowledgeable about JEA and partner organizations/their materials
- Technical knowledge of laptop setup/AV equipment
- Can assist in schedule and track attendance
- Can coordinate logistics of classes
- Can coordinate teaching materials
- Able to motivate and inspire others
- Can answer basic questions relative to subject matter

Desired Attributes:

- Customer focused
- Able to create a comfortable atmosphere for learning
- Able to maintain control of a classroom
- Reliable and punctual
- Organized and prepared
- Well Spoken
- Professionally attired
- Good follow up to JEA Community Engagement department

JEA Ambassador

Community Instructor Tip Sheet

- Confirm the location of your Class. MapQuest it or call for directions ahead of time if necessary.
- Include travel time on your schedule and arrive at the destination at least 10 or 15 minutes early. Introduce yourself to the person in charge as a JEA Ambassador/Representative.
- The evening before or morning of your class, confirm that you have all of the necessary materials and equipment for your presentation (Computer, power cords, handouts, etc.)
- Please be set up to start on time and end within the allotted time given. Ask the organizer if they would like you to wait for any latecomers and if so, only allow about five minutes. Honor the students who were on time by starting on time or soon after.
- If at end of your allotted time, there is good dialogue happening or several questions pending, Go ahead and end the class and offer to stay around to continue the conversations or answer any questions if that is OK with the class organizers.
- Use language that is appropriate for the students—taking into consideration age (children or adults) and level of knowledge about your topic. Deliver information in a manner that is easily understood, avoiding jargon, acronyms or complicated terminology.
- As much as possible, use analogies, stories and humor. This helps you connect to the audience and brings the information to life. Create pictures with words.
- Speak clearly and simply. If you must use complicated language, be sure to keep it to a minimum and explain any words that would not be easy to understand by your students.
- Pay attention to your students throughout the presentation; see how they are responding to the information. If they seem bored or disinterested you need to do something to regain their attention.
- If your course has them, disperse class evaluations and collect the filled out ones (return those to JEA)
- JEA Suggested Attire
    - Accepted business clothing or
    - JEA polo style, collared shirt and black, blue or khakis colored pants
- **For Questions, Information or Assistance Contact:**
    - Community Outreach Coordinator – Karen Blutcher: 665-7068/386-5385

JEA Ambassador Instructor
Assignment & Check-Off List

Class Information:

Class Date:

Organization or Group Name: _____

Address: _____

Contact: _____ Phone #: _____

Class Time: _____ Allotted Time: _____ Parking Pass Needed: □ Yes □ No

Students: □ Children (Grade Level _____) □ Adults

Partner Organization You Are Representing:

□ United Way/Real Sense
□ Duval County School System – Parent Academy
□ Junior Achievement
□ JEA – Power Pals

Instructor Associate: _____ **Cell:** _____

Please Bring:

□ AV equipment – Laptop, cords, etc.
□ Curriculum Handouts/Activity Sheets
□ JEA Handouts – Printed copies of presentation, brochures, conservation tips, etc.
□ JEA Promo items
□ JEA Conservation Back Pack or Savings Without Sacrifice Back Pack
□ Your Business cards
□ Your JEA Name tag/ID badge

For Questions, Information or Assistance Contact:
Community Outreach Coordinator – Karen Blutcher: 665-7068/386-5385

Assignment Special Instructions:

Almost Done: Please sign and return this document to Karen once your assignment is complete. Add any comments you feel are important about the event/assignment. Thank you!

_____ _____
Ambassador Signature Date

Ambassador Comments:

JEA Ambassador Program
Community Instructor Partners

Junior Achievement:

JEA established a partnership with Junior Achievement (JA) of North Florida last year to provide JEA employees to serve as Educational Outreach Ambassadors in their Personal Finance Program. The program utilizes instructors from the community to teach students about the many aspects of earning money; spending money wisely through budgeting; saving and investing money; using credit cautiously; and protecting one's personal finances. It basically helps high school students get ready to be on their own financially, which includes an understanding of utility services and costs.

JEA will be providing up to 100 instructor hours to teach the five lessons in the program. Each instructor will be asked to teach **3 of the 5 lessons in one 90 minute block.** There is a required 1 hour training provided by Junior Achievement to be completed by all instructors prior to their teaching. If for some reason you are unable to attend any of the trainings being offered you can view the tutorial online. http://www.youtube.com/results?q=JA+Personal+finance)

JEA Power Pals:

A program designed to educate 1st graders who may be most at risk for electricity-related injuries and fatalities. JEA Ambassador Instructors will introduce students to critical electric safety information in a fun and interactive way. The program will run for 4 weeks, with 45 minute sessions 1 time per week. Ambassadors will be assigned to a specific school and class of either 1st graders or a combination of several classes.

There is a one hour training required for all Ambassadors who will be delivering the Power Pals presentation that will provide you the information and materials that will be necessary to effectively deliver the information.

United Way's RealSense:

United Way of Northeast Florida's RealSense is a community coalition of companies, agencies, government, educational, non-profit, and other organizations. RealSense is focused on proactively increasing the prosperity of our community by increasing the prosperity of each of our citizens through the services of free tax preparation, free financial education and free financial counseling.

In partnership with RealSense, JEA Ambassadors are trained as volunteer financial educators and lead free financial workshops for JEA customers and Northeast Florida residents who are eager to learn how to make better money management decisions. Financial workshops are based on a variety of non-commercial curricula, including FDIC Money Smart. JEA Ambassadors interested in becoming RealSense financial educators are encouraged to observe, co-teach and or teach financial workshops held by JEA after they have completed the Train the Trainer process. For more information, please contact Karen Blutcher at blutkm@jea.com or 904.665.7068.

JEA Ambassadors

Facility Tour Guide Activity Description

Facility Tour Program Mission: Through informative and interesting tours, we seek to enhance resident and business customers' understanding of the complexity and scope of providing safe and reliable utility services and the infrastructure needed to work safe, without disruption and at prices that are fair.

Facility Tour Guide: JEA Employees who have prior experience at leading tours of the facility they work at, or who are trained in leading tour presentations and the tour of the facility. Also, must have experience in public speaking or willing to be trained.

Required Skills:

- Knowledgeable about JEA and all facets of the facility
- Knowledgeable about JEA Visitor Policies/Procedures and Safety Procedures
- Good Public Speaking/Presentation skills (experience with PowerPoint)
- Can communicate effectively to a variety of audiences
- Technical experience in the business of that facility
- Able to motivate and inspire others
- Able to "think on your feet" and provide positive and respectful responses that put customer at ease when confronted with negativity or misinformation
- Toastmaster graduate – a plus!

Desired Attributes:

- Passionate about the company, community and customers
- Reliable and punctual
- Well Spoken
- Professionally attired
- Organized and prepared
- Good follow up to JEA Community Engagement department

JEA Ambassadors

Facility Tour Associate Activity Description

Facility Tour Program Mission: Through informative and interesting tours, we seek to enhance resident and business customers' understanding of the complexity and scope of providing safe and reliable utility services and the infrastructure needed to work safe, without disruption and at prices that are fair.

Facility Tour Associate: JEA Employees who work at a JEA facility and are interested in assisting with facility tours and/or learning to lead them. An employee, who has some experience with public speaking or is willing to be trained, is knowledgeable about the facility and its operations. Tour Associates assist tour guide with logistics of tour and setup, customer control; distribute PPE, release forms, assist with set up, AV equipment, promo items, and handouts.

Required Skills:

- Knowledgeable about JEA and all facets of the facility
- Knowledgeable about JEA Visitor Policies/Procedures and Safety Procedures
- Can communicate effectively to a variety of audiences
- Technical experience in the business of that facility
- Organized and detail oriented

Desired Attributes:

- Passionate about the company, community and customers
- Reliable and punctual
- Customer focused
- Well Spoken and friendly personality
- Professionally attired
- Organized and prepared
- Good follow up to JEA Community Engagement department

JEA Ambassador

Facility Tours Tip Sheet

- Confirm the JEA plant and location if it is not your normal work site. MapQuest or call for directions ahead of time if necessary. Confirm who onsite contact person is and their email/number.
- If not your work site, include travel time on your schedule and arrive at the destination at least 30 minutes early to designated tour time. Introduce yourself to the person in charge as a JEA Ambassador. Make sure all is set for tour: materials, forms, Presentation, handouts and PPE etc.
    - Be knowledgeable about that specific JEA facility
    - Confirm Security is expecting your group and be ready to receive them at the scheduled time
- A Great Tour Presenter/Guide:
    - Engages the audience, solicits input and answers questions informatively and clearly.
    - Uses language that is appropriate for the group—taking into consideration age (children or adults) and level of knowledge about your topic. Deliver information in a manner that is easily understood, avoiding jargon, acronyms or complicated terminology.
    - Uses analogies, stories and humor to connect to the audience and bring the information to life. Create pictures with words.
    - Speaks clearly and simply. If you must use complicated language, be sure to keep it to a minimum and explain any words that may not be easily understood by your audience.
    - Pays attention to the audience throughout the presentation; see how they are responding to the information. If they seem bored or disinterested, do something to regain their attention such as change the subject or open floor to questions.
- Tour framework: Greeting and presentation of information, tour of the facility, gather again for questions and comments.
    - Disperse presentation evaluations and collect the filled out ones (return those to JEA)
- JEA Tour Attire
    - JEA polo style, collared shirt and black, blue or khakis colored pants
    - Requires PPE: steel-toed boots, safety vest, hard hat, safety glasses, ear plugs and/or gloves
- **For Questions, Information or Assistance Contact:**
    - Community Outreach Coordinator – Karen Blutcher: 665-7068/386-5385

JEA Ambassador Facility Tours
Assignment & Check-Off List

Tour Information:

Tour Date: _____ Tour Time: _____

Organization or Group On Tour: _____ Number in Group: _____

Org/Group Contact Person: _____ Cell: _____

Tour Attendees: □ Children (Grade Level _____) □ Adults

JEA Facility: _____ Address: _____

JEA Facility Contact: _____ Phone #: _____

Tour Associate: _____ **Cell:** _____

Please Have or Bring:

□ AV equipment – Laptop, cords, etc.

□ JEA Handouts – Printed copies of Presentation, Release Forms, Safety Agreements, Photo Releases, Tour Evaluations, Brochures, Conservation tips, etc.

□ JEA Promo items

□ JEA Conservation Back Pack or Savings Without Sacrifice Back Pack

□ Your Business cards

□ Your JEA Name tag/ID badge

For Questions, Information or Assistance Contact:
Community Outreach Coordinator – Karen Blutcher: 665-7068/386-5385

Assignment Special Instructions:

Almost Done: Please sign and return this document to Karen once your assignment is complete. Add any comments you feel are important about the event/assignment. Thank you!

_____ _____
Ambassador Signature Date

Ambassador Comments:

JEA Ambassadors Activity Description

Community Events Photographer and Social Media Correspondent

Community Events Mission: Enhance accessibility to all of JEA's customer segments through participation in a diversity (types, locations, and times) of community events. Increase personalized customer service opportunities that engage customers directly, provide information and answer specific questions as they relate to customer issues or concerns. Empower customers and future customers to make informed decisions about their utility services.

Community Events Photographer and Social Media Correspondent: Any JEA Certified Ambassador who is interested in and comfortable with taking pictures of Ambassador Events for jea.com and JEA's social media platforms. This is a key Ambassador role to document, report and archive JEA Community Events and customer engagement moments for JEA to use in its online and printed materials to inform and educate our customers, community and industry colleagues.

Required Skills:

- Ability to operate a camera
- Understanding of photo composition and layout
- Understands of depth of field, focal planes and shutter speeds
- Ability to save and name photos in assigned area
- Ability to compose efficient content that describes photo or event
- Knowledge of the social platforms where content will be placed
    - Twitter
    - Facebook
    - jea.com

Desired Attributes:

- Confident and comfortable with people – ability to put them at ease
- Personable, well-spoken and positive when answering customer questions
- Reliable and punctual
- Organized, prepared and a problem solver
- Ability to coordinate with an event schedule
- Skilled in Photoshop, Premiere, or other post production software
- Brand Management

JEA Ambassador Community Events Photographer and Social Media Correspondent Process and Tips

- **Event and Camera Details**
  - Verify the time and date of the event and plan on arriving early to get your shots
  - Check the expected weather and be prepared to shoot in those conditions
  - Contact Karen Blutcher at blutkm@jea.com or 904.665.7068 to arrange to get the company camera. Please do this a business day before the event
    - Verify the types of photos she wants and messages to submit for social media
    - Ask for an event schedule so you can plan which opportunities to shoot/cover
  - Confirm that the batteries are charged. If not, plug camera in to charge
  - Verify that the camera has a memory card
  - Make sure the camera is set to a high quality setting
  - Community Engagements team will keep the memory card data saved, however, please check to make sure there is enough memory/data room for your event

- **Photography Suggestions/Tips**
  - Arrive to the event early (or scout it in advance) to be aware of the surroundings. Lighting plays an important role in photography quality. Being aware of the time of day, overcast, light fixtures will make your photos better and help you know if you'll need a flash/tripod etc.
  - At the event, make sure to get permission to take photos of customers/people that are non-JEA employees. If they say yes, please have them sign our photo release form so that we can use their photo on our networks. If there are photos you can take that don't show peoples' faces we can use those without a signature
  - Take pictures that have the JEA logo and/or brand, as well as photos of the event logo and associated brands. Many of these shots may be tagged online, so it's great to have clear shots of brands.
  - Keep composition in mind—think about why you are taking the photo. Is something interesting happening? Will your composition tell a story that is interesting? Take pictures of people that are engaged rather than standing stiffly in front of a banner etc.
  - Shoot in 3s: one up close, one wide, and one medium shot. It will give us more options when editing. Learn how to shoot in manual mode if you can.
  - When shooting groups of people, learn where to focus. Typically you'll focus on the person closest to the camera.
  - Let people have fun/be natural when posing for pictures (and take a shot or two when they're not ready)
  - Try not to captures photos of people from the bottom looking up. It's not the most flattering angle.
  - Do NOT crop photos at people's arms and legs

- **Last Steps**
    - After the event, please copy your photos to: G:\Public Affairs\10500-Brand Management\10500-Shared\Social-Media-Ambassador-Photos
    - If you have access to a batch renaming tool, please name the photos appropriately
    - Format the memory card when you are complete and return the equipment to the Community Engagement Team. Karen Blutcher x7068 or Michelle Petty x7697 can check cameras in or out
    - Notify Karen Blutcher when you've completed the assignment(s)

Social Media Process

1. While on the internal network, open your browser and visit the Social Media Posting Request Form.

2. Complete all of the fields with relevant information.

3. Click submit! Easy!

Tips

Twitter

Post for Twitter may not exceed 140 characters. Photos require 23 characters, leaving 117 characters. Any additional links will require 23 characters, leaving 94 characters if you have an image and a url.

Facebook

40 characters is the magic number for FB posts, 80 characters or less is optimal (we know it's very difficult to minimize, but try)

General

Photos with high contrast and people are great for engagement
Being able to "link" or "tag" other people or entities help the content become more shareable
Be sure to cover the "who, what, when, where, and why" in your post.

JEA Ambassador Photographer & Social Media Correspondent

Assignment & Check-Off List

Event Information:

Event Name: _____

Event Location/Address: _____

Event Employee Contact (if applicable): _____ Phone: _____

Full Event Days/Times: _____

Your Day/Time: _____ JEA Booth Location (if applicable): _____

Entry Ticket Info:
- □ Not Needed
- □ Get at JEA Event Meeting
- □ Get at Will Call

Parking Pass Info:
- □ Not Needed
- □ Get at JEA Event Meeting

JEA Event Participants during Your Shift	Cell Phone Numbers

Please Have or Bring:
- □ Camera and any attachments
- □ Printed copies of JEA's Photography Release Forms
- □ Your Business cards
- □ Your JEA Name tag/ID badge

For Questions, Information or Assistance Contact:
Community Outreach Coordinator – Karen Blutcher: 665-7068/386-5385

Assignment Special Instructions:

Almost Done: Please sign and return this document to Karen once your assignment is complete. Add any comments you feel are important about the event/assignment. Thank you!

_____ _____
Ambassador Signature Date

Ambassador Comments:

ShopSmart with JEA Home Energy Upgrades - Sell Sheet

Target Accounts: All JEA residential electric customers.

Product Description: ShopSmart with JEA offers rebate programs to save customers money on their home energy upgrades.

Benefits:

- *Rebates* - JEA offers rebates on insulation and sealing, HVAC systems, and solar water heating energy efficient upgrades.
- *Cost Savings* – Customers will save on energy costs by upgrading their home to energy efficient products.
    - *Insulation and Sealing:* Blown-in insulation improves a home's energy efficiency which lowers energy bills and lifetime savings.
    - *HVAC:* ENERGY STAR certified heating and cooling equipment can cut cooling costs by 30%.
    - *Solar Water Heating:* A family of four could expect to save around $23 per month on average. A solar water heater will pay for itself in 10-14 years, depending on the size of your family and the system.

Selling Points:

- Did you know you can reduce your home's energy usage by upgrading your attic insulation?
    - Attic insulation helps to keep conditioned air inside your home. This allows your HVAC system to run less often which will lower your energy usage and energy costs.
- Did you know by switching to an energy efficient HVAC system you could lower your energy costs significantly?
    - Your home's HVAC system is responsible for nearly 50% of the energy consumed in your home. By upgrading your HVAC system to a higher SEER level, your energy costs from heating and cooling can be drastically reduced.

ShopSmart with JEA Lighting Rebates- Sell Sheet

Target Accounts: All JEA residential electric customers.

Product Description: ShopSmart with JEA offers buy down programs to save customers money on energy efficient LED lighting.

Benefits:

- *Discounted Prices* – JEA offers discounted pricing on LED bulbs that are purchased through participating retailers.
- *Cost Savings* – Customers will save energy costs by purchasing LEDs.
    - *Lighting*: LEDs are longer lasting than incandescent bulbs so customers buy them less frequently.
- *Energy Efficient* – A customer's home will become more energy efficient by changing incandescent bulbs to LED bulbs.
    - LED lighting can be more efficient, durable, versatile and longer lasting.

Selling Points:

- Did you know ShopSmart with JEA offers discounts on LED lighting?
    - JEA offers discounted pricing on LED bulbs that are purchased through participating retailers.
- Did you know LED bulbs are more energy efficient than incandescent bulbs and will save you money?
    - LED lighting can be more efficient, durable, versatile and longer lasting than incandescent bulbs.

NRE - Sell Sheet

Target Accounts: JEA commercial customers.

Product Description: The JEA Non-Road Electrotechnology (NRE) Program promotes the purchase of or conversion to electric equipment as an alternative to diesel or propane powered equipment. Through this program, JEA helps our customers save money and improve air quality throughout our service area.

Benefits:

- *Rebates* - JEA offers rebates on the purchase of qualified electric technology.
- *Reduced Lifecycle Costs* - Typically about 90 percent fewer moving parts than internal combustion-powered engines with no engine fluids or hoses.
- *Lower Fuel Consumtion* – Can reduce fuel costs by up to 50 to 70 percent and decrease exposure to volatile gasoline prices.
- *Safer and more Efficienct Work Atmosphere* – Less noise congestion due to the quiet operation of electric-powered equipment makes it easier for workers to pay better attention to what is happening around them.
- *Cleaner and Healthier Work Environment* - Produces zero site emissions: does not release NOx, particulates, hydrocarbons, or carbon monoxide into the air in employee work areas.

Selling Points:

- Did you JEA's NRE program offers rebates to commercial customer who purchase qualifying electric technology, such as forklifts, cranes, golf carts, and more?
    - JEA offers prescriptive financial incentives to customers who purchase select electric equipment to help them save money and reduce local air pollution. Custom incentives are available upon request for retrofits, infrastructure upgrades, and alternative technologies.
- Did you know electric equipment has reduced lifecycle costs?
    - Electric equipment typically has about 90 percent fewer moving parts than internal combustion-powered engines with no engine fluids or hoses. This will help to significantly lower maintenance costs over the life of the equipment.
- Did you know electric equipment can provide a safer and healthier work environment for your employees?
    - Less noise congestion due to the quiet operation of electric-powered equipment makes it easier for workers to pay better attention to what is happening around them providing a safer work environemnt. Electric equipment also produces zero site emissions into the air in employee work areas, which produces a clean and safe environmrmt for your employees.

What is Neighbor to Neighbor?

Description: The Neighbor to Neighbor program is a customer assistance fund that helps pay all or a portion of utility bills of those overwhelmed by a temporary financial crisis such as elderly, disabled, and low-income households. Neighbor to Neighbor funding comes from the generous donations of JEA customers.

Benefits:

Give help.

- *Tax Deductions*: Whether a customer makes a lump sum donation or contributes on a reoccurring monthly basis, every contribution is tax deductible. JEA will send the customer a tax statement at the end of the year.
- *No Administrative Expenses*: 100% of customer donations assist the most vulnerable in our community, no expenses are deducted by JEA or the United Way agency that qualifies customer and administers donations.

Get help.

- *Financial Assistance*: Customers who are experiencing a financial hardship can call United Way 2-1-1 to learn if they may be eligible to receive utility bill assistance through the Neighbor to Neighbor program.
- *No Repayment*: The Neighbor to Neighbor program is free to those who are eligible for temporary assistance and those benefitting are not required to pay it back.

Q&A:

- Did you know JEA participates in the Neighbor to Neighbor program that helps those in financial hardship such as elderly, disabled, and low-income members of our community pay for emergency energy-related needs?
    - JEA customers can participate in the program by making monthly donations that can automatically be added to their bill. JEA collects the donations and sends them directly to United Way's distributing agency, no expenses are deducted to distribute customer contributions.
- Did you know by donating to the Neighbor to Neighbor Program your generosity helps your neighbor?
    - The program is available to any JEA customer going through a financial crisis that meets the eligibility requirements to receive assistance.
- Did you know an unforeseen circumstance such as a death in the family, illness, job loss, or even storm-related expenses can send many families in our community into financial distress?
    - These types of unforeseen circumstances can send many families in our community into a financial crisis and leave them unable to pay their utility bill.
- Did you know all Neighbor to Neighbor contributions are tax deductible?
    - No matter if you make a lump sum donation or contribute monthly, all contributions are tax deductible and JEA will send you a tax statement at the end of the year.
- Did you know those who receive assistance from the Neighbor to Neighbor Program must meet certain eligibility requirements to qualify for assistance?
    - Every Neighbor to Neighbor recipient is carefully screened and is only eligible for assistance once every 13 months. This helps to ensure the program assists those who truly need financial assistance in paying their utility bill.

FAQs:

- Since it was founded in 1987, all customer contributions to Neighbor to Neighbor have gone directly to people in need.
- No expenses are deducted by JEA or the United Way agency that distributes the contributions.
- Contributions to the Neighbor to Neighbor Program are tax deductible.
- According to United Way's administering agency, Neighbor to Neighbor donations help to bridge the gap between the needs of eligible persons in our community and available funding. Every dollar counts.
- According to the US Census Bureau, 16.1% of the Jacksonville population live below the poverty level.
- The need for assistance in our community far exceeds donations received on an annual basis.
- Households with seniors, children under the age of 10 and disabled persons are given priority consideration for assistance.
- Ways to give help:
    - Complete an online form on jea.com which authorizes JEA to add $2, $5 or $10 to your monthly bill.
    - Check the box on your payment stub and record the amount you wish to add to your monthly bill in the space provided.
    - Send us an email with your name, account number and the amount you wish to add to your monthly JEA bill.
    - Cancel anytime by simply notifying JEA.

- Ways to get help:
    - Customers who are experiencing a financial hardship can call United Way 2-1-1 to learn if they may be eligible to receive utility bill assistance through the Neighbor to Neighbor program.
    - If 2-1-1 does not go through, dial direct 1-904-632-0600.

Neighborhood Energy Efficiency Program - Sell Sheet

Target Accounts: JEA residential customers who live in neighborhoods in which 50% or more of the population are at or below 150% of the Federal Poverty guidelines. These neighborhoods are identified by the Census Tract.

Product Description: The Neighborhood Efficiency Program is a program in which predetermined JEA customers receive $350 worth of free conservation products from JEA. Representatives from JEA install the products in the customers' homes at no charge. The package includes compact fluorescent Light bulbs, LED night lights, low flow shower head, AC filters, toilet flappers, caulking, weather stripping, faucet aerators, and insulation (if home qualifies). The program is paid for through a conservation fund, so there's no charge to the customer.

Benefits:

- *No Customer Cost*: JEA will provide and install $350 worth of free conservation products in customers' homes free of charge and without any commitment from the customer.
- *Cost Saving*: The energy efficient products that are installed in customers' homes will help reduce energy usage and lower their utility bill.
- *Energy Efficient*: The following items will be installed to make the customer's home more energy efficient: compact fluorescent light bulbs, LED night lights, low flow shower head, AC filters, toilet flappers, caulking, weather stripping, faucet aerators, and insulation (if qualified).
- *Education*: JEA will provide tips and educate the customers on how to conserve energy to help them better manage energy usage.

FAQ's:

- How do I know if I am eligible or can participate in the NEE program?
  - The NEE program is available in 21 Census Tract neighborhoods in the JEA service territory. These Census Tracts have been identified by the US Census Bureau as having more than 50% of the residents in the Tract living at 150% or less of the Federal Poverty Guidelines. Eligible persons must live within the boundaries of the identified Census Tract.
- What does the NEE program do?
  - A JEA post card describing the program is sent to each resident in an identified Census Tract. A two-person crew visits an eligible home for about two hours and installs, free of charge, 15 to 20 electric and water conservation products, such as CFL bulbs, LED night lights, low flow showerheads, new toilet flappers, AC filters, and some weather stripping and caulking. One crew member will also sit down with the resident and provide information on utility billing, energy saving tips and ways to better manage energy usage to help lower utility bills.
- Is this a weatherization assistance program?
  - No, the Weatherization Assistance Program (WAP), which is funded by the Deptartment of Energy (DOE) is provided by the Northeast Florida Community Action Agency (NEFCAA). Their work is much more involved than the JEA program. If the JEA crew finds indications in the home that the WAP might address, JEA will provide a flyer for the customer to contact NEFCAA for that program.

- Does the NEE program provide free attic insulation?
  - The NEE program provides free attic insulation to qualifying homes on a limited basis. To qualify, there must be less than 5 inches of existing insulation or no insulation in the attic and the resident's consumption history for the past 12 months must match an eligibility formula. If qualified, the home owner (property owner if resident is a tenant) must sign a letter of participation. Once qualified and the letter is on file, the home will be scheduled for free insulation installation. JEA only has funds for about 125 to 150 attic insulations each year.

JEA MyWay - Sell Sheet

Target Accounts: All JEA customers. Particularly customers who struggle to pay their monthly bill or deposit, college students, customers who travel a lot, and environmentally conscious consumers.

Product Description: JEA MyWay is a pay-as-you-go billing model in which customers deposit money in their account that is then drawn against to pay for their energy and water consumption. Where the utility traditionally employs a post-consumption billing model – JEA MyWay is a pre-consumption billing model.

Benefits:

- *Control* –JEA MyWay allows customers to pay for their energy whenever they want, they can pay by the day, by the week, by the month–any way that is most convenient for them.
- *Account Alerts* - Customers will not receive a monthly bill, but they will know their account balance every day. They can get text alerts sent to their mobile phone, phone calls to a number they select, or emails to let them know when their balance is running low.
- *No late fees or reconnection fees* – Since a customer pays for their usage in advance, they never have to worry about being charged a late fee. They also do not have to worry about reconnection fees, if their power is disconnected, reconnection occurs within minutes after they make a payment to their account.
- *No deposit, credit check, prepaid fees or charges required* – JEA MyWay customers do not incur a deposit, credit check, pre-paid fees, or charges when enrolling in JEA MyWay. They simply deposit money in their account and can enjoy their prepaid utility services.
- *Multiple Payment Options* –JEA MyWay customers can pay their bill online, pay over the phone, or pay at one of our payment centers.
  Tip: If a customer opts to pay online using a bank account, they will save on the cost of checks, envelopes and stamps. Paying online using a bank account is free.
- *No Charge* – JEA MyWay is free for all JEA customers.

Selling Points:

- Did you know JEA MyWay can help you manage your bill by sending alerts on your daily energy usage?
  - JEA MyWay alerts can update you so you know how much energy you are using every day, this allows you to adjust your usage from day to day to make your money go further.
- Did you know you will not incur any late or reconnection fees while on JEA MyWay?
  - Hopefully, disconnection will never happen. But if it does, reconnection occurs within minutes after your payment is credited to your account and you will not be charged a reconnection fee. You will also never incur a late fee since you are paying for your usage in advanced.
- Did you know JEA MyWay allows you to easily add money to your account as often as you want?
  - You can add money over the phone or online by going to jea.com. You can also pay at any of JEA's payment authorized locations such as Winn Dixie. Payments of any amount can be made as often as you please.
- Did you know your deposit can be applied to your JEA MyWay account?
  - If you have paid a deposit and switch to JEA MyWay, your deposit will be applied to your JEA MyWay account to be used towards consumption.

JEA MyBudget - Sell Sheet

Target Accounts: JEA customers who live on a fixed income, don't like seasonal bill fluctuations, or want a more predictable utility bill from month-to-month.

Product Description: JEA MyBudget is a levelized payment plan that evens out a customer's monthly utility bill by taking a rolling average of their last 12 bills. There is no "true-up" at the end of the year. The program trues-up each month which is why the payment may change by a few dollars from month to month. The rolling average allows utility bills to be about the same amount each month, making it easier to set a utility budget. MyBudget customers do not pay any more or less for their utilities than if they were not in the program.

Customer Benefits:

- *Easy to Budget* – JEA MyBudget will allow customers to more easily budget their utility bill each month which especially benefits those who live on a fixed income.
    - Note that the budget billing amount may fluctuate over time as average usage increases or decreases.
- *Predictable Bills* – JEA MyBudget makes customer bills much more predictable. A customer no longer has to worry about getting a high bill they are unable to pay, their bill should only fluctuate a few dollars each month even during peak seasons.
- *No Large Yearly True-Up* - There is not a large true-up at the end of the year as the program trues-up each month.
- *Various Payment Options* –JEA MyBudget customers can pay their bill online, by mail, over the phone, or at one of our payment centers.
  Tip: If a customer opts to pay online using a bank account, they will save on the cost of checks, envelopes and stamps. Paying online using a bank account is free.

Selling Points:

- Did you know when you are enrolled in JEA MyBudget your bill will not fluctuate drastically due to weather extremes?
    - JEA uses a rolling average of your last 12 bills. That means we add your current month's usage to your previous 11 months and divide the total by 12. We do this every month, so your billing amount will only fluctuate by a few dollars.
- Did you know JEA MyBudget allows you to predict your utility bill more easily?
    - Because you'll pay a rolling average each month—your bill pay amount will stay about the same. Since your average adjusts monthly, your account balance will always be up to date.
- Did you know as a JEA MyBudget customer you still have the freedom to choose how to pay your bill?
    - You can pay online, mail a check, pay over the phone, or pay at one of our payment centers.

FAQ's:

- Will I have a large true up at the end of the year?
    - No, with JEA MyBudget your account trues up monthly, so you will not be stuck paying a large true up sum at the end of the year.
- Will I be charged a higher or lower rate for the electricity I use while enrolled in JEA MyBudget program?

- No, you will stay pay the same rate. However your monthly payments will be levelized throughout the year by using a rolling average of your last 12 month's consumption to make your bills easier to budget.

FAQ's Continued:

- Why do I pay more than what I use during certain months?
  - You will notice that your JEA MyBudget payment amount is more than your actual usage during the spring and fall which is used to pay for typically higher electric and water usage during the winter and summer when we collect far less than your actual usage.
- How is my JEA MyBudget amount calculated?
  - JEA uses a rolling average of your last 12 bills. That means we add your current month's usage to your previous 11 months and divide the total by 12.
- Will I owe JEA if I do not stay in the program for at least a year?
  - It's best to stay on the JEA MyBudget program for at least one full year so we can use the fall and spring to level out the high usage you typically have in the summer and winter. However, depending on when you leave the program will determine whether or not you have a positive or negative account balance.
- I have two properties associated with my account, can I enroll only one property in the JEA MyBudget program?
  - Because JEA MyBudget is based on the account and not the property, all service addresses on the account will be required to be on JEA MyBudget.
- If I have multiple properties associated with my account, do I need to have (6) months of service at each account to enroll in JEA MyBudget?
  - Yes, you must have (6) months of service at each account to enroll in JEA MyBudget so that we can set an accurate MyBudget payment.
- Does the MyBudget payment include all charges I owe to JEA?
  - All the services we provide you (electric, water, sewer, irrigation) are included in the payment as well as city fees (city contribution, public service tax, city franchise and state gross receipts tax).

My JEA Utility Tracker - Sell Sheet

Target Accounts: All JEA residential electric and water customers.

Product Description: My JEA Utility Tracker provides an online efficiency assessment for customers to determine energy and water saving measures and behaviors to better manage their utility bills. It also provides charts, graphs and data for customers to track their own usage, analyze their bills, and review their bill history to better manage their utility usage.

Benefits:

- *Energy Profile* – My JEA Utility Tracker users can create an Energy Profile specific to their home and get detailed information on their usage. This is helpful because it shows the customer what areas they are consuming the most.
    - Once a customer completes their Energy Profile, My JEA Utility Tracker will provide energy saving tips and ideas relative to customer homes.
- *Bill to date estimate* –My JEA Utility Tracker provides up to date estimates on the customer's current bill. It will tell them how many days they are in to the current billing cycle and give them an estimated cost of what their bill is to date. It also estimates what their final bill will be.
- *What Impacts my Utility Bill* – My JEA Utility Tracker uses a pie chart to illustrate where the customer is consuming most. The pie chart breaks their bill down by cost per category and the percentage of energy used in that category.
- *Bill History* – My JEA Utility Tracker provides the customer with an account summary of their previous 24 bills. This allows the customer to easily view their bills from month to month and see what months they consume more or less. This also allows them to analyze each bill and provides highlights from that billing cycle on why their bill changed from the prior month.
- *No Charge* –My JEA Utility Tracker is free for all JEA customers.

Selling Points:

- Did you know My JEA Utility Tracker provides your bill to date estimate?
    - My JEA Utility Tracker tracks your usage daily and will show you what your estimated utility bill is to date, it will also give you an estimate of what your total bill will be for that billing cycle.
- Did you know you can set up an Energy Profile on My JEA Utility Tracker and it will track your usage by category and give energy saving tips specific to your home?
    - Completing your home Energy Profile and choosing which lifestyle fits your needs, you can be one step closer to saving on your energy costs.
- Did you know My JEA Utility Tracker will allow you to see up to 24 months of bill history?
    - My JEA Utility Tracker provides an account summary that goes back 24 months, you are able to view previous bills side by side and create graphs to compare consumption.

**Due to system limitation, customers with a solar PV system are unable to use My JEA Utility Tracker at this time.*

jea.com - Sell Sheet

Target Accounts: All JEA customers.

Product Description: jea.com is a self-service site for JEA customers. jea.com allows customers to satisfy all of their billing needs, find ways to conserve energy in their home or business, track their daily energy and water usage, report and monitor electrical outages, start or stop service, and much more without having to call the Customer Care line or go to the Customer Care Center. jea.com is also a resource for many things such as hurricane safety and preparedness, electric safety, electric vehicle information, pollution prevention, and much more.

Benefits:

- *Convenience:* jea.com is a self-service for customers to view and pay their bill online, request an extension to pay their bill, register for JEA's billing and payment options, track their monthly usage with My JEA Utility Tracker, start and stop service, transfer service, add a service address, and report and monitor electrical outages without having to call the Customer Care line or go to a JEA service location.

- *Saving Tips:* Customers can learn tips on how to save energy and water by viewing our "Ways to Save" page and by watching our interactive video conversations on the "Understanding Your Bill" page.

- *Safety Tips:* Customers are able to find information regarding hurricane and electric safety in the "In Our Community" section. The tips provided will give customers information on how to prepare for a storm and how to stay safe during and after a storm. They can also find information on how to be safe around electricity.

- *Informative:* Customers can find information on JEA's upcoming events, construction projects, public services, school programs, residential and commercial rebates, and in home efficiency assessments. jea.com also offers builders all of the information they need to start a project that will involve JEA. We provide checklists and guidelines for builders to follow during their project and we also provide all permits needed to work with JEA on jea.com in the "Working with JEA" section.

Selling Points:

- Did you know by creating an online account on jea.com you will be provided with many self-service options such as the ability to view and pay your bill online and request an extension to pay your bill without having to call the Customer Care line?
    - As a customer, you have the ability to self-serve at jea.com, you review and pay your bill online, request an extension to pay your bill, register for JEA's billing and payment options, track your monthly usage with My JEA Utility Tracker, start and stop service, transfer service, add a service address, and report and monitor electrical outages. You are able to do all of this and much more without having to call the Customer Care line or go to a JEA service location.

- Did you know you can find out what effects utility bills most and get some energy savings tips by viewing our interactive video conversations on our "Understanding My Bill" page?
    - Our interactive video conversations will provide you with valuable insights into your bill as well as tips about your home's energy and water use that affect your bill: lighting, old appliances, cooling, and water leaks.

- Did you know you can easily report a service issue on jea.com without having to call the Customer Care line?
    - The “Manage My Account” section has an Outage Info page that allows you to report an electrical outage from your smart phone or computer. You can also view our Electrical Outage Map to see if an outage in your area has already been reported and get an estimate of when your power will be restored.

InvestSmart with JEA - Sell Sheet

Target Accounts: JEA commercial customers.

Product Description: InvestSmart with JEA provides rebate incentives designed to help you make those energy efficiency upgrades at a lower initial cost.

Benefits:

- *Rebates* - JEA offers rebates on the installation of Lighting, Heating, Cooling, and Air Handling, Cool Roofs and Window Film, Refrigeration, Water Heating, and Customer and Small Business Energy Upgrades for all commercial customers.
- *Cost Savings* – Customers will save on energy costs by upgrading their business to energy efficient products.
    - *Lighting*: Replacing existing lighting systems with T8 or T12 lamp retrofits can trim energy costs dramatically and save money for years to come.
    - *Heating, Cooling, and Air Handling:* Upgrading to a more energy efficient system can reduce customers' energy use and save on annual energy consumption.
    - *Cool Roofs and Window Film:* Reflective window film can reduce solar heat gain and increase solar reflectance providing a return on investment through savings on monthly energy bills as a result of decreased energy usage for the same level of building comfort. A cool roof also reduces undesirable solar heating of the building which helps to reduce hot weather cooling needs and saving on air conditioning energy costs.
    - *Refrigeration:* High efficiency refrigeration equipment can save 25 to 55 percent in energy costs per year.
    - *Water Heating*: A boiler tune-up improves the efficiency of your boiler sometimes saving up to 25 percent on your water heating costs.
    - *Customer Business Energy Upgrades*: The installation of high efficiency equipment will help reduce annual energy consumption.
    - *Small Business Energy Upgrades*: The installation and upgrades of high efficiency equipment will help reduce annual energy consumption.

Selling Points:

- Did you know InvestSmart with JEA offers a wide range of rebate programs?
    - JEA offers rebates on the installation of Lighting, Heating, Cooling, and Air Handling, Cool Roofs and Window Film, Refrigeration, Water Heating, and Customer and Small Business Energy Upgrades for all commercial customers.
- Did you know Reflective Window Film can reduce solar heat gain and increase solar reflectance?
    - Reflective Window Film reduces solar heat gain and increases solar reflectance providing a return on investment through savings on monthly energy bills as a result of decreased energy usage for the same level of building comfort.
- Did you know upgrading your Refrigeration System can save 25%-55% in energy costs per year?
    - High efficiency refrigeration equipment can save 25 to 55 percent in energy costs per year.

Electric Vehicle Rebates - Sell Sheet

Target Accounts: JEA residential electric customers who are purchasing or leasing a new plug-in electric vehicle.

Product Description: Incentives provided to JEA residential electric customers for purchase or lease of new plug-in electric vehicle.

Benefits:

- *Rebate:* $1,000 rebate offered for the purchase or lease of a plug-in electric vehicle with a battery size of 15 kWh or higher and $500 rebate offered for the purchase or lease of a plug-in electric vehicle with a battery size less than 15 kWh. Rebates are available for new plug-in electric vehicles, purchased or leased, with a registered address in JEA's electric service territory.
  *Some restrictions apply.
- *Cost Savings:* PEV rebates lowers up-front costs of purchasing or leasing a new PEV and enables buyers to reap the benefits of driving electric (environment friendly, lower operating costs, fun to drive).
- *Flexibility:* PEV rebates allow customer flexibility in purchasing or leasing a PEV from any dealer of choice. Rebates are payable for any new purchased or leased PEV as long as the car is registered in JEA's service territory.
  *Some restrictions apply.
- *Upgrade Charging Cost:* Rebates could allow customers to purchase upgraded charging equipment for more flexibility for in-home charging. Upgrading from 120v to a 220/240v charger usually ranges from $500-$1,000 and can save about 6 hours of charge time.

Selling Points:

- Did you know JEA offers PEV Rebates for the purchase or lease of a new PEV?
  - JEA offers rebates of $500 and $1,000, depending on battery size, to JEA residential electric customers who purchase or lease a new PEV registered within JEA's electric service territory.
- Did you know the PEV rebate received from JEA could help cover the costs of upgrading your in-home charging equipment?
  - Rebates could allow customers to purchase upgraded charging equipment for more flexibility for in-home charging. Upgrading from 120v to a 220/240v charger usually ranges from $500-$1,000 and can save about 6 hours of charge time.
- Did you know there are federal tax credits available for purchasing an electric vehicle?
  - The credits range from $2,500 - $7,500 and are available for: battery electric vehicles, plug-in electric vehicles, and extended range electric vehicles.
- Did you know Florida has a statute that protects consumers from additional charges from insurance providers for their plug-in electric vehicles?
  - Some insurance providers also offer a discount on vehicle premiums for purchasing an electric vehicle.

FAQ's:

- What is a plug-in electric vehicle ?
    - A vehicle that uses electric power provided by a battery to propel the vehicle. There are essentially two types: All electric – only uses electric power (Nissan Leaf, Tesla S) and Hybrid electric – combines electric power with gas to extend the range (Chevy Volt, Ford C-Max).

- Where can I learn more about electric vehicles? *i.e. which one is right for me, how far can I drive on electric, are they safe, etc*
    - Visit jea.com/electricdrive to learn about PEV's, charging PEVs, buying incentives, and more.

- How much are JEA's plug-in electric vehicle rebates?
    - $500 for a battery size that is less than 15kWh and $1000 for a battery size 15kWh or higher.

- Who is eligible for a JEA plug-in electric vehicle rebate?
    - JEA residential electric customers who are purchasing or leasing a new plug-in electric vehicle. Rebates are not available for replacement vehicles (someone who has received a rebate for their current PEV and are trading it in for a new PEV) or water only customer.

- How do customers apply for a JEA PEV rebate?
    - Customers can download and print the application to apply in the "Buying Incentives" section on jea.com/electricdrive.

- Does JEA have PEVs in its fleet?
    - Chevrolet Volt hybrid electric JEA fleet vehicle
    - Nissan Leaf All-Electric JEA fleet vehicle.

- Who processes JEA PEV rebates?
    - A third party vendor, EFI, on behalf of JEA will process all rebates for eligibility and issue the qualified rebate checks directly to the customer once all rebate application criteria are satisfied. EFI is responsible for all rebate related questions such as:
        - How do I qualify?
        - Does my vehicle qualify?
        - Which rebate ($500 or $1000) does my vehicle qualify for?
        - EFI Toll Free Number – 877-620-1935
        - EFI email address – jeapev@efi.org

Efficiency Assessments - Sell Sheet

Target Accounts: All JEA residential and commercial customers.

Product Description: Upon customer request, JEA assessments are performed by experienced efficiency assessors who help customers resolve their bill and energy usage issues. Visits can be from one to two hours depending on whether they are smart checks, electric assessments, water assessments, or both. The customer is provided with a report of the results and support documentation to help resolve the issue or aid them in making energy saving decisions.

Available Assessments
Residential Electric Assessments
Residential Interior Water/Sewer Assessments
Residential Irrigation Assessments (formely known as Lawn Smart)
Residential Electric Smart Check
Residential Water Smart Check
Commercial Electric Assessments
Commercial Water/Sewer Assessments
Commercial Irrigation Assessments
Commercial Smart Check

Benefits:

- *In home site visit* – Customers are provided with a detailed site visit and one-on-one time with an experienced efficiency assessor who reviews their home and explains major areas of potential energy savings and behavior changes to help customer save on electric, water, sewer, and irrigation usage. Written results and support documents are provided to help customer resolve issues.
- *Increase energy efficiency* – Assessors provide tips and guidance for customers on ways to make their home more energy efficient through recommendations for repairs or adjustments.
- *Cost Savings* – Customers can save money on their utility bills by following the efficiency assessor's recommendations on how to conserve energy throughout their home.
- *No Charge* –JEA energy assessments are free of charge to all JEA customers.

Selling Points:

- Did you know you can schedule a free JEA energy assessment for your home?
    - A JEA representative will inspect your home and then offer cost-effective ideas designed to help lower energy costs.
- Did you know JEA irrigation experts can visit your home and show you how to get a green, beautiful lawn without the extra costs caused by overwatering?
    - During their visit, the JEA irrigation expert will determine an irrigation schedule tailor made for your landscape. They will also show you how to check your water meter for leaks, program your irrigation controller, inspect your rotor and sprayer heads for problems, and ensure your moisture sensor is working properly.
- Did you know by following your efficiency assessor's recommendations on how to make your home more energy efficient, you could reduce the cost of your utility bill each month?
    - The JEA representative will first break your energy consumption into components so they'll know where to look prior to arriving at your home. Once they arrive, they'll conduct a physical walkthrough inspection of your home and appliances to determine where improvements can be made both in behavior and in new equipment.

eBill - Sell Sheet

Target Accounts: Computer savvy customers of all age groups and demographics who prefer electronic communication.

- Example: Someone who has provided their email address and/or has a jea.com account.

Product Description: eBill is a more convenient and environmentally friendly way for customers to receive and review their bill. Instead of receiving paper bills through regular mail, eBill customers' bills will arrive securely via email with a link to view their bill, pay or schedule a payment, and request a payment extension.

Benefits:

- *Secure* - Unlike regular mail, which can be lost or stolen, JEA eBill notifications are delivered directly to eBill customers' email inbox.
- *Organization* – eBill customers will no longer receive paper bills, which can be tedious to track and keep organized. JEA's eBilling system allows customers to view their current bill and 13 months of previous bills online at any time. They are also able to print their bill should they need to do so.
- *Environmentally Friendly* - eBill subscribers help conserve trees, as well as the water and energy needed to manufacture paper, by receiving their bill electronically.
  Tip: According to the PayItGreen Alliance, a single household can make quite a difference by having bills delivered electronically and paid online:
  - Save 6 pounds of paper per year.
  - Save 23 pounds of wood per year.
  - Avoid producing 29 pounds of greenhouse gas emissions per year.
- *Payment Options* –eBill customers can pay their bill online, by mail, over the phone, or at one of our payment centers.
  Tip: If a customer opts to pay online using a bank account, they will save on the cost of checks, envelopes and stamps. Paying online using a bank account is free.
- *No Charge* – eBill is free for all JEA customers.

Selling Points:

- Did you know with eBill you receive your monthly bills electronically and no longer have to worry about tracking paper bills?
  - If needed, you can still print a copy of your bill and view your last 24 months of previous bills at any time from your jea.com account.
- Did you know by signing up for eBill you can help make the world a littler "greener"?
  - You are helping conserve trees, as well as the water and energy needed to manufacture paper, by receiving your bill electronically.
- Did you know as an eBill customer you still have the freedom to choose how to pay your bill?
  - You can pay online, mail a check, pay over the phone, or pay at one of our payment centers.
- Did you know you can sign up for email and text alerts to remind you that your bill due date is approaching?
  - JEA offers text and email alerts that any customer with an online account can sign up for. These alerts range from reminders that your bill due date is approaching to getting alerts when your usage has reached a certain dollar amount.

Matching customers to eBill

- Keywords and phrases to listen for from customer
    - Bill wasn't delivered
    - Lost my bill
    - Can't keep paper bills organized
    - Forgot to pay

- Things to look for in account
    - Frequently pays late
    - Frequently pays online
    - Participates in AutoPay or JEA MyBudget
    - Has email address in system
    - Multiple text/email alerts are active
    - Frequent online visits to jea.com
    - Military family or periods of no consumption

- Common concerns
    - "I use the paper bill as a reminder." – Explain the schedule a payment option and the bill due date reminder email and text alerts.
    - "I keep my paper bills so I have a history of my consumption." – Any customer with an online account can still view and print their last 13 months of bills.

Dark Fiber Leasing - Sell Sheet

Target Accounts: JEA large commercial customers such as data centers, wireless carriers, and telecommunication customers.

Product Description: Dark fiber is unused fiber-optic cable that can be leased to companies in our area to convey information in the form of light pulses. JEA leases routes along an extensive 500 mile fiber –optic network throughout the Jacksonville area. JEA's fiber network runs both underground and overhead throughout Duval County, as well as in parts of St. Johns and Nassau Counties.

Customer Benefits:

- *Connectivity* – JEA dark fiber provides customers connectivity in to essential locations such as JAXNAP and Jacksonville Data Centers as well as the potential to connect from building to building.
- *High Quality Routes* – There are multiple high quality routes throughout Duval County and NE Florida that customers can lease.
- *Speed to Market* - A customer can begin using JEA dark fiber immediately after leasing which cuts down time of having to build the infrastructure.

Selling Points:

- Did you know JEA dark fiber can connect you to essential locations such as JAXNAP and Jacksonville data centers?
    - JEA has over 500 miles of dark fiber that can be leased to provided companies connectivity to essential locations.
- Did you know by leasing dark fiber from JEA you will have immediate connection rather than having to wait to build infrastructure?
    - JEA's dark fiber already exists and is ready to use.

ChargeWell Charging Stations - Sell Sheet

Program Description: In a joint effort to promote electric vehicles as an alternative to gasoline-fueled vehicles, JEA and the North Florida Transportation Planning Organization are seeking local businesses, non-profit agencies, and government entities in JEA's service territory to apply for the award of a publicly accessible plug-in electric vehicle (PEV) charging station to be installed, owned and operated by the applicant on their property. These Level 2 charging stations will be part of the new Northeast Florida charging station network, ChargeWell, and will provide electric vehicle drivers more opportunities to charge up. Funds for this project are made available through the North Florida TPO using Congestion, Mitigation & Air Quality funds (CMAQ).

Benefits:

- *Free electric vehicle charging station:* Through an application process, JEA will award level 2 charging stations and installation costs to businesses who complete the application and rank highest among other applications.

- *Charge time:* Level 2 chargers are a faster charging option than a level 1 charger. A level 2 charger can give most electric vehicles a full charge within 4-6 hours or anywhere form 125 to 25 miles of range depending on the vehicle's battery. When an EV driver is looking for a quick charge, a level 2 charger can typically top off their battery while they are shopping, eating, or even working.

- *Customer Satisfaction:* Installing an electric vehicle charging station will raise customer satisfaction giving customers who drive electric vehicles a chance to charge their vehicle while on location. Public charging redues "Range Anxiety" or the fear of running out of battery charge and opens up all of Jacksonville for ev travel.

FAQ's:

- What is the ChargeWell network?
    - The ChargeWell network is the name for branded electric vehicle charging stations funded by the North Florida Transportation Planning Organization as part of its Clean Fuels program. The funding comes from the federal Congestion Mitigation and Air Quality Improvement (CMAQ) Program.

- Who can charge at ChargeWell stations?
    - Anyone with a plug in electric vehicle can charge at a ChargeWell statio . All stations are publically accessible and in well lit areas. The statins are alos part of the Chargepoint Network and can obtain a Chargepoint key chain card for access. www.chargepoint.com

- How much is it to use a ChargeWell station?
    - Most stations are free, if the host does charge it will not be more than $.18 per kWh (JEA's residential rate is approximately $.12 per kWh). The $0.18/kWh restriction ends April 2018 and statin hosts can charge any amount they want per Florida Statute.

- If the station host charges, how do I pay?
    - You could pay through a Chargepoint account, mobile payment (Apple Pay or Android Pay), or by phone.
- Where are the stations located?

- You can see a map of the stations at multiple web pages/phone apps
  - http://northfloridatpo.com/clean-fuels/chargewell/
  - www.plugshare.com
  - www.chargepoint.com

AutoPay - Sell Sheet

Target Accounts: All JEA commercial and residential customers.

Product Description: AutoPay is an automatic payment option that will deduct funds from a customer's checking or savings account to pay their utility charges each month without any action required by the customer.

Benefits:

- *Automatic Payment* – AutoPay automatically deducts payment from the customer's specified account on the bill's due date.
    - This relieves the customer of having to manually make a payment.
- *No Charge* –AutoPay is free for all JEA customers.

Selling Points:

- Did you know when you are enrolled in AutoPay, your payment will be automatically deducted from your account on the due date without any action by you?
    - AutoPay automatically deducts your bill amount from your specified checking or savings account. You will still receive your bill as before, but with AutoPay, you no longer need to manually make your payment.
- Did you know when you are enrolled in AutoPay you will no longer have to worry about accidentally forgetting to pay your bill on time or the late fees that come along with late payments?
    - AutoPay automatically deducts your bill amount on the due date each month. You will no longer have to worry about whether or not you have paid your bill for the month or the late fees that come along with late payments.

Matching customers to AutoPay:

- Keywords and phrases to listen to from customer
    - Late payment(s)
    - Forgot to pay
    - Travels on a regular basis
- Things to look for in account
    - New service or has only had service for 5 years or less
    - Customers 44 years and younger
    - Frequently pays late
    - Frequently pays online
    - Participates in eBill or JEA MyBudget
    - Frequent online visits to jea.com
- Common Conerns
    - "I am worried my utility payment would come out without my knowledge." - Explain the bill reminder email and text alerts so they can set reminders when their due date is approaching.
    - "My utility bill changes every month so there would be uncertainty in the amount withdrawn." – Offer JEA MyBudget along with AutoPay so they will know about what their utility bill will be each month.

FAQ's:

- When will my payment withdraw from my account?
    - Your payment will withdraw from your account on the bill's due date. However, your account balance will be reflected as $0 when your bill is printed even though your payment will not process until the due date.

FAQ's continued:

- Can I pick the date my payment is withdrawn?
    - No, your payment will always be withdrawn on the bill's due date.
- Can I pay my bill prior to its due date with a different form of payment?
    - No, once enrolled in AutoPay you can only pay by registered bank account.
- What if I change banks?
    - You will need to log on to your jea.com account and change your billing information prior to your bill's due date.
- What if I do not have enough funds when my payment is withdrawn?
    - JEA will charge you a return check fee if you do not have enough funds in your account to pay your bill.
- Can I set up AutoPay with a credit or debit card?
    - At this time, AutoPay customers can only use a checking or savings account. In the future, we hope to provide the option for AutoPay customers to use credit cards.

ChargeWell Charging Stations - Sell Sheet

Program Description: In a joint effort to promote electric vehicles as an alternative to gasoline-fueled vehicles, JEA and the North Florida Transportation Planning Organization are seeking local businesses, non-profit agencies, and government entities in JEA's service territory to apply for the award of a publicly accessible plug-in electric vehicle (PEV) charging station to be installed, owned and operated by the applicant on their property. These Level 2 charging stations will be part of the new Northeast Florida charging station network, ChargeWell, and will provide electric vehicle drivers more opportunities to charge up. Funds for this project are made available through the North Florida TPO using Congestion, Mitigation & Air Quality funds (CMAQ).

Benefits:

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- How much is it to use a ChargeWell station?
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- Where are the stations located?

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  - www.chargepoint.com

Dark Fiber Leasing - Sell Sheet

Target Accounts: JEA large commercial customers such as data centers, wireless carriers, and telecommunication customers.

Product Description: Dark fiber is unused fiber-optic cable that can be leased to companies in our area to convey information in the form of light pulses. JEA leases routes along an extensive 500 mile fiber –optic network throughout the Jacksonville area. JEA's fiber network runs both underground and overhead throughout Duval County, as well as in parts of St. Johns and Nassau Counties.

Customer Benefits:

- *Connectivity* – JEA dark fiber provides customers connectivity in to essential locations such as JAXNAP and Jacksonville Data Centers as well as the potential to connect from building to building.
- *High Quality Routes* – There are multiple high quality routes throughout Duval County and NE Florida that customers can lease.
- *Speed to Market* - A customer can begin using JEA dark fiber immediately after leasing which cuts down time of having to build the infrastructure.

Selling Points:

- Did you know JEA dark fiber can connect you to essential locations such as JAXNAP and Jacksonville data centers?
    - JEA has over 500 miles of dark fiber that can be leased to provided companies connectivity to essential locations.
- Did you know by leasing dark fiber from JEA you will have immediate connection rather than having to wait to build infrastructure?
    - JEA's dark fiber already exists and is ready to use.

eBill - Sell Sheet

Target Accounts: Computer savvy customers of all age groups and demographics who prefer electronic communication.

- Example: Someone who has provided their email address and/or has a jea.com account.

Product Description: eBill is a more convenient and environmentally friendly way for customers to receive and review their bill. Instead of receiving paper bills through regular mail, eBill customers' bills will arrive securely via email with a link to view their bill, pay or schedule a payment, and request a payment extension.

Benefits:

- *Secure* - Unlike regular mail, which can be lost or stolen, JEA eBill notifications are delivered directly to eBill customers' email inbox.
- *Organization* – eBill customers will no longer receive paper bills, which can be tedious to track and keep organized. JEA's eBilling system allows customers to view their current bill and 13 months of previous bills online at any time. They are also able to print their bill should they need to do so.
- *Environmentally Friendly* - eBill subscribers help conserve trees, as well as the water and energy needed to manufacture paper, by receiving their bill electronically.
  Tip: According to the PayItGreen Alliance, a single household can make quite a difference by having bills delivered electronically and paid online:
  - Save 6 pounds of paper per year.
  - Save 23 pounds of wood per year.
  - Avoid producing 29 pounds of greenhouse gas emissions per year.
- *Payment Options* –eBill customers can pay their bill online, by mail, over the phone, or at one of our payment centers.
  Tip: If a customer opts to pay online using a bank account, they will save on the cost of checks, envelopes and stamps. Paying online using a bank account is free.
- *No Charge* – eBill is free for all JEA customers.

Selling Points:

- Did you know with eBill you receive your monthly bills electronically and no longer have to worry about tracking paper bills?
  - If needed, you can still print a copy of your bill and view your last 24 months of previous bills at any time from your jea.com account.
- Did you know by signing up for eBill you can help make the world a littler "greener"?
  - You are helping conserve trees, as well as the water and energy needed to manufacture paper, by receiving your bill electronically.
- Did you know as an eBill customer you still have the freedom to choose how to pay your bill?
  - You can pay online, mail a check, pay over the phone, or pay at one of our payment centers.
- Did you know you can sign up for email and text alerts to remind you that your bill due date is approaching?
  - JEA offers text and email alerts that any customer with an online account can sign up for. These alerts range from reminders that your bill due date is approaching to getting alerts when your usage has reached a certain dollar amount.

Matching customers to eBill

- Keywords and phrases to listen for from customer
    - Bill wasn't delivered
    - Lost my bill
    - Can't keep paper bills organized
    - Forgot to pay

- Things to look for in account
    - Frequently pays late
    - Frequently pays online
    - Participates in AutoPay or JEA MyBudget
    - Has email address in system
    - Multiple text/email alerts are active
    - Frequent online visits to jea.com
    - Military family or periods of no consumption

- Common concerns
    - "I use the paper bill as a reminder." – Explain the schedule a payment option and the bill due date reminder email and text alerts.
    - "I keep my paper bills so I have a history of my consumption." – Any customer with an online account can still view and print their last 13 months of bills.

Efficiency Assessments - Sell Sheet

Target Accounts: All JEA residential and commercial customers.

Product Description: Upon customer request, JEA assessments are performed by experienced efficiency assessors who help customers resolve their bill and energy usage issues. Visits can be from one to two hours depending on whether they are smart checks, electric assessments, water assessments, or both. The customer is provided with a report of the results and support documentation to help resolve the issue or aid them in making energy saving decisions.

Available Assessments
Residential Electric Assessments
Residential Interior Water/Sewer Assessments
Residential Irrigation Assessments (formely known as Lawn Smart)
Residential Electric Smart Check
Residential Water Smart Check
Commercial Electric Assessments
Commercial Water/Sewer Assessments
Commercial Irrigation Assessments
Commercial Smart Check

Benefits:

- *In home site visit* – Customers are provided with a detailed site visit and one-on-one time with an experienced efficiency assessor who reviews their home and explains major areas of potential energy savings and behavior changes to help customer save on electric, water, sewer, and irrigation usage. Written results and support documents are provided to help customer resolve issues.
- *Increase energy efficiency* – Assessors provide tips and guidance for customers on ways to make their home more energy efficient through recommendations for repairs or adjustments.
- *Cost Savings* – Customers can save money on their utility bills by following the efficiency assessor's recommendations on how to conserve energy throughout their home.
- *No Charge* –JEA energy assessments are free of charge to all JEA customers.

Selling Points:

- Did you know you can schedule a free JEA energy assessment for your home?
    - A JEA representative will inspect your home and then offer cost-effective ideas designed to help lower energy costs.
- Did you know JEA irrigation experts can visit your home and show you how to get a green, beautiful lawn without the extra costs caused by overwatering?
    - During their visit, the JEA irrigation expert will determine an irrigation schedule tailor made for your landscape. They will also show you how to check your water meter for leaks, program your irrigation controller, inspect your rotor and sprayer heads for problems, and ensure your moisture sensor is working properly.
- Did you know by following your efficiency assessor's recommendations on how to make your home more energy efficient, you could reduce the cost of your utility bill each month?
    - The JEA representative will first break your energy consumption into components so they'll know where to look prior to arriving at your home. Once they arrive, they'll conduct a physical walkthrough inspection of your home and appliances to determine where improvements can be made both in behavior and in new equipment.

Electric Vehicle Rebates - Sell Sheet

Target Accounts: JEA residential electric customers who are purchasing or leasing a new plug-in electric vehicle.

Product Description: Incentives provided to JEA residential electric customers for purchase or lease of new plug-in electric vehicle.

Benefits:

- *Rebate:* $1,000 rebate offered for the purchase or lease of a plug-in electric vehicle with a battery size of 15 kWh or higher and $500 rebate offered for the purchase or lease of a plug-in electric vehicle with a battery size less than 15 kWh. Rebates are available for new plug-in electric vehicles, purchased or leased, with a registered address in JEA's electric service territory.
  *Some restrictions apply.
- *Cost Savings:* PEV rebates lowers up-front costs of purchasing or leasing a new PEV and enables buyers to reap the benefits of driving electric (environment friendly, lower operating costs, fun to drive).
- *Flexibility:* PEV rebates allow customer flexibility in purchasing or leasing a PEV from any dealer of choice. Rebates are payable for any new purchased or leased PEV as long as the car is registered in JEA's service territory.
  *Some restrictions apply.
- *Upgrade Charging Cost:* Rebates could allow customers to purchase upgraded charging equipment for more flexibility for in-home charging. Upgrading from 120v to a 220/240v charger usually ranges from $500-$1,000 and can save about 6 hours of charge time.

Selling Points:

- Did you know JEA offers PEV Rebates for the purchase or lease of a new PEV?
  - JEA offers rebates of $500 and $1,000, depending on battery size, to JEA residential electric customers who purchase or lease a new PEV registered within JEA's electric service territory.
- Did you know the PEV rebate received from JEA could help cover the costs of upgrading your in-home charging equipment?
  - Rebates could allow customers to purchase upgraded charging equipment for more flexibility for in-home charging. Upgrading from 120v to a 220/240v charger usually ranges from $500-$1,000 and can save about 6 hours of charge time.
- Did you know there are federal tax credits available for purchasing an electric vehicle?
  - The credits range from $2,500 - $7,500 and are available for: battery electric vehicles, plug-in electric vehicles, and extended range electric vehicles.
- Did you know Florida has a statute that protects consumers from additional charges from insurance providers for their plug-in electric vehicles?
  - Some insurance providers also offer a discount on vehicle premiums for purchasing an electric vehicle.

FAQ's:

- What is a plug-in electric vehicle ?
    - A vehicle that uses electric power provided by a battery to propel the vehicle. There are essentially two types: All electric – only uses electric power (Nissan Leaf, Tesla S) and Hybrid electric – combines electric power with gas to extend the range (Chevy Volt, Ford C-Max).

- Where can I learn more about electric vehicles? *i.e. which one is right for me, how far can I drive on electric, are they safe, etc*
    - Visit jea.com/electricdrive to learn about PEV's, charging PEVs, buying incentives, and more.

- How much are JEA's plug-in electric vehicle rebates?
    - $500 for a battery size that is less than 15kWh and $1000 for a battery size 15kWh or higher.

- Who is eligible for a JEA plug-in electric vehicle rebate?
    - JEA residential electric customers who are purchasing or leasing a new plug-in electric vehicle. Rebates are not available for replacement vehicles (someone who has received a rebate for their current PEV and are trading it in for a new PEV) or water only customer.

- How do customers apply for a JEA PEV rebate?
    - Customers can download and print the application to apply in the "Buying Incentives" section on jea.com/electricdrive.

- Does JEA have PEVs in its fleet?
    - Chevrolet Volt hybrid electric JEA fleet vehicle
    - Nissan Leaf All-Electric JEA fleet vehicle.

- Who processes JEA PEV rebates?
    - A third party vendor, EFI, on behalf of JEA will process all rebates for eligibility and issue the qualified rebate checks directly to the customer once all rebate application criteria are satisfied. EFI is responsible for all rebate related questions such as:
        - How do I qualify?
        - Does my vehicle qualify?
        - Which rebate ($500 or $1000) does my vehicle qualify for?
        - EFI Toll Free Number – 877-620-1935
        - EFI email address – jeapev@efi.org

InvestSmart with JEA - Sell Sheet

Target Accounts: JEA commercial customers.

Product Description: InvestSmart with JEA provides rebate incentives designed to help you make those energy efficiency upgrades at a lower initial cost.

Benefits:

- *Rebates* - JEA offers rebates on the installation of Lighting, Heating, Cooling, and Air Handling, Cool Roofs and Window Film, Refrigeration, Water Heating, and Customer and Small Business Energy Upgrades for all commercial customers.
- *Cost Savings* – Customers will save on energy costs by upgrading their business to energy efficient products.
    - *Lighting*: Replacing existing lighting systems with T8 or T12 lamp retrofits can trim energy costs dramatically and save money for years to come.
    - *Heating, Cooling, and Air Handling:* Upgrading to a more energy efficient system can reduce customers' energy use and save on annual energy consumption.
    - *Cool Roofs and Window Film:* Reflective window film can reduce solar heat gain and increase solar reflectance providing a return on investment through savings on monthly energy bills as a result of decreased energy usage for the same level of building comfort. A cool roof also reduces undesirable solar heating of the building which helps to reduce hot weather cooling needs and saving on air conditioning energy costs.
    - *Refrigeration:* High efficiency refrigeration equipment can save 25 to 55 percent in energy costs per year.
    - *Water Heating*: A boiler tune-up improves the efficiency of your boiler sometimes saving up to 25 percent on your water heating costs.
    - *Customer Business Energy Upgrades*: The installation of high efficiency equipment will help reduce annual energy consumption.
    - *Small Business Energy Upgrades*: The installation and upgrades of high efficiency equipment will help reduce annual energy consumption.

Selling Points:

- Did you know InvestSmart with JEA offers a wide range of rebate programs?
    - JEA offers rebates on the installation of Lighting, Heating, Cooling, and Air Handling, Cool Roofs and Window Film, Refrigeration, Water Heating, and Customer and Small Business Energy Upgrades for all commercial customers.
- Did you know Reflective Window Film can reduce solar heat gain and increase solar reflectance?
    - Reflective Window Film reduces solar heat gain and increases solar reflectance providing a return on investment through savings on monthly energy bills as a result of decreased energy usage for the same level of building comfort.
- Did you know upgrading your Refrigeration System can save 25%-55% in energy costs per year?
    - High efficiency refrigeration equipment can save 25 to 55 percent in energy costs per year.

jea.com - Sell Sheet

Target Accounts: All JEA customers.

Product Description: jea.com is a self-service site for JEA customers. jea.com allows customers to satisfy all of their billing needs, find ways to conserve energy in their home or business, track their daily energy and water usage, report and monitor electrical outages, start or stop service, and much more without having to call the Customer Care line or go to the Customer Care Center. jea.com is also a resource for many things such as hurricane safety and preparedness, electric safety, electric vehicle information, pollution prevention, and much more.

Benefits:

- *Convenience:* jea.com is a self-service for customers to view and pay their bill online, request an extension to pay their bill, register for JEA's billing and payment options, track their monthly usage with My JEA Utility Tracker, start and stop service, transfer service, add a service address, and report and monitor electrical outages without having to call the Customer Care line or go to a JEA service location.

- *Saving Tips:* Customers can learn tips on how to save energy and water by viewing our "Ways to Save" page and by watching our interactive video conversations on the "Understanding Your Bill" page.

- *Safety Tips:* Customers are able to find information regarding hurricane and electric safety in the "In Our Community" section. The tips provided will give customers information on how to prepare for a storm and how to stay safe during and after a storm. They can also find information on how to be safe around electricity.

- *Informative:* Customers can find information on JEA's upcoming events, construction projects, public services, school programs, residential and commercial rebates, and in home efficiency assessments. jea.com also offers builders all of the information they need to start a project that will involve JEA. We provide checklists and guidelines for builders to follow during their project and we also provide all permits needed to work with JEA on jea.com in the "Working with JEA" section.

Selling Points:

- Did you know by creating an online account on jea.com you will be provided with many self-service options such as the ability to view and pay your bill online and request an extension to pay your bill without having to call the Customer Care line?
    - As a customer, you have the ability to self-serve at jea.com, you review and pay your bill online, request an extension to pay your bill, register for JEA's billing and payment options, track your monthly usage with My JEA Utility Tracker, start and stop service, transfer service, add a service address, and report and monitor electrical outages. You are able to do all of this and much more without having to call the Customer Care line or go to a JEA service location.

- Did you know you can find out what effects utility bills most and get some energy savings tips by viewing our interactive video conversations on our "Understanding My Bill" page?
    - Our interactive video conversations will provide you with valuable insights into your bill as well as tips about your home's energy and water use that affect your bill: lighting, old appliances, cooling, and water leaks.

- Did you know you can easily report a service issue on jea.com without having to call the Customer Care line?
    - The “Manage My Account” section has an Outage Info page that allows you to report an electrical outage from your smart phone or computer. You can also view our Electrical Outage Map to see if an outage in your area has already been reported and get an estimate of when your power will be restored.

My JEA Utility Tracker - Sell Sheet

Target Accounts: All JEA residential electric and water customers.

Product Description: My JEA Utility Tracker provides an online efficiency assessment for customers to determine energy and water saving measures and behaviors to better manage their utility bills. It also provides charts, graphs and data for customers to track their own usage, analyze their bills, and review their bill history to better manage their utility usage.

Benefits:

- *Energy Profile* – My JEA Utility Tracker users can create an Energy Profile specific to their home and get detailed information on their usage. This is helpful because it shows the customer what areas they are consuming the most.
    - Once a customer completes their Energy Profile, My JEA Utility Tracker will provide energy saving tips and ideas relative to customer homes.
- *Bill to date estimate* –My JEA Utility Tracker provides up to date estimates on the customer's current bill. It will tell them how many days they are in to the current billing cycle and give them an estimated cost of what their bill is to date. It also estimates what their final bill will be.
- *What Impacts my Utility Bill* – My JEA Utility Tracker uses a pie chart to illustrate where the customer is consuming most. The pie chart breaks their bill down by cost per category and the percentage of energy used in that category.
- *Bill History* – My JEA Utility Tracker provides the customer with an account summary of their previous 24 bills. This allows the customer to easily view their bills from month to month and see what months they consume more or less. This also allows them to analyze each bill and provides highlights from that billing cycle on why their bill changed from the prior month.
- *No Charge* –My JEA Utility Tracker is free for all JEA customers.

Selling Points:

- Did you know My JEA Utility Tracker provides your bill to date estimate?
    - My JEA Utility Tracker tracks your usage daily and will show you what your estimated utility bill is to date, it will also give you an estimate of what your total bill will be for that billing cycle.
- Did you know you can set up an Energy Profile on My JEA Utility Tracker and it will track your usage by category and give energy saving tips specific to your home?
    - Completing your home Energy Profile and choosing which lifestyle fits your needs, you can be one step closer to saving on your energy costs.
- Did you know My JEA Utility Tracker will allow you to see up to 24 months of bill history?
    - My JEA Utility Tracker provides an account summary that goes back 24 months, you are able to view previous bills side by side and create graphs to compare consumption.

**Due to system limitation, customers with a solar PV system are unable to use My JEA Utility Tracker at this time.*

JEA MyBudget - Sell Sheet

Target Accounts: JEA customers who live on a fixed income, don't like seasonal bill fluctuations, or want a more predictable utility bill from month-to-month.

Product Description: JEA MyBudget is a levelized payment plan that evens out a customer's monthly utility bill by taking a rolling average of their last 12 bills. There is no "true-up" at the end of the year. The program trues-up each month which is why the payment may change by a few dollars from month to month. The rolling average allows utility bills to be about the same amount each month, making it easier to set a utility budget. MyBudget customers do not pay any more or less for their utilities than if they were not in the program.

Customer Benefits:

- *Easy to Budget* – JEA MyBudget will allow customers to more easily budget their utility bill each month which especially benefits those who live on a fixed income.
    - Note that the budget billing amount may fluctuate over time as average usage increases or decreases.
- *Predictable Bills* – JEA MyBudget makes customer bills much more predictable. A customer no longer has to worry about getting a high bill they are unable to pay, their bill should only fluctuate a few dollars each month even during peak seasons.
- *No Large Yearly True-Up* - There is not a large true-up at the end of the year as the program trues-up each month.
- *Various Payment Options* –JEA MyBudget customers can pay their bill online, by mail, over the phone, or at one of our payment centers.
  Tip: If a customer opts to pay online using a bank account, they will save on the cost of checks, envelopes and stamps. Paying online using a bank account is free.

Selling Points:

- Did you know when you are enrolled in JEA MyBudget your bill will not fluctuate drastically due to weather extremes?
    - JEA uses a rolling average of your last 12 bills. That means we add your current month's usage to your previous 11 months and divide the total by 12. We do this every month, so your billing amount will only fluctuate by a few dollars.
- Did you know JEA MyBudget allows you to predict your utility bill more easily?
    - Because you'll pay a rolling average each month—your bill pay amount will stay about the same. Since your average adjusts monthly, your account balance will always be up to date.
- Did you know as a JEA MyBudget customer you still have the freedom to choose how to pay your bill?
    - You can pay online, mail a check, pay over the phone, or pay at one of our payment centers.

FAQ's:

- Will I have a large true up at the end of the year?
    - No, with JEA MyBudget your account trues up monthly, so you will not be stuck paying a large true up sum at the end of the year.
- Will I be charged a higher or lower rate for the electricity I use while enrolled in JEA MyBudget program?

- No, you will stay pay the same rate. However your monthly payments will be levelized throughout the year by using a rolling average of your last 12 month's consumption to make your bills easier to budget.

FAQ's Continued:

- Why do I pay more than what I use during certain months?
  - You will notice that your JEA MyBudget payment amount is more than your actual usage during the spring and fall which is used to pay for typically higher electric and water usage during the winter and summer when we collect far less than your actual usage.
- How is my JEA MyBudget amount calculated?
  - JEA uses a rolling average of your last 12 bills. That means we add your current month's usage to your previous 11 months and divide the total by 12.
- Will I owe JEA if I do not stay in the program for at least a year?
  - It's best to stay on the JEA MyBudget program for at least one full year so we can use the fall and spring to level out the high usage you typically have in the summer and winter. However, depending on when you leave the program will determine whether or not you have a positive or negative account balance.
- I have two properties associated with my account, can I enroll only one property in the JEA MyBudget program?
  - Because JEA MyBudget is based on the account and not the property, all service addresses on the account will be required to be on JEA MyBudget.
- If I have multiple properties associated with my account, do I need to have (6) months of service at each account to enroll in JEA MyBudget?
  - Yes, you must have (6) months of service at each account to enroll in JEA MyBudget so that we can set an accurate MyBudget payment.
- Does the MyBudget payment include all charges I owe to JEA?
  - All the services we provide you (electric, water, sewer, irrigation) are included in the payment as well as city fees (city contribution, public service tax, city franchise and state gross receipts tax).

JEA MyWay - Sell Sheet

Target Accounts: All JEA customers. Particularly customers who struggle to pay their monthly bill or deposit, college students, customers who travel a lot, and environmentally conscious consumers.

Product Description: JEA MyWay is a pay-as-you-go billing model in which customers deposit money in their account that is then drawn against to pay for their energy and water consumption. Where the utility traditionally employs a post-consumption billing model – JEA MyWay is a pre-consumption billing model.

Benefits:

- *Control* –JEA MyWay allows customers to pay for their energy whenever they want, they can pay by the day, by the week, by the month–any way that is most convenient for them.
- *Account Alerts* - Customers will not receive a monthly bill, but they will know their account balance every day. They can get text alerts sent to their mobile phone, phone calls to a number they select, or emails to let them know when their balance is running low.
- *No late fees or reconnection fees* – Since a customer pays for their usage in advance, they never have to worry about being charged a late fee. They also do not have to worry about reconnection fees, if their power is disconnected, reconnection occurs within minutes after they make a payment to their account.
- *No deposit, credit check, prepaid fees or charges required* – JEA MyWay customers do not incur a deposit, credit check, pre-paid fees, or charges when enrolling in JEA MyWay. They simply deposit money in their account and can enjoy their prepaid utility services.
- *Multiple Payment Options* –JEA MyWay customers can pay their bill online, pay over the phone, or pay at one of our payment centers.
  Tip: If a customer opts to pay online using a bank account, they will save on the cost of checks, envelopes and stamps. Paying online using a bank account is free.
- *No Charge* – JEA MyWay is free for all JEA customers.

Selling Points:

- Did you know JEA MyWay can help you manage your bill by sending alerts on your daily energy usage?
  - JEA MyWay alerts can update you so you know how much energy you are using every day, this allows you to adjust your usage from day to day to make your money go further.
- Did you know you will not incur any late or reconnection fees while on JEA MyWay?
  - Hopefully, disconnection will never happen. But if it does, reconnection occurs within minutes after your payment is credited to your account and you will not be charged a reconnection fee. You will also never incur a late fee since you are paying for your usage in advanced.
- Did you know JEA MyWay allows you to easily add money to your account as often as you want?
  - You can add money over the phone or online by going to jea.com. You can also pay at any of JEA's payment authorized locations such as Winn Dixie. Payments of any amount can be made as often as you please.
- Did you know your deposit can be applied to your JEA MyWay account?
  - If you have paid a deposit and switch to JEA MyWay, your deposit will be applied to your JEA MyWay account to be used towards consumption.

Neighborhood Energy Efficiency Program - Sell Sheet

Target Accounts: JEA residential customers who live in neighborhoods in which 50% or more of the population are at or below 150% of the Federal Poverty guidelines. These neighborhoods are identified by the Census Tract.

Product Description: The Neighborhood Efficiency Program is a program in which predetermined JEA customers receive $350 worth of free conservation products from JEA. Representatives from JEA install the products in the customers' homes at no charge. The package includes compact fluorescent Light bulbs, LED night lights, low flow shower head, AC filters, toilet flappers, caulking, weather stripping, faucet aerators, and insulation (if home qualifies). The program is paid for through a conservation fund, so there's no charge to the customer.

Benefits:

- *No Customer Cost*: JEA will provide and install $350 worth of free conservation products in customers' homes free of charge and without any commitment from the customer.
- *Cost Saving*: The energy efficient products that are installed in customers' homes will help reduce energy usage and lower their utility bill.
- *Energy Efficient*: The following items will be installed to make the customer's home more energy efficient: compact fluorescent light bulbs, LED night lights, low flow shower head, AC filters, toilet flappers, caulking, weather stripping, faucet aerators, and insulation (if qualified).
- *Education*: JEA will provide tips and educate the customers on how to conserve energy to help them better manage energy usage.

FAQ's:

- How do I know if I am eligible or can participate in the NEE program?
  - The NEE program is available in 21 Census Tract neighborhoods in the JEA service territory. These Census Tracts have been identified by the US Census Bureau as having more than 50% of the residents in the Tract living at 150% or less of the Federal Poverty Guidelines. Eligible persons must live within the boundaries of the identified Census Tract.
- What does the NEE program do?
  - A JEA post card describing the program is sent to each resident in an identified Census Tract. A two-person crew visits an eligible home for about two hours and installs, free of charge, 15 to 20 electric and water conservation products, such as CFL bulbs, LED night lights, low flow showerheads, new toilet flappers, AC filters, and some weather stripping and caulking. One crew member will also sit down with the resident and provide information on utility billing, energy saving tips and ways to better manage energy usage to help lower utility bills.
- Is this a weatherization assistance program?
  - No, the Weatherization Assistance Program (WAP), which is funded by the Deptartment of Energy (DOE) is provided by the Northeast Florida Community Action Agency (NEFCAA). Their work is much more involved than the JEA program. If the JEA crew finds indications in the home that the WAP might address, JEA will provide a flyer for the customer to contact NEFCAA for that program.

- Does the NEE program provide free attic insulation?
  - The NEE program provides free attic insulation to qualifying homes on a limited basis. To qualify, there must be less than 5 inches of existing insulation or no insulation in the attic and the resident's consumption history for the past 12 months must match an eligibility formula. If qualified, the home owner (property owner if resident is a tenant) must sign a letter of participation. Once qualified and the letter is on file, the home will be scheduled for free insulation installation. JEA only has funds for about 125 to 150 attic insulations each year.

What is Neighbor to Neighbor?

Description: The Neighbor to Neighbor program is a customer assistance fund that helps pay all or a portion of utility bills of those overwhelmed by a temporary financial crisis such as elderly, disabled, and low-income households. Neighbor to Neighbor funding comes from the generous donations of JEA customers.

Benefits:

Give help.

- *Tax Deductions*: Whether a customer makes a lump sum donation or contributes on a reoccurring monthly basis, every contribution is tax deductible. JEA will send the customer a tax statement at the end of the year.
- *No Administrative Expenses*: 100% of customer donations assist the most vulnerable in our community, no expenses are deducted by JEA or the United Way agency that qualifies customer and administers donations.

Get help.

- *Financial Assistance*: Customers who are experiencing a financial hardship can call United Way 2-1-1 to learn if they may be eligible to receive utility bill assistance through the Neighbor to Neighbor program.
- *No Repayment*: The Neighbor to Neighbor program is free to those who are eligible for temporary assistance and those benefitting are not required to pay it back.

Q&A:

- Did you know JEA participates in the Neighbor to Neighbor program that helps those in financial hardship such as elderly, disabled, and low-income members of our community pay for emergency energy-related needs?
    - JEA customers can participate in the program by making monthly donations that can automatically be added to their bill. JEA collects the donations and sends them directly to United Way's distributing agency, no expenses are deducted to distribute customer contributions.
- Did you know by donating to the Neighbor to Neighbor Program your generosity helps your neighbor?
    - The program is available to any JEA customer going through a financial crisis that meets the eligibility requirements to receive assistance.
- Did you know an unforeseen circumstance such as a death in the family, illness, job loss, or even storm-related expenses can send many families in our community into financial distress?
    - These types of unforeseen circumstances can send many families in our community into a financial crisis and leave them unable to pay their utility bill.
- Did you know all Neighbor to Neighbor contributions are tax deductible?
    - No matter if you make a lump sum donation or contribute monthly, all contributions are tax deductible and JEA will send you a tax statement at the end of the year.
- Did you know those who receive assistance from the Neighbor to Neighbor Program must meet certain eligibility requirements to qualify for assistance?
    - Every Neighbor to Neighbor recipient is carefully screened and is only eligible for assistance once every 13 months. This helps to ensure the program assists those who truly need financial assistance in paying their utility bill.

FAQs:

- Since it was founded in 1987, all customer contributions to Neighbor to Neighbor have gone directly to people in need.
- No expenses are deducted by JEA or the United Way agency that distributes the contributions.
- Contributions to the Neighbor to Neighbor Program are tax deductible.
- According to United Way's administering agency, Neighbor to Neighbor donations help to bridge the gap between the needs of eligible persons in our community and available funding. Every dollar counts.
- According to the US Census Bureau, 16.1% of the Jacksonville population live below the poverty level.
- The need for assistance in our community far exceeds donations received on an annual basis.
- Households with seniors, children under the age of 10 and disabled persons are given priority consideration for assistance.
- Ways to give help:
    - Complete an online form on jea.com which authorizes JEA to add $2, $5 or $10 to your monthly bill.
    - Check the box on your payment stub and record the amount you wish to add to your monthly bill in the space provided.
    - Send us an email with your name, account number and the amount you wish to add to your monthly JEA bill.
    - Cancel anytime by simply notifying JEA.

- Ways to get help:
    - Customers who are experiencing a financial hardship can call United Way 2-1-1 to learn if they may be eligible to receive utility bill assistance through the Neighbor to Neighbor program.
    - If 2-1-1 does not go through, dial direct 1-904-632-0600.

NRE - Sell Sheet

Target Accounts: JEA commercial customers.

Product Description: The JEA Non-Road Electrotechnology (NRE) Program promotes the purchase of or conversion to electric equipment as an alternative to diesel or propane powered equipment. Through this program, JEA helps our customers save money and improve air quality throughout our service area.

Benefits:

- *Rebates* - JEA offers rebates on the purchase of qualified electric technology.
- *Reduced Lifecycle Costs* - Typically about 90 percent fewer moving parts than internal combustion-powered engines with no engine fluids or hoses.
- *Lower Fuel Consumtion* – Can reduce fuel costs by up to 50 to 70 percent and decrease exposure to volatile gasoline prices.
- *Safer and more Efficienct Work Atmosphere* – Less noise congestion due to the quiet operation of electric-powered equipment makes it easier for workers to pay better attention to what is happening around them.
- *Cleaner and Healthier Work Environment* - Produces zero site emissions: does not release NOx, particulates, hydrocarbons, or carbon monoxide into the air in employee work areas.

Selling Points:

- Did you JEA's NRE program offers rebates to commercial customer who purchase qualifying electric technology, such as forklifts, cranes, golf carts, and more?
    - JEA offers prescriptive financial incentives to customers who purchase select electric equipment to help them save money and reduce local air pollution. Custom incentives are available upon request for retrofits, infrastructure upgrades, and alternative technologies.
- Did you know electric equipment has reduced lifecycle costs?
    - Electric equipment typically has about 90 percent fewer moving parts than internal combustion-powered engines with no engine fluids or hoses. This will help to significantly lower maintenance costs over the life of the equipment.
- Did you know electric equipment can provide a safer and healthier work environment for your employees?
    - Less noise congestion due to the quiet operation of electric-powered equipment makes it easier for workers to pay better attention to what is happening around them providing a safer work environemnt. Electric equipment also produces zero site emissions into the air in employee work areas, which produces a clean and safe environmrmt for your employees.

ShopSmart with JEA Lighting Rebates- Sell Sheet

Target Accounts: All JEA residential electric customers.

Product Description: ShopSmart with JEA offers buy down programs to save customers money on energy efficient LED lighting.

Benefits:

- *Discounted Prices* – JEA offers discounted pricing on LED bulbs that are purchased through participating retailers.
- *Cost Savings* – Customers will save energy costs by purchasing LEDs.
    - *Lighting*: LEDs are longer lasting than incandescent bulbs so customers buy them less frequently.
- *Energy Efficient* – A customer's home will become more energy efficient by changing incandescent bulbs to LED bulbs.
    - LED lighting can be more efficient, durable, versatile and longer lasting.

Selling Points:

- Did you know ShopSmart with JEA offers discounts on LED lighting?
    - JEA offers discounted pricing on LED bulbs that are purchased through participating retailers.
- Did you know LED bulbs are more energy efficient than incandescent bulbs and will save you money?
    - LED lighting can be more efficient, durable, versatile and longer lasting than incandescent bulbs.

ShopSmart with JEA Home Energy Upgrades - Sell Sheet

Target Accounts: All JEA residential electric customers.

Product Description: ShopSmart with JEA offers rebate programs to save customers money on their home energy upgrades.

Benefits:

- *Rebates* - JEA offers rebates on insulation and sealing, HVAC systems, and solar water heating energy efficient upgrades.
- *Cost Savings* – Customers will save on energy costs by upgrading their home to energy efficient products.
    - *Insulation and Sealing:* Blown-in insulation improves a home's energy efficiency which lowers energy bills and lifetime savings.
    - *HVAC:* ENERGY STAR certified heating and cooling equipment can cut cooling costs by 30%.
    - *Solar Water Heating:* A family of four could expect to save around $23 per month on average. A solar water heater will pay for itself in 10-14 years, depending on the size of your family and the system.

Selling Points:

- Did you know you can reduce your home's energy usage by upgrading your attic insulation?
    - Attic insulation helps to keep conditioned air inside your home. This allows your HVAC system to run less often which will lower your energy usage and energy costs.
- Did you know by switching to an energy efficient HVAC system you could lower your energy costs significantly?
    - Your home's HVAC system is responsible for nearly 50% of the energy consumed in your home. By upgrading your HVAC system to a higher SEER level, your energy costs from heating and cooling can be drastically reduced.

AutoPay - Sell Sheet

Target Accounts: All JEA commercial and residential customers.

Product Description: AutoPay is an automatic payment option that will deduct funds from a customer's checking or savings account to pay their utility charges each month without any action required by the customer.

Benefits:

- *Automatic Payment* – AutoPay automatically deducts payment from the customer's specified account on the bill's due date.
    - This relieves the customer of having to manually make a payment.
- *No Charge* –AutoPay is free for all JEA customers.

Selling Points:

- Did you know when you are enrolled in AutoPay, your payment will be automatically deducted from your account on the due date without any action by you?
    - AutoPay automatically deducts your bill amount from your specified checking or savings account. You will still receive your bill as before, but with AutoPay, you no longer need to manually make your payment.
- Did you know when you are enrolled in AutoPay you will no longer have to worry about accidentally forgetting to pay your bill on time or the late fees that come along with late payments?
    - AutoPay automatically deducts your bill amount on the due date each month. You will no longer have to worry about whether or not you have paid your bill for the month or the late fees that come along with late payments.

Matching customers to AutoPay:

- Keywords and phrases to listen to from customer
    - Late payment(s)
    - Forgot to pay
    - Travels on a regular basis
- Things to look for in account
    - New service or has only had service for 5 years or less
    - Customers 44 years and younger
    - Frequently pays late
    - Frequently pays online
    - Participates in eBill or JEA MyBudget
    - Frequent online visits to jea.com
- Common Conerns
    - "I am worried my utility payment would come out without my knowledge." - Explain the bill reminder email and text alerts so they can set reminders when their due date is approaching.
    - "My utility bill changes every month so there would be uncertainty in the amount withdrawn." – Offer JEA MyBudget along with AutoPay so they will know about what their utility bill will be each month.

FAQ's:

- When will my payment withdraw from my account?
    - Your payment will withdraw from your account on the bill's due date. However, your account balance will be reflected as $0 when your bill is printed even though your payment will not process until the due date.

FAQ's continued:

- Can I pick the date my payment is withdrawn?
    - No, your payment will always be withdrawn on the bill's due date.
- Can I pay my bill prior to its due date with a different form of payment?
    - No, once enrolled in AutoPay you can only pay by registered bank account.
- What if I change banks?
    - You will need to log on to your jea.com account and change your billing information prior to your bill's due date.
- What if I do not have enough funds when my payment is withdrawn?
    - JEA will charge you a return check fee if you do not have enough funds in your account to pay your bill.
- Can I set up AutoPay with a credit or debit card?
    - At this time, AutoPay customers can only use a checking or savings account. In the future, we hope to provide the option for AutoPay customers to use credit cards.

Because our elementary theater program, "The Search for a Better Light" has gotten such excellent reviews, we have designed a new program for middle school students.

Let JEA bring a free energy conservation performance to your school!

"You Can't Beat That" is about a man named Jamal who comes from the Islands to share his knowledge about water and electricity conservation. The presentation consists of a rap about conservation followed by a game show that engages student participation.

This one-man performance targets students **in 5th – 8th grades**. It is performed by veteran local actor Patric Robinson, whose high-energy, unique style captures and holds students' attention. **The content of the presentation reinforces the Science Curriculum covered in the Florida State Standards.**

This fun and highly entertaining program lasts about **50 minutes** depending on the level of student participation and your specific needs.

Schedule a performance now! All that's required is a 10' x 10' space for the actor. Performances can be held in large school auditoriums or individual classrooms. No more than two performances will be scheduled for one school visit.

Please contact **Tree Hill Nature Center** at **educator@treehill.org** to bring this free program to your school. You'll give students a lesson in energy and water conservation they'll take home and share with their families!

JEA®
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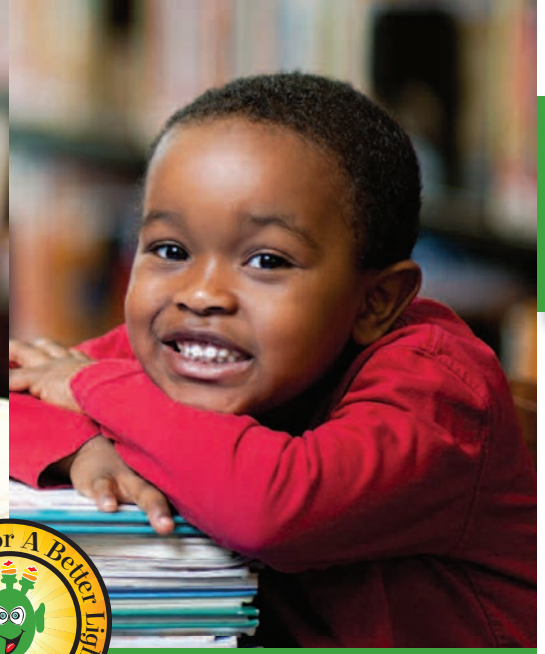
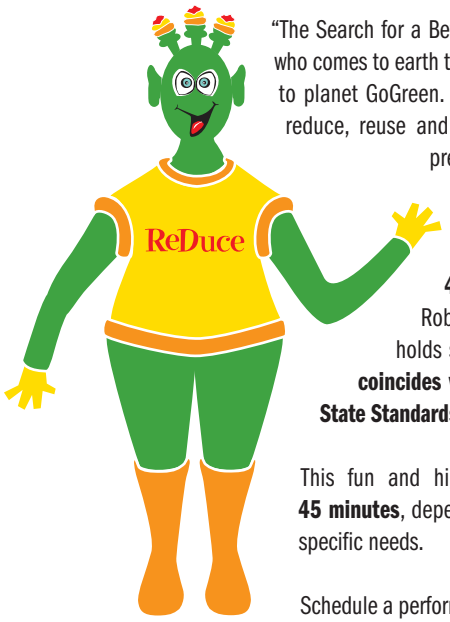


"The Search for a Better Light" is the story about an alien named ReDuce who comes to earth to search for a better source of light to take back home to planet GoGreen. His goal is to conserve water and electricity, and to reduce, reuse and recycle all resources that will be instrumental in preserving the planets.

Let JEA bring a free energy conservation performance to your school!

Nearly 10,000 students have already enjoyed "The Search for a Better Light." The performance has visited more than 20 elementary schools including Holiday Hills, Love Grove and Fort Caroline. **Teachers consistently give the performance an excellent review!**



"The Search for a Better Light" is the story about an alien named ReDuce who comes to earth to search for a better source of light to take back home to planet GoGreen. His goal is to conserve water and electricity, and to reduce, reuse and recycle all resources that will be instrumental in preserving the planets.

This one-man performance targets students in **2nd-4th grades**. It is performed by veteran local actor Patric Robinson, whose high-energy, unique style captures and holds students' attention. **The content of the presentation coincides with the Science Curriculum covered in the Florida State Standards.**

This fun and highly entertaining program lasts between **30 and 45 minutes**, depending on the level of student participation and your specific needs.

Schedule a performance now! All that is required is a 10' x 10' space for the actor. Performances can be held in large school auditoriums or individual classrooms. No more than two performances will be scheduled on one school visit.

Please contact **Tree Hill Nature Center** at **educator@treehill.org** to bring this free program to your school to give students a lesson in conservation they will certainly enjoy and share with their families.

We would love to bring this energetic program to your school next!

JEA®
Building Community®

JEA Customer Solutions | What Matters to Our Customers ... Matters to Us.

JEA Billing & Payment Options

JEA has a variety of products and services, including one that's right for you.

JEA eBill

Receive your bill in your inbox not your mailbox! **jea.com/ebill**

JEA AutoPay

We automatically withdraw your bill pay amount from your checking or savings account.You never have to think about it! **jea.com/autopay**

JEA Schedule a Payment

Once you receive your bill, call up our Schedule a Payment calendar and pick the date you'd like to pay it. **jea.com/schedulepayment**

JEA MyBudget

Who doesn't like financial stability? We'll show you how MyBudget can work for you. **jea.com/mybudget**

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Connect with JEA on

JEA Customer Solutions | What Matters to Our Customers ... Matters to Us.

Stay Connected with Us

JEA is on Facebook, Twitter, Google+, LinkedIn and YouTube. We're sharing daily tips, tricks and alerts to help you stay safe, save money and save our natural resources.

Facebook.com/NewsFromJEA

Twitter.com/NewsFromJEA

google.com/+ NewsFromJEA

Linkedin.com/JEA

YouTube.com/NewsFromJEA

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JEA ShopSmart

We've got discounted prices, cost savings and rebates on: lighting, appliances, window savings, insulation and sealing, HVAC and Duct Repair and Solar Water Heating. **jea.com/shopsmart.** Sign up for a free energy or water assessment. Call **665-6000.** Visit **jea.com/waystosave**

Make Your Home More Energy Efficient.

shopsmart with JEA =

How energy efficient is your home?

How water efficient is your irrigation system?

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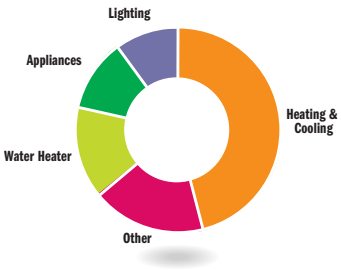
There's a new feature on jea.com

Know Your Usage with My JEA Utility Tracker



Text Alerts
Sign up to receive text alerts when your usage has reached a certain dollar amount.

Weather Overlay
View a graph of your usage with the daily temperature overlaid.

Bill-to-date
Know exactly how much you owe in your current bill-to-date.

QUICK TIP: Schedule your payment

Set it and forget it! Now you can schedule your payment date and focus on the weekend ahead!

1. **Log into your JEA Online Account.**
2. **Click the blue Pay My Bill button.**
3. **Click the Pay by Bank Account button (or Manage Bank Accounts).**

Follow the prompts and choose the date for your payment.

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Winter Preparation

Pipes, Plumbing and Hoses

Getting ready for those winter cold snaps right here is a checklist of things to do.

Before Cold Weather...

Disconnect

Detach all those water hoses from the house and drain them before storing for the winter.

Insulate

Cover all pipes in your home's crawl space and attic with some type of insulation. Consider wrapping outdoor faucets as well.

Seal

Know exactly where that master water shut off valve is for your house way before you actually need to use it! It is usually located where the water line enters your house (or near the water heater or washing machine). Paint it a bright color, keep it accessible, and make sure everyone in the household knows where it is.

If A Freeze Is Forecast...

Drip the Faucets

A trickle of hot and cold water could be all it takes to keep your pipes from freezing. Letting warm water drip overnight from a faucet next to an outside wall will do the trick.

Open the Cabinets

Allow your pipes to steal warmth from the room by opening the cabinet doors under the sinks. Especially those next to an outside wall.

If Your Pipes Freeze...

Don't Panic

If you turn on the faucets and no water comes out, leave the faucets on and call a plumber. If you can determine that a burst has occurred, leave the faucet on and turn the water off at the master shut-off valve.

No Open Flames!

Never try to unfreeze a pipe using an open flame due to the potential of fire.

How To Thaw

Use a low heat setting on a blow dryer with caution—keep in mind that if there is a burst somewhere in the line, you will have water gushing there once thawed. Don't just heat one area of the pipe as you can cause it to burst. And, again, know where that master water shut-off valve is so you can stop the water quickly if needed.

Leaving Home...

Set the Thermostat

Before you go on vacation, remember to lower the setting on your thermostat but no lower than 55 degrees.

Ask a Friend

While you're gone, have someone check on your house routinely, especially during those cold snaps to make sure everything is okay with your pipes.

Shut off the Water

For longer vacations consider shutting off and draining the water system. The best way to ensure your pipes don't freeze is for them to have no water in them.

Residential Irrigation Water Source Options

What are my options?

There are several options available to homeowners in the JEA service territory to address how they are delivered and billed for the water that they use in their landscaping. The most common options are using JEA drinking (potable) water, a JEA irrigation meter (reclaim water used when available) and a shallow well.

JEA Drinking Water – Most homes in the Jacksonville area have a single water meter that provides all the water use inside and outside the home. Therefore if your home has an irrigation system the water used on your yard and inside the home both pass through the same water meter. Your water and sewer charges are based on the total water consumed each billing period that pass through the water meter. While a tiered rate exists for water use; sewer is capped at 20,000 gallons. Because that total includes outside and inside water use, it becomes very difficult to separate usage and manage each efficiently.

JEA Irrigation Meter – Another option is to purchase a separate water meter that is available through JEA and is dedicated to the irrigation system for your yard. There is an upfront installation cost for an irrigation meter between $1k and $2k depending mostly upon the size of the meter and if no service line currently exists. Like the standard water meter for the home, this meter carries a "Service Availability Charge" at the same rate as the standard water meter each month regardless of water use. This means that the service charge will be assessed even if your consumption is zero for the billing period. The amount of water consumed is also charged at a different rate than potable water. This dedicated irrigation meter delivers the same drinking water to your yard for irrigation that you receive inside your home except that you will no longer have "Sewer" charges for the water consumed through this meter. The customer is responsible for having the irrigation meter tied into the property's irrigation water supply.

Irrigation Shallow Well – Depending on the location of your home you may choose to have a shallow well for irrigation installed by a well contractor. A local well company can provide you with estimates for drilling a shallow well on your property once you have verified that any Home Owner Association (HOA) or other neighborhood restrictive covenants permit the installation of shallow wells. Some HOAs restrict the installation of irrigation wells due to the elevated mineral content of the water. This elevated mineral content can lead to discoloration of fences, homes, and driveways where the irrigation system over sprays water. These irrigation wells require an upfront cost of the drilling and pump equipment. The costs often range between $2,000 and $4,000 and vary depending upon the size of the pump and the installation requirements (including electrical costs if power needs to be moved to the pump location). You should also anticipate maintenance costs on the equipment over time. The primary benefit of an irrigation well is that no water consumption or sewer rates apply to the water consumed for your irrigation needs however you will be using additional electricity whenever the pump is in operation. It is also required by law that you have a backflow prevention device installed to ensure water integrity and quality.

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	Water Consumption Charges	Sewer Consumption Charges	Maintenance Costs	Uses Drinking Water	Service Availability Charge	Upfront Equipment Costs	Additional Energy Charges
	Yes – Tiered Rate	Yes – Tiered Rate	No	Yes	Yes	No – Already included with potable meter	No
	Yes – Tiered Rate	No	No	Yes – if not Reclaim	Yes	Yes – Purchase Irrigation Meter	No
I	No	No	Yes – Annually	No	No	Yes – Purchase and Install Well Pump and Backflow Preventer	Yes - Well Pump Operation

7McMRdH$deMahRdM$UMePYLNYcLMeMcURWRWO$iYfc$IMde

CeMa$,0$3cMHSLYhW$iYfc$RccROHeRYW$hHeMc$JYWdfUaeRYW$%JYded')

Use JEA's My Utility Tracker on jea.com to determine your total water and sewer consumption. The typical person uses 115 gallons of water per day inside the home. Multiply this by the number of occupants in your home and you can arrive at a rough approximation of your total indoor water consumption. Whatever consumption is remaining from your total can roughly be considered your outdoor water use or irrigation.

YaeRYW)

Step 2: Schedule a free JEA LawnSmart Audit to tune-up your irrigation system.

The LawnSmart team will exercise your irrigation system by looking for leaks and optimizing the watering amount and duration. While the majority of homeowners see, on average, a 30% reduction in their irrigation, there are some that are asked to provide more water to their lawns for optimal growth and beauty as a result of the audit. Call 1-888-664-8644 to schedule your free LawnSmart Audit. After the audit, monitor your water consumption for the next couple of months to see if further action is needed.

Step 3: Evaluate your Business Case for each option.

Review the costs and savings associated with each of the irrigation options over how long you expect to be in your home. Although not a quick decision, you can arrive at a solution that will save you money in the long run if you spend the time to evaluate the individual costs associated with each option.

Detecting A Water Leak

Follow these six simple steps to determine if you have a leak:

1. Turn off all water inside and outside the home.

2. Locate your water meter box. It's usually found near the sidewalk of the house. Remove the lid by using a tool such as a large screwdriver or pliers. *Note: Be careful, as the lid can be heavy and bugs or small animals are known to hide inside meter boxes. Also be aware there are wires attached to the lid so be careful to not break them when sitting it to the side.*

3. Watch the meter.

a. Most JEA meters have a small red or blue triangle on the meter face called a "leak indicator" designed to detect even small leaks. If this triangle is moving when you have all the water off inside and outside your home, you may have a leak.

b. If there is no leak indicator then you must use the main meter dial. If the hand is moving, water is running somewhere in your system and you have a leak. If the hand is not moving, note the position of the hand and wait ten minutes. Check the meter gain, if it has moved, you have a slow leak.

4. Locate the main water shut-off valve for your home. It is usually located near the water heater in the garage or on the outside of the house near the foundation. Turn off the valve.

5. Turn on a faucet inside the house to test.

a. If water still flows from the faucet after several seconds, the shut off valve is not working. There is no way to tell if the leak is indoors or outdoors. Contact a plumber to fix the shut off valve and perform test again.

b. If no water flows through the faucet, the shut off valve is working. Return to the meter.

6. Check if the water meter's leak indicator or dial hand is moving again.

a. If it is not moving, then you have an indoor leak. Leaking toilets cause more water waste than any other fixture in the home. Even a silent toilet leak will waste from 30 to 500 gallons of water per day! The ones you can hear will waste much, much more. Such wastage can normally be attributed to a leaky flapper valve.

b. If the leak indicator or dial hand is still moving, water is flowing between the meter and the shut-off valve. That means you have an underground/irrigation leak. Signs of underground leaks include:

- Unusually wet spots in landscaped areas and/or water pooling on, the ground.
- An area that is green, moldy, soft, or mossy surrounded by drier conditions.
- A notable drop in water pressure/flow volume.
- A sudden problem with rusty water or dirt or air in the water supply (there are other causes for this besides a leak).
- A portion of an irrigated area is suddenly brown/dead/dying when it used to be thriving (water pressure is too low to enable distant heads to pop up properly).
- Heaving or cracking of paved areas and the formation of sink holes or potholes.
- Uneven floor grade or leaning of a structure.
- Unexplained sudden increase in water use, consistently high water use, or water use that has been climbing at a fairly steady rate for several billing cycles.

Note: If you have a separate irrigation meter, please check the leak indicator to isolate the problem to the irrigation system.

Visit jea.com for more energy and water conservation tips.

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Consumer Beware

Some energy-saving devices may not live up to their claims. Protect yourself from possible rip-offs.

Why should I care?

In times of higher energy costs, numerous new devices appear in the marketplace. Some have value and others do not. You might lose money on purchases of some alleged energy-saving devices. You may not get what you are paying for. Some products in the marketplace may not work or the savings may be exaggerated. In some cases the device or technology may be misapplied.

What do I need to know to avoid becoming a victim?

If it sounds too good to be true, proceed with much caution. Look for independent third-party validation such as *Consumer Reports* testing and product reviews as well as university and government agency reports. Vendor-supplied testimonial letters tend to be biased in favor of the vendor and application proposed. Frequently, valid technical concerns and product limitations go unmentioned in testimonial letters. Use the references listed at the end of this fact sheet to obtain unbiased, objective information on recommended devices.

What products and services should I be wary of?

- **Transient Voltage Surge Protection (TVSP)—** Surge protection is important to protect electronics from damage from surges caused by lightning or equipment being switched on and off. The type of voltage surges these devices protect from lasts a few milliseconds and any incidental savings which may occur would be insignificant. Surge protectors are protective devices, not energy-saving devices.

- **"Black box device"** is a phrase used to describe a range of products that tout some new proprietary technology to save energy. Often, these devices target motors and may claim to condition, filter or control your appliance motor to reduce energy consumption. Frequently, you plug your appliance into the device or wire it in front of the motor to get the desired results. Be aware that these devices may void the warranty on your appliance. A qualified electrical engineer can provide guidance on this type of device. As a sales technique, the "black box" approach allows vendors to avoid answering technical questions and concerns about the product application. Frequently, the black box devices use old, widely distributed technology. Worse yet, some have no inherent value and may waste energy or damage equipment.

- **Power factor (PF) correction—** Power factor correction devices typically use capacitors to reduce line current. Sometimes vendors try to give the impression that reducing current by perhaps 10-20 percent or more will lead to the same reduction in utility bills. This is not true. Most electrical devices require energy to be temporarily stored in magnetic and electric fields. This energy is only stored and then returned to the utility. It is not used and, since utilities only charge customers for the power that they actually use, there is no bill reduction from improvements to the power factor. Generally, only large industrial customers with large inductive or capacitive loads are metered and billed for having poor power factors.

- **Underwriters Laboratories (UL)** listings mean that a device is safe to use; it does not imply that the device meets any performance standard. A specific listing like UL 1449 indicates the device complies with that specific standard. In the case of UL 1449, that is the standard for surge protection devices.

- **"Insulating" paints—** Makers of these paints often claim very large radiant heat reduction, but do not address convection or conductive heat gain or loss. Generally, heat rejection from walls is a small percentage of the heat transfer in a home, so savings tend to be small to moderate in nature.
- **Guaranteed savings—** Some devices are backed by insurance policies that guarantee savings. Often times these have lots of fine print and special conditions that make it very difficult to file a claim. Remember, overall energy usage is impacted by weather conditions, which cause bills to vary throughout the year.

- **Exaggerated claims,** e.g. "Savings may exceed 75 percent!" Be aware that many times these claims are based on one extreme example, which is often not typical for that device. A large variety of space heaters fall into this category. For example, radiant (electric or gas) heaters are more efficient because they heat people not the space they are in. That is true, but what gets de-emphasized is that they do not heat or warm the space. Because they are radiant you cannot have anything between you and the heater that might block the heat radiation.

- **Power filtering devices—** These devices may filter electromagnetic field, radio frequency or harmonics. These filters have no impact on electric consumption for residential or small commercial customers. Harmonic filters can provide some benefits to larger commercial and industrial customers, but these filters

some benefits to larger commercial and industrial customers, but these filters must be part of an integrated facilities plan to control harmonics in a plant distribution system.

- **Beware of sales pitches** through unsolicited letters and phone calls that promise to save energy and big bucks by reviewing your utility bill for erroneous charges and rates. You could sign up only to find that you are committed to share the savings for several years. You may be able to get the same savings just by contacting your utility. Check with your utility before signing any rate analysis contract. Check out the company with the Better Business Bureau. Even if the offer is legitimate, read all the fine print.

- **There are no free lunches!** Some devices claim to create energy through mysterious means. Be highly skeptical – the laws of physics cannot be broken. Do your research before you buy.

What are my options for finding quality, unbiased information?

There are several unbiased sources of information. Here are some examples:

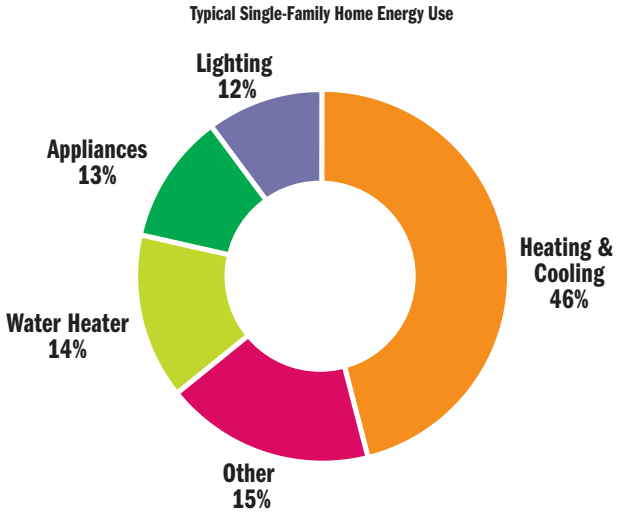
- Consumer Reports – greenerchoices.org
- Better Business Bureau – nefla.bbb.org/
- Consumer Affairs – coj.net/Departments/Environmental+and+Compliance/Consumer+Affairs/default.htm
- Department of Agriculture & Consumer Services – doacs.state.fl.us/consumer.html

To learn more useful ways to save:

- Energy Information Center – 1.eere.energy.gov/informationcenter/
- EnergyStar® – energystar.gov
- Energy and water saving measures – jea.com or contact us via email at conservation@jea.com

Diagnosing A High Bill

show up as large increases on your bill.



Source: Typicl House Memo, Lawrence Berkeley National Laboratory, 2009

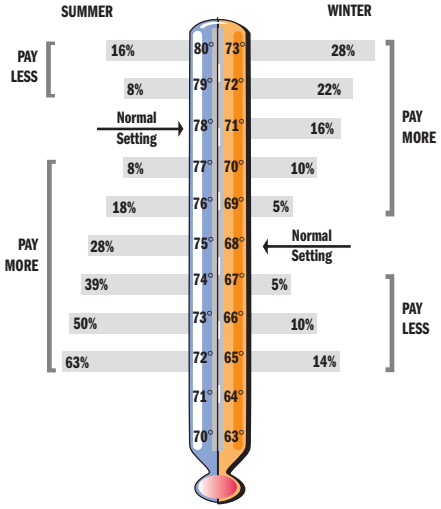
electricity, and unusually high water bills can generally be attributed to leaks in toilets, in-ground irrigation systems, faucets and the water heater.

ELECTRIC

Heating and cooling

Heating and cooling account for 46 percent of the energy bill in most homes, so if you see a spike in the energy portion of your utility bill, look for these problems:

1. **Extreme Temperature Settings**–JEA recommends setting your thermostat on 68 degrees in the winter and 78 degrees in the summer. Every degree above 68 in the winter or below 78 in the summer adds 5 percent to the heating and cooling portion of your utility bill. Large deviations from these set points can cause high bills.
2. **Duct Leaks**–Duct leaks caused by breaks or disconnections of the duct work in your attic will cause high bills. Properly sealed ducts can increase the system's efficiency by as much as 20 percent and provide more uniform heating and cooling of all the rooms in your home. One sign of a disconnected duct is a room that never seems to be a comfortable temperature. A licensed heating and cooling contractor can test and seal the ducts for you.
3. **Improper Heating and Cooling System Charge**–Improper refrigerant charge can lower efficiency by 5 to 20 percent and cause premature component failure, resulting in costly repairs. A licensed heating and cooling contractor can test and add or remove refrigerant for you.
4. **Heat Strips**–Auxiliary or emergency heat in heat pump systems is usually provided through electric resistance strip heat. The strip heat can become stuck on even when the system is not in heating mode. A sign of this problem is warm/hot air coming out of the registers in the cooling mode.
5. **Inadequate attic insulation**–While this will generally not cause a spike in your electric bill, it can contribute to high bills in general. Increasing your attic insulation to an R value of 38 can save up to 30 percent on the heating portion of your energy costs.



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6. **Additional equipment**—Some equipment can add substantially to your electric bills.
   - **Additional Refrigerators**—An additional refrigerator can add $100 per year to your utility bill on average. If you must have additional refrigeration, buy a smaller dorm room refrigerator. Go to www.energystar.gov/recycle to learn more.
   - **Pool Operating Costs**—JEA recommends running a pool pump six hours in the summer and four hours in the winter. If you have a heater installed, keep in mind that a solar pool heater can save you 50 to 90 percent of the pool heating portion of your utility bill. [To learn more about solar pool heaters, visit the Florida Solar Energy Center at www.fsec.ucf.edu.]
   - **Tubs and Spas**—Hot tubs and spas cost about $20 per month to operate. Make sure your hot tub or spa is insulated as much as possible to lower the heating requirements.
   - **"Always On" Equipment**—Look closely at items you may leave turned on around the clock: outdoor lights, TVs, computers and fans. Each one individually requires little energy. However, in combination and around the clock, they can make a noticeable difference on your electric bill.

WATER

Most high water bills can be traced to leaks. To determine if you have a leak anywhere in the house, turn off all the taps and check the water meter. If the leak detector (the red needle on your water meter) is turning, chances are you have a leak somewhere.

1. Toilets—Toilet leaks are the single most common cause for high water bills, and leaks at the flapper valve take first place. Place a few drops of any colored liquid in the tank and then leave for 15 to 30 minutes. When you return, look into the bowl to see if there is dye color in the water. If so, you probably have a flapper valve leak. The average leaky toilet can waste about 200 gallons of water per day.

2. Incorrectly Programmed Irrigation Timer—Not technically a leak, an incorrectly programmed irrigation timer has the same effect as a leak and can account for an increase on your water bill. JEA recommends that the programmer be set to turn on two times per week. Visit the St. Johns River Water Management District Web site (sjrwmd.com) for irrigation guidelines and water-saving tips. If you need additional assistance, call 1-866-664-8644 for a free LawnSmart audit, and JEA's experts will check it out for you.

3. In-ground Irrigation Systems—Leaks here are common around the sprinkler heads. Sometimes soft, wet spots around the in-ground sprinklers indicate a leak is being absorbed into the ground. Irrigation leaks often double or triple the water portion of your utility bill depending upon size and severity.

4. Faucets—Check faucets regularly for leaks at the faucet head and seepage at the base and its connections. A leak of one drop per second can waste up to 2,700 gallons of water per year.

5. Water Heater—Leaks at the water heater are potentially the most expensive type of leak because the electric portion of your bill is affected, along with the water portion. Check the temperature and pressure release valve, tank, tank faucet and all plumbing connections to make sure you won't be paying for water you don't use.

If you conduct these tests and don't seem to have any of these problems, you may need to call a professional electrician or plumber. Visit jea.com and take our online energy audit or call JEA at 665-6000. You can also email your questions to savingscoach@jea.com.

Understanding Energy Audits

Energy audits are not all the same. There are many types and levels of audits and auditors. Some are more thorough than others and some are more qualified than others.

The following list of audit types and auditor designations will help you navigate through the confusion and ensure you have a qualified professional performing the audit that best fits your needs. ***The larger the proposed investment in upgrades, the more important it is to have a qualified auditor look at your home.***

Energy Audit Services Provided by Utilities

Most utilities will provide a free energy audit to a customer upon request. These tend to be a very basic walkthrough audit that analyze your home and your utility bill. The utility specialists typically do not perform any diagnostic testing. They also refrain from recommending any contractors.

These audits are good for helping customers understand the basics behind a high utility bill. It will also tell you how much energy you're using and where you're using it. It may also provide some recommendations on ways to improve your home's efficiency.

These audits are available upon request, by calling your utility. Remember: if anyone contacts you saying they represent a utility and want to give you a free audit is most likely a sales call cloaked in a free audit. Most utility audits are performed by utility employees. Sometimes the audit services are contracted out, but the contractor will have **clear identification** and/or documentation showing they represent the utility. If they don't, beware.

Residential Energy Efficiency Assessments: As a JEA residential customer, you can receive a free energy evaluation of your home or apartment. You can do this in one of three ways – in person, by video or with a do-it-yourself energy audit kit.

- **In Person –** A JEA representative will inspect your home and provide tips on how to lower your energy costs. JEA will also offer free water management evaluations. Services are available during business hours and early evenings by calling (904) 665-6000 or (800) 683-5542.
- **DIY Home Energy Evaluation Kits –** Customers can check out a do-it yourself Home Energy Evaluation Kit from participating branches of the Jacksonville Public Library, St. Johns County Library and Nassau County Library, with a library card for free. Information on the kits can be found at: www.jea.com/backpack

Commercial Energy Assessments: JEA will also perform a walkthrough assessments of a commercial business and provide a cost benefit analysis of any efficiency upgrades that may be warranted. To get one of these assessments contact your commercial account representative or call 904-665-6250.

Professional Energy Auditing and Energy Rating Services

For an in-depth audit or a formal "energy rating," a professional energy auditor or energy rater is required. These "investment grade audits" are best if you're spending more than $1000 on upgrades, or if you're interested in solar or other alternative energies, or if you'd like extreme reductions in energy consumption. These individuals carry specific designations ensuring they have the education and experience to perform these services. Many folks call themselves energy auditors but very few have received the certifications that truly qualify them to perform these services. The three main organizations that provide these designations are:

- **Building Performance Institute (BPI) www.bpi.org**
- **Residential Energy Services Network (RESNET) www.resnet.us**
- **Association of Energy Engineers (AEE) www.aeecenter.org**

Building Performance Institute: BPI creates home performance standards, tests and certifies individuals to verify that they meet the need for a highly trained, skilled home performance workforce. Certification is based on testing protocols set by the American National Standards Institute. The BPI designations that focus on performing energy audits are:

- **Building Analyst Professional**
- **BPI 104-Envelope Professional**
- **BPI Home Energy Professional (HEP) – in pilot phase June 2012**

Residential Energy Services Network: RESNET was founded in 1995 as an independent, non-profit organization to help homeowners reduce the cost of their utility bills by making their homes more energy efficient. RESNET oversees the qualification guidelines for residential energy rating professionals and manages the EPA's Energy Star for new homes program. The two RESNET designations that focus on performing energy audits are:

- **Home Energy Rating System (HERS) Raters**
- **Home Energy Survey Professionals (HESP)**

In Florida, there is a class of contractor called a **Building Energy Rating System (BERS) Rater**. They are certified by the State of Florida and trained through the Florida Solar Energy Center. These energy raters can perform energy models on plans, do a simple walkthrough analysis or perform a whole home energy analysis using specialized equipment and software. There are three classes of Florida BERS Rater, so be sure to ask what class they're in.

- **Class 3 –**These raters can only perform energy software analysis on home plans.
- **Class 2 –**These raters can perform energy software analysis on home plans and on existing homes.
- **Class 1 –** These energy raters can perform all of the above and also perform the diagnostic home tests for the HERS score and certify Energy Star homes. **[Florida Class 1BERS Raters are also RESNET HERS raters]**

A list of Florida BERS Raters can be found at:
dbase.fsec.ucf.edu/pls/engauge/engauge_search_rater

Association of Energy Engineers: The Association of Energy Engineers (AEE), founded in 1977, is a nonprofit professional society. The mission of AEE is "to promote the scientific and educational interests of those engaged in the energy industry and to foster action for Sustainable Development." The AEE energy auditor designations are:

- **Certified Residential Energy Auditor (REA)**
- **Certified Energy Auditor (CEA)**
- **Certified Energy Manager (CEM)**

Professional Engineers also perform excellent energy audits and ratings on buildings. They typically perform commercial audits of various types, the most common being an ASHRAE level 1, 2 or 3 audit.

Not only is it important you choose a certified auditor, but be sure and ask about the auditor's experience. Not everyone claiming to be an energy auditor has the training or experience to perform a comprehensive audit. Be sure the person you hire to perform an audit on your home or business, truly is **"an energy auditor."**

JEA offers free audits to help you use water and energy more efficiently: For a water audit (indoor and outdoor), call JEA at 665-6000.

BPI BUILDING PERFORMANCE INSTITUTE, INC.

aee The Association of Energy Engineers

RESNET RESIDENTIAL ENERGY SERVICES NETWORK

For an energy audit, call JEA at 665-6000.

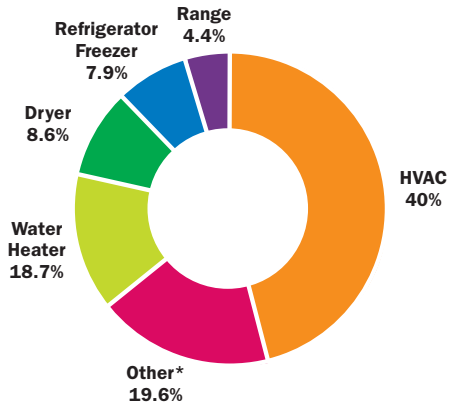
Understanding Home Energy Use

Did you groan the last time you opened your electric bill? Sometimes our energy use gets away from us and we have no idea how much electricity we've used until the bill comes due. It is possible to avoid this unwelcome surprise. Making sense of how your home uses energy is vital to getting a handle on how much you spend each month on your utility bill.

Everything in your home that uses electricity requires a certain amount of power measured in watts. Your electric bill is based on the number of kilowatt-hours (kwh) that are used each month.
1 kilowatt hour = 1 kilowatt of electricity used for 1 hour
1 kilowatt = 1000 watts

You can determine how much energy anything in your home uses and how much it is costing you. Here's how:
Multiply the power an electric appliance uses by the amount of time it runs
For example – a lamp with a 60 watt light bulb, left on for 120 hours a month (4 hours a day), has used 7200 watt-hours. 7200 watt-hours = 7.2 kwh.
Multiply the kwh by the cost per kwh and you can see how much you spent running that light all month JEA's current kwh charge is 11.79 cents per kwh, which includes all city fees and taxes (Duval County). So, that light bulb costs 85 cents to operate. If it ran for 400 hours, it would cost $2.83. The higher the power (watts) or the longer the run time (hours), the higher the utility bill (cash out of your pocket).

Energy Consumption for a Typical Single Family Home



Source: Residential Energy Consumption Survey, 2005 via energystar.gov

*Other *represents an array of household products, including stoves, ovens, microwaves, and small appliances like coffee makers and dehumidifiers.*

Where Does the Energy Go?

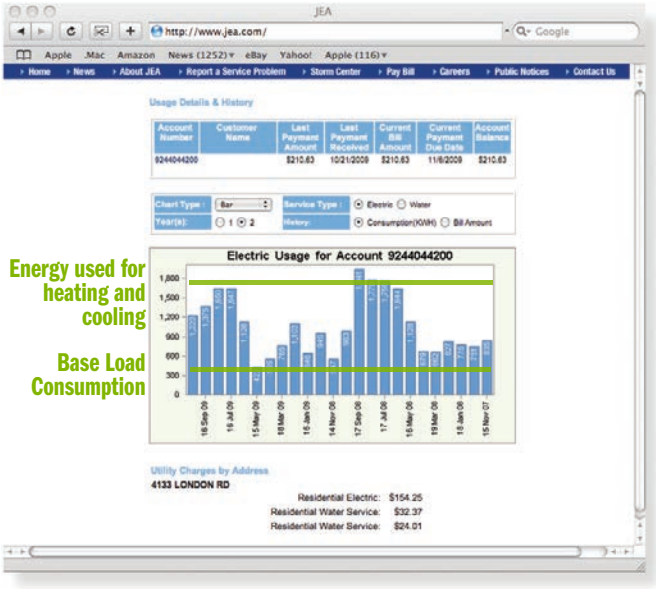
As you can see in the pie chart, most energy use goes to heating or cooling the home. Water heating is usually next followed by appliances and lighting. Finally, home electronics and other large equipment such as pool pumps and heaters, spas, well pumps and compressors have an impact. Depending upon size and run time of electronics and other equipment, they can add up to a significant part of monthly energy use.

Your Home's Energy Usage

Go to **jea.com**. If you aren't already, now is the time to become a registered user of jea.com. Even if you don't pay your bills online, there is great information online that will help you understand your bill and your usage.

Once you've logged in, click on Pay Your Bills. You'll get a screen with a button that says Usage Details. Click that button. You can view up to two years of your monthly energy usage.

On a monthly basis, energy use can vary quite a bit. Look at your monthly usage either online or by comparing your bills. You'll see it go down in the spring/fall seasons and up in the summer/winter seasons. Typically, this is due to the energy used for heating and cooling as a direct result of changing weather conditions. The lowest months reveal your base load – the energy used all the time no matter the weather. Base load includes water heating, refrigeration, lighting, and entertainment, washing and drying. These systems use pretty much the same energy all the time.



The difference between the lowest months and the highest months is energy used mostly for heating and cooling.

Unusually High Bills

Some months, your JEA bill may suddenly be higher than normal. Often these high bills are due to extreme weather conditions. Extreme heat, cold and humidity seriously impact your heating and cooling costs, even though you haven't touched your thermostat! Due to the weather, your AC or heating unit may run longer to achieve those normally efficient settings of 68 degrees in winter and 78 degrees in summer. When you hear forecasts for unseasonably extreme humidity or temperatures, prepare by adjusting your thermostat setting accordingly. A few degrees could normalize your electric usage while your indoor comfort level remains relatively the same.

Learn More

Find efficiency fact sheets on **jea.com/ways to save**

Weather, Energy Consumption & Your Utility Bill

How weather affects energy consumption—and your utility bill

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Energy bills are dependent on weather because heating and cooling systems run longer during hotter and colder times of the year, even if the thermostat is set at a fixed temperature.

Base load vs. annual heating and cooling costs

Your base load is the portion of your bill that is nearly the same every month, regardless of the weather. It is made up of those things that you use consistently like electronics, refrigerators and cooking devices. To determine your base load look at your lowest bill of the year, typically April or November, and multiply the kilowatt hours (kWh) used by 12. That's your base load. If you subtract that number from the total number of kWh used for the year, that number is how much energy you use annually to heat and cool your home.

Five major factors that can cause high heating and cooling energy consumption

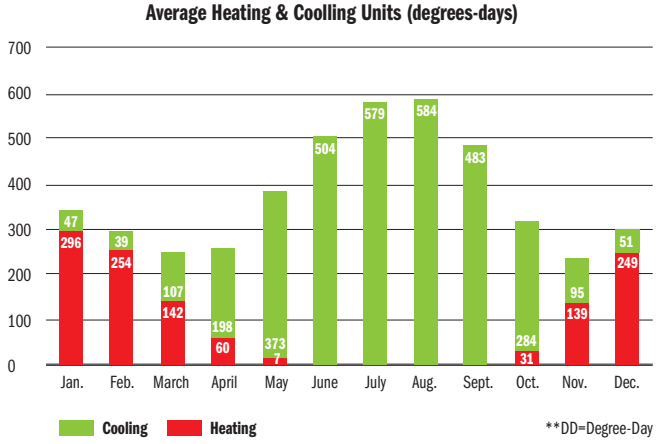
- The type of system. Heat pumps, for example, are more efficient than resistance heating. Cooling efficiencies run from about 8 Seasonal Energy Efficiency Ratings (SEER) for an old inefficient system to over 18 SEER for a very efficient system.
- Age and condition. Units with improper refrigerant charges, dirty filters, and dirty condenser and evaporator coils will run longer to reach a given thermostat setting. Keep your equipment in tip-top shape!
- Ductwork. A study of pre-1990 homes showed that duct leakage is in the 20-30 percent range. This can make a huge difference in energy bills. If you suspect your ducts are leaky, call a qualified heating or cooling contactor to repair them.
- Thermostat setting. This directly relates to how long units run. Set it at 68 degrees in winter and 78 degrees in summer.
- Weather. This has a huge impact on heating or cooling unit run time. For example, with a heating system set at 68 degrees the heater will run longer on a 40 degree day than a 50 degree day.
- The lower the outside temperatures the longer the heater run time. The same principle applies in the summer, the higher the outside temperature, the longer the run time.

Temperature is the most common weather indicator

- A simple indicator of the impact of temperature is days over 90 degrees in the summer and days under 40 degrees in the winter. The more days that we experience these temperature extremes the more the heating or cooling equipment will run.
- Comparing the number of days at these temperature extremes from one billing cycle to the next is a pretty good indicator of the impact of weather on your bill. For example, if you had three days over 90 in one billing cycle and six in the next you can generally say that you had roughly twice the cooling needed—if all other factors remained the same.

Matching measurement periods is important when comparing weather impacts

- Normally, we can expect our peak winter consumption in December, January and February. We will receive the bills approximately a month later. In the summer we can expect our peak consumption to be in June, July, August and September and again we receive those bills in the next month. In the spring (March, April) and fall (November) we have our lowest consumption and approach using only our base load.



- The number of days in a billing cycle can affect your bill. For example, if your billing cycle is 32 days this month and was 29 days last month, those three additional days represent a 10 percent increase in consumption. This should then correlate to a higher utility bill. It's not that you used more energy, you just paid for more days.
- Billing cycles generally will not line up with a calendar month, so keep this in mind when comparing weather trends to your bills. The best way to do a comparison is to look at daily weather data for the billing cycle. Then it is possible to attribute percent changes in weather to the heating and cooling portion of the bill.
- We often need to cool some all 12 months of a year. May to September represents over 75 percent of our cooling. July and August are peak months.
- Heating is concentrated in December, January and February. There is minor heating required in March, April, October and November.

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Top 10 Energy Saving Tips for Renters

Even if you don't own your home or appliances you can save money on the energy and water they use. After all, it's your money going out the window and down the drain. Here are 10 no/low-cost, portable and easy changes you can make to save money immediately on your utility bill while also helping the environment.

1. Switch to LED Light Bulbs

Why: LED light bulbs use 80 percent less energy than the typical incandescent light bulbs used in homes.
How: LEDs are available in most grocery, drug and home improvement stores. Read the package to get the right LEd for the right use.

2. Set Your Thermostat at 78° in summer, 68° in winter

Why: Your air conditioner and heater will work less, using less energy. Turn your thermostat up or down 5° accordingly at night or when leaving your home for an hour or more to save even more energy and money.

3. Fix a Leaky Toilet

Why: A leaky toilet can waste hundreds of gallons of water a month
How: To see if your toilet has a leak, add a cup of any colored liquid to the toilet tank. Wait 30 minutes to see if the colored water leaks into the toilet bowl. If it does, your toilet is leaking. There are many simple fixes such as adjusting the tightness of the handle, the rubber flap, the chain or the tank water level.

4. Plug Leaks Around Windows and Doors

Why: Air leaks are wasted energy and dollars
How: Caulk and self-adhesive weather stripping can be purchased at hardware and home improvement stores. Use your hands, a candle flame or a piece of thread on a windy day to determine air leaks around windows or doors. Plug the air leaks or seal all around doors and windows.

5. Change Your Showerhead to a High-Effiency Model

Why: New standard showerheads deliver 2.5 gallons of water per minute, while older ones are as high as 5 gpm (pre-1994). The water pressure feels the same and you may not even notice a difference, except in your lower water bill. You can also save water usage by turning it off while soaping up and shampooing.
How: High-efficiency showerheads are available wherever showerheads are sold, such as home improvement stores. Use a wrench to remove the old showerhead, then apply joint sealer or tape following package directions and use the wrench to put on the new showerhead.

6. Refrigerator

Why: When your refrigerator is not sealed properly, has dirty coils or thick frost in the freezer, it has to work harder to cool the air inside. That uses more energy and increases your electric bill.
How: Dollar bill test—close the refrigerator door on a dollar bill. If the bill falls or you can easily pull it out the seals are not tight. Use a hairdryer to heat up the seals until they conform better to the door. To clean coils behind the refrigerator, use a vacuum cleaner attachment. Defrost by chipping out ice and melting. For optimal energy savings set he refrigerator temperature should be set at 38° and the freezer at 5°.

7. Dishwasher: run only when full and air dry

Why: You'll run it less often, using less water. Not using the heat dryer will save significantly on energy consumption.

8. Power down electronics

Why: Many idle appliances—TVs, VCRs, cable boxes, DVD and CD players, —continue to consume energy when switched off to keep display clocks lit and memory chips and remote controls working.

9. If you have a washing machine, use cold water

Why: Washing in hot water costs more. Use cold water and save.

10. Close the blinds

Why: Reduce heat gain through glass with blinds, curtains and shades.

Top 10 Energy Saving Tips for Renters

12-Month Homeowner's Maintenance Checklist

Use this checklist to record completion dates of your home maintenance tasks. Regularly scheduled maintenance by trained/qualified technicians helps ensure optimum appliance performance, maximum comfort and fewer unscheduled repairs. The activities suggested are on an annual, semi-annual, quarterly or monthly basis.

H054IR								
Check, replace and recycle dead batteries in fire alarms, smoke detectors and other CO detectors.	Monthly							
Inspect fire extinguishers.	Annually							
Replenish hurricane preparedness kit.	Annually							
Stock first aid kit.	Quarterly							
AIR CONDITIONER								
Check/change HVAC filter (pleated filters are recommended)	Monthly							
Clean condensate drain. Flush with hot water vinegar solution; use bleach for mold clog.	Quarterly							
Check/Clean coils on outside unit and inside unit.	Semi-annually							
WATER HEATER								
Check for water heater tank leaks.	Annually							
Check water heater temp. (set approx. 120° F).	Semi-annually							
REFRIGERATOR								
Check refrigerator (38°) and freezer (5°) temps.	Quarterly							
Check for refrigerator seal leaks (dollar bill test*).	Quarterly							
Clean refrigerator coils.	Quarterly							
CLOTHES WASHER/DRYER								
Check clothes washer hose for bulges and deterioration.	Quarterly							
Remove lint from inside dryer exhaust hose and outside damper, check hose for kinks.	Monthly							
TOILET/TUB								
Check for flapper valve toilet leak (add food coloring to tank, check bowl for color*).	Monthly							
Check for leaks in the tub diverter valve.*	Quarterly							
EVERY ROOM AND EXTERIOR								
Check all faucets for leaks.	Quarterly							
Perform additional checks on exterior faucets/spiggots after a hard freeze								
Check caulking around windows, doors, fixtures, porches.	Annually							
IRRIGATION								
Check irrigation system for leaks, clogs and dirty filters.	Quarterly							
Check irrigation timer (before 10 a.m. & after 4p.m., no more than twice a week in summer and every 7-14 days in winter).	Quarterly							
Check rain sensor operation (clean debris and check battery).	Quarterly							

*Described on reverse. Visit the Conservation Center at jea.com for printable copies of this checklist or, e-mail us at conservation@jea.com.

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Check for refrigerator seal leaks (dollar bill test*).

- Insert a dollar bill along the edge of your open refrigerator and close the door. If the dollar bill pulls out easily, you have a loose seal.
- Tighten a loose rubber seal by blowing hot air from your hair dryer all the way around it.
- If the refrigerator door still does not make a tight seal, consider replacing the door gasket.

Check for flapper valve toilet leak (add food coloring to the tank, check the bowl for color*).

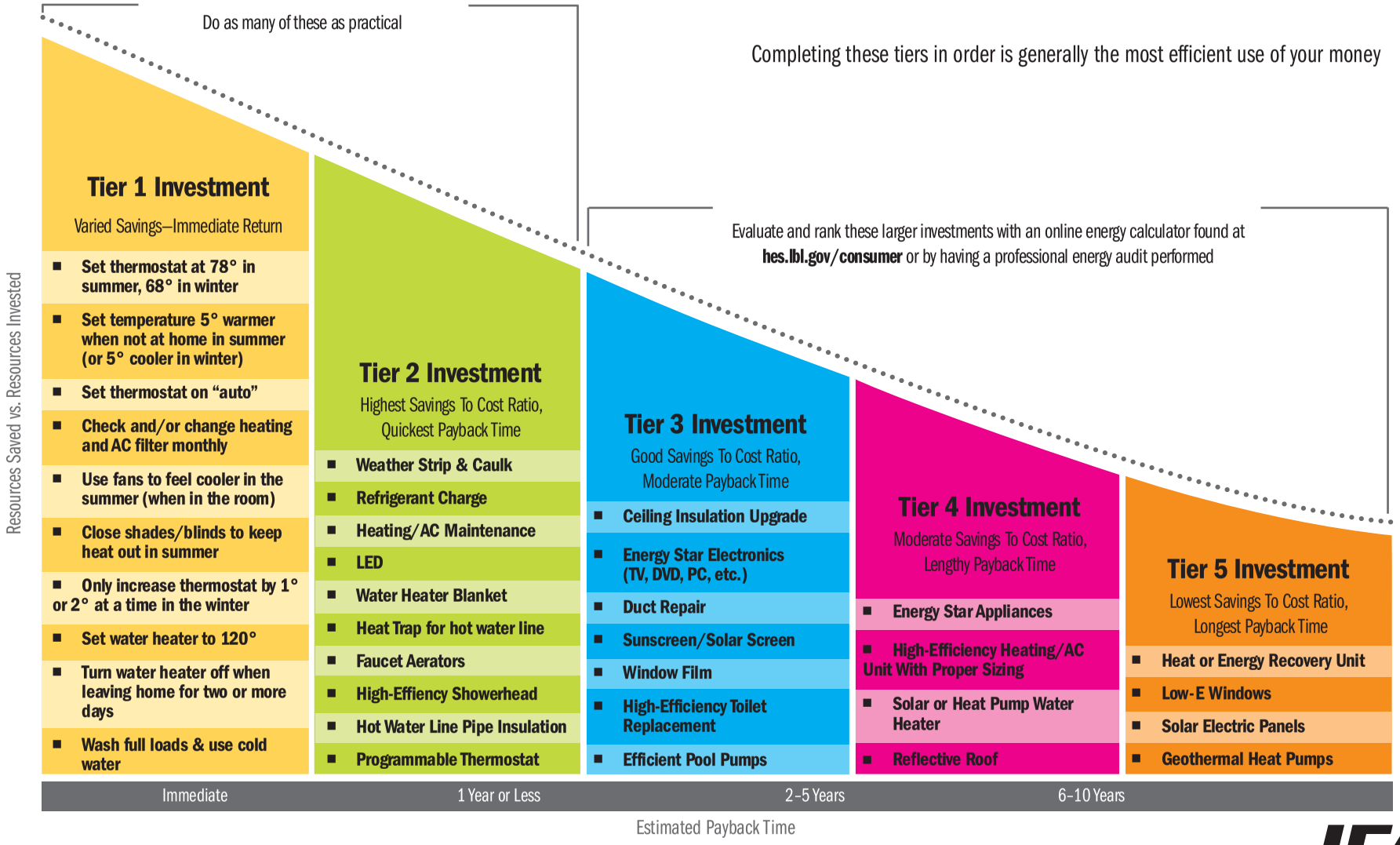
- Put three drops of food coloring in the toilet tank. If the color shows up in the bowl, you have a leak.
- Check if the leak is an over flowing refill valve. Sprinkle talcum or baby powder into the tank; if it floats over the edge of the refill valve into the bowl, the water level is too high.
- If the refill valve is overflowing, adjust the float arm (at the elbow nut or bend it) so that it is slightly lower. Otherwise the flapper is leaking. A flapper costs about $5 at hardware and home supply stores. Instructions are printed on the package. When you replace it, turn off the water to the tank and flush first.
- Don't put cleaning tablets in the toilet tank. They can corrode the rubber flapper.

Check for flapper valve toilet leak (add food coloring to the tank, check the bowl for color*).

- Indications of a tub diverter valve leak include water leaking from behind the shower wall, difficulty switching water flow from the spout to the spray head and uneven water pressure.
- For a single-handle (cartridge) and two-handle showers, the spout must be replaced if you cannot switch flows. If there is water damage or uneven pressure, then the cartridge must be replaced. Turn off the water supply, remove the handle and cover plate, unscrew the bonnet nut and replace the cartridge and rubber O-rings. For the two-handle shower, do the same but remove both handles and inspect/replace the stem valves and seals.
- For three-handle showers, remove the diverter valve handle and escutcheon. Unscrew the bonnet nut, remove and clean the stem assembly and replace worn washers. If it was not leaking, check the hot and cold water handles.
- If the shower is not leaking from a handle, then the pipes may be the source.

Home Efficiency Investment Curve

Home Energy and Water Efficiency Resource Investment Curve



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Home Energy and Water Efficiency Resource Investment Curve Planner

Tier 1 Investments Varied Savings–Immediate Return

- ☐ Set thermostat at 78° in summer, 68° in winter — Plan Date: _____
- ☐ Set temperature 5° warmer when not at home in summer (or 5° cooler in winter) — Plan Date: _____
- ☐ Set thermostat on "auto" — Plan Date: _____
- ☐ Check and/or change heating and AC filter monthly — Plan Date: _____
- ☐ Use fans to feel cooler in the summer — Plan Date: _____
- ☐ Close shades/blinds to keep heat out in summer — Plan Date: _____
- ☐ Only increase thermostat by 1° or 2° at a time in the winter — Plan Date: _____
- ☐ Set water heater to 12o° — Plan Date: _____
- ☐ Turn water heater off when leaving home for two or more days — Plan Date: _____
- ☐ Wash full loads and use cold water — Plan Date: _____
- ☐ Dump that 2nd frig and save $5 to $20 per month — Plan Date: _____
- ☐ Check that toilet flapper valve for leaks often — Plan Date: _____
- ☐ Ensure correct lawn irrigation times, days and water amounts — Plan Date: _____
- ☐ Turn off lights when not in use — Plan Date: _____
- ☐ Don't let the water run when not in use — Plan Date: _____
- ☐ _____ — Plan Date: _____

Tier 2 Investments Highest Savings To Cost Ratio, Quickest Payback Time – 1 Year or Less

- ☐ Weather Strip & Caulk — Plan Date: _____
- ☐ Refrigerant Charge — Plan Date: _____
- ☐ Heating/AC Maintenance — Plan Date: _____
- ☐ LED — Plan Date: _____
- ☐ Water Heater Blanket — Plan Date: _____
- ☐ Heat Trap for hot water line — Plan Date: _____
- ☐ Faucet Aerators — Plan Date: _____
- ☐ Low-Flow Showerhead — Plan Date: _____
- ☐ Hot Water Line Pipe Insulation — Plan Date: _____
- ☐ Programmable Thermostat — Plan Date: _____
- ☐ _____ — Plan Date: _____

Tier 3 Investments Good Savings To Cost Ratio, Moderate Payback Time – 2–5 Years

- ☐ Ceiling Insulation Upgrade — Plan Date: _____
- ☐ Energy Star Electronics (TV, DVD, PC, etc.) — Plan Date: _____
- ☐ Duct Repair — Plan Date: _____
- ☐ Sunscreen/Solar Screen — Plan Date: _____
- ☐ Window Film — Plan Date: _____
- ☐ High-Efficiency Toilet Replacement — Plan Date: _____
- ☐ Efficient Pool Pump — Plan Date: _____
- ☐ _____ — Plan Date: _____

Tier 4 Investments Moderate Savings To Cost Ratio, Lengthy Payback Time – 6–10 Years

- ☐ Energy Star Appliances — Plan Date: _____
- ☐ High-Efficiency Heating/AC Unit — Plan Date: _____
- ☐ Solar or Heat Pump Water Heater — Plan Date: _____
- ☐ Reflective Roof — Plan Date: _____
- ☐ _____ — Plan Date: _____

Tier 5 Investments Lowest Savings To Cost Ratio, Longest Payback Time – Greater Than 10 Years

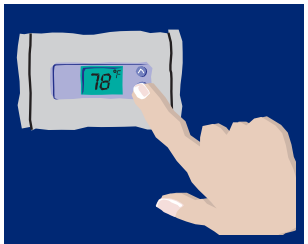
- ☐ Heat or Energy Recovery Unit — Plan Date: _____
- ☐ Low-E Windows — Plan Date: _____
- ☐ Solar Electric Panels — Plan Date: _____
- ☐ Geothermal Heat Pumps — Plan Date: _____

Save Energy, Water And Money At Home

Air Conditioning and Heating

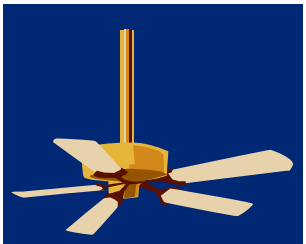
Air conditioning and heating consume about half of all the electricity you use.

- Set thermostat at 78° in summer, 68° in winter.
- Set thermostat on "auto."
- Set temperature 5° to 10° warmer when leaving home for more than one hour in summer (or 5° to 10° cooler in winter).
- Check/Change your heating and cooling system air filter every month. A dirty air filter makes your system work harder, which uses more energy.



Changing your summer setting from 75° to 78° will save about 24 percent in cooling costs!

- Run ceiling or table fans in addition to air conditioning. Turn them off when you leave the room.
- Close shades/blinds to keep heat out in summer.
- Make sure your indoor heating/cooling vents and returns aren't blocked.
- Keep the exterior portion of your heating and cooling unit free of blockage and debris.

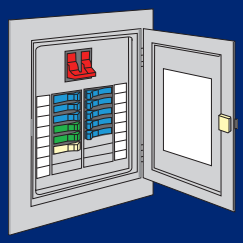


Fans don't use much energy, and can make you feel 5° cooler.

- Seal holes in walls where pipes and wires enter and exit the home.
- Put weather stripping around doors and windows to seal gaps.
- Use R38 insulation in the attic.
- Have heating and cooling system checked annually to ensure efficient operation.

Water Heater

- Set water heater at 120° and in accordance with CDC recommendations.
- Turn water heater off when leaving home for two or more days.
- Consider adding an insulation jacket to the hot water tank and insulating the water pipes to retain heat in the system.



Turn circuit breaker switch off for safety when adjusting water heater temperature control.

Washer/Dryer

- Wash full loads and use cold water.
- Clean your dryer lint trap after each load so air flows easily.
- Clean lint from inside your dryer exhaust line, and make sure it's tightly connected and not kinked or compressed.

Refrigerator and Stove

- Tighten a loose rubber seal on your refrigerator door with hot air from your hair dryer—just run dryer all the way around the seal.
- Keep refrigerator temperature on 38° and freezer on 5°.
- Avoid browsing the refrigerator/freezer with the doors open
- Use your microwave instead of the stove whenever possible.
- Don't use your stove to heat your house.

Insert a dollar bill along the edge of your open refrigerator and close the door. If you can pull the dollar bill out easily, you have a loose seal.

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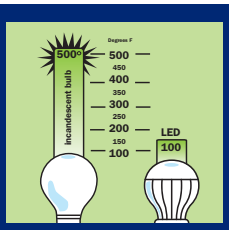
Lighting

- Change your five most-used lightbulbs to LEDs.
- Make sure that any LEDs that you buy for switches with dimmers are dimmable-rated bulbs.
- Check the package to make sure you are buying the right LED for the fixture, purpose, and color temperature you need.



LEDs cost less to use because they last much longer than regular bulbs, use less energy and they don't add heat.

Water

- Make sure the rubber flapper in your toilet tank forms a tight seal to keep water from leaking into the bowl. Leaks can add 50 percent or more to your water bill.
- Install a high-efficiency showerhead (2 gallons per minute or less).
- Don't put cleaning tablets in the toilet tank—they can corrode the rubber flapper and cause it to leak.
- Replace toilets manufactured before 1994 with water-efficient toilets.

To test for a leak, put 3 drops of food coloring in the toilet tank. If it shows up in the bowl, you have a leak.

- Letting water run while you are washing your car can waste hundreds of gallons of water, so use a shutoff hose nozzle or turn the water off when you're not using it.
- If you have a lawn irrigation system, set it to water no more than twice a week from April through October, and no more than once a week November through March.
- Change your irrigation system control unit battery as directed (every one to three years) to maintain settings after a power outage.
- Clean out your rain sensor shutoff device annually.

High-efficiency showerheads can use 50 percent less water.

JEA offers free audits to help you use water and energy more efficiently:
For a water audit (indoor and outdoor), call JEA at 665-6000.
For an energy audit, call JEA at 665-6000.

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Employee Volunteer Program Handbook

JEA Employee Volunteer Program Handbook

Thank you for choosing to participate in our Volunteer Program. You role as a volunteer is critical to the success as we partner with local non-profit organizations to help make our community great.

Volunteer project selection process:

The JEA Volunteer is overseen by an employee advisory group that selects community volunteer activities. JEA considers participating in projects which are driven by the needs of the community: health and wellness, the elderly, the disabled, families at risk, and emergency relief.

Who can volunteer:

1. JEA/SJRPP employees
2. Retired JEA/SJRPP employees

Volunteer Opportunities:

1. You can access and review each project on the Community Engagement Calendar on The Grid (intranet).
    a. Select the volunteer project in which you are interested.
    b. Complete the volunteer registration form
    c. Complete the MD 633 form and return to the Community Engagement Coordinator
2. Volunteers projects are listed on the weekly Currents
3. Volunteers projects are listed on the quarterly volunteer calendar poster

Volunteering for a Project

1. Review MD633 for volunteer guidelines
2. Complete and sign the MD633 form. Forward the form to your manager for approval. Return to the form Community Engagement Coordinator
3. If you need a volunteer t-shirt, be sure to include your size information when you register for a project.
4. After the project is complete, you'll receive a link to the project feedback form. Please give us your feedback on our projects with suggestions for revisions.

Expectations of volunteers

1. Perform all activities in a safe manner.
2. Be on time to the event. If your plans change and you're unable to participate, contact the Community Engagement Coordinator and notify your manager.
3. Attend any required training/orientation session(s).
4. There will be a Project Leader and/or coordinator at the required site(s).
5. Represent JEA in a positive manner.

6. Have a good time.

Timesheet

1. When you fill out your time sheet, insert select “community Service” under “type”, and enter the number of hours volunteered. Your home project and task numbers remain the same.

Safety

Safety is a primary concern at JEA. The Community Engagement Coordinator and/or Project Lead will visit each project site to determine if there are any safety issues. If the project site is deemed questionable, a representative from the safety group will visit the site prior to the project and report the needed safety materials volunteers will be required to wear. The health/safety representative will visit the site the day of the project to ensure all volunteers are wearing the proper safety materials.

Cancellation Procedure

If weather forces the cancellation of a project, the Community Engagement Coordinator will notify all volunteers and their managers.

If you have any questions, please contact:
Voncea Fuller
Manager Community Engagement
904-665-7579
fullvj@jea.com

JEA EMPLOYEE VOLUNTEER PROGRAM ADVISORY COMMITTEE CHARTER

Author: Voncea Fuller, Frank DeCoste, Jane Upton

Creation Date: March 25, 2013
Last Updated: December 8, 2013
Version: 1.0

1. Document Control

1.0 Change Record

Date	Author	Version	Change Reference

2. JEA Employee Volunteer Program Advisory Committee Charter

Introduction

As a community-owned utility, JEA leadership and employees believe in giving back to the community. One of the ways we have chosen to do this is through supporting an employee volunteer program. As members of the community, we all have a stake in improving the quality of life here. In addition, we also know that our customers respect that commitment and look to us to do our part. We know this because corporate citizenship, which includes giving back to the community, is part of what contributes to our customers' overall satisfaction with us as their energy, water and sewer provider.

A. Governance

1. The JEA Employee Volunteer Program Advisory Committee (EVPAC) will report through the Director of Customer and Community Engagement.
2. A community engagement coordinator will serve as chair. The committee will elect a vice chair to assist the chair with their duties. At the end of the first two year period (September 30, 2015), the committee and management will assess the management structure of the program and make recommendations on structure of the chair moving forward. The community engagement coordinator will be responsible to assure alignment with JEA Charter, policies and procedures and budget guidelines.

B. Members

The advisory committee will be comprised of a cross-section of appointed and civil service employees representing all business units. In addition to the chair, the committee shall consist of sixteen

members each serving a two year term. From the initial group, half will only serve a one year term in order to stagger members rolling off. Each business unit may select two employees to serve—one appointed and one civil service. The vice chair will serve a one year term in their role. No member other then the community engagement coordinator may serve more than a four year consecutive term. Members may be reappointed in future years.

Meeting Frequency

1. Monthly
2. Additionally as required

D. Purpose

The EVPAC's role is to facilitate employee volunteerism within the communities where we work and live, and to create a sustainable process for sharing volunteer resources with those communities. This will be accomplished through the JEA Employee Volunteer Program.

The EVPAC develops and publishes rolling volunteer events calendar and recruits employee volunteers to participate in these community events. In addition, EVPAC may identify and recommend a major volunteer event which aligns with company values, strategic direction, and workforce needs.

The EVPAC maintains a program to recognize and reward employees for their efforts in the community.

E. Responsibilities

1. Administer and evolve a list of approved types of participation when employees may use their eight hours of volunteer time.
2. Administer criteria and a scorecard for selection of corporate volunteer opportunities.
3. Manage and evolve a process for community groups to request volunteer assistance from JEA.
4. Identify and select corporate volunteer opportunities that meet EVPAC prescribed criteria.
5. Maintain a "Volunteer Events Calendar" where employees can find information about the needs in the community and the types of volunteer activities open to them. Should be maintained on a rolling twelve month basis and updated as new opportunities are made available.
6. Coordinate with Employee Services to track official employee volunteer hours for reporting purposes

7. Track number of volunteers, number of volunteer events, and number of volunteer hours expended for approved events and report monthly to Director, Customer and Community Engagement. For collection drives, EVPAC tracks quantity of items collected and translates to hours of service. For fundraising activities, EVPAC tracks total number of dollars by program.
8. Assure that employee volunteers have completed required orientation to prepare them for their volunteer role.
9. Select project leads and back-up leads to oversee each of the individual volunteer activities and assuring that they have received the appropriate orientation and mentoring.
10. Recruit volunteers to ensure that an adequate number of employee volunteers are available for the following month's events. Corporate goal is 480 or more annually.
11. Manage the process for non-profits to apply for support.
12. Provide the Director of Customer and Community Engagement with information and photographs from volunteer activities so that this information can be communicated internally and externally through all appropriate channels.
13. Provide feedback to the executive lead of each business unit about the employee volunteers in their business units.
14. Develop and manage a corporate volunteer recognition program.

F. Annual Deliverables

1. Overall Success – The committee will review annually JEA's standing within the J.D. Power Residential Customer Satisfaction Survey and deliver recommendations and budget requests based on improvement.
2. Board Review – The committee will prepare and deliver to senior leadership a comprehensive status report annually.

JEA Employee Volunteer Program Project Request Form

1. Name and address of organization (501 (c) (3) or 170 (c) of the United States Internal Revenue Code). Need to provide letter of determination.

2. Name of Executive Director:

2. Contact person (name/title):

3. Phone: Fax: E-mail:

4. Program title:

5. Description of volunteer activity (including date):

6. Number of volunteers requested:

7. Requested volunteer hours:

Please provide the following information about your organization:

1. Your organization's mission statement

2. A brief statement of the history of your organization, number of people assisted annually and geographical service area

3. How will your measure the effectiveness of your volunteer project with your targeted clients.

JEA Employee Volunteer Program
Requesting Agency Application Guidelines

JEA supports the communities it serves by contributing volunteer resources to non-profit programs and projects that help improve the quality of life in the Jacksonville community through its JEA Employee Volunteer Program.

JEA Employee Volunteer Program projects are reviewed by the JEA Employee Volunteer Program Advisory Committee on a quarterly basis. The selected projects will be posted on the JEA Community Engagement Project Calendar which is located on SharePoint.

Eligibility requirements

JEA Employee Volunteer Program will consider projects submitted by organizations that are public sector organizations such as a city agency, a city department, a regulatory agency or that have a tax-exempt classification under sections 501 (c) (3) or 170 (c) of the United States Internal Revenue Code.

JEA Employee Volunteer Program is overseen by an employee volunteer advisory committee that selects community volunteer activities. JEA considers participating in projects which are driven by the needs of the community and are:

- Collaborative projects between non-profit organizations in the JEA service area
- Accessible/open to the public

Project suggestions submitted by employees will also be reviewed by the advisory committee.

JEA Employee Volunteer Program does not provide support to:

- Individuals, political, labor, religions, fraternal or sports groups
- Fundraising events with the exception of United Way, Community Health Charities and Black History Month (PA 10500 BM 135 FUND RAISING)
- Projects that are outside of the JEA service area

JEA Employee Volunteer Program does not provide support to:

- Any organization that discriminates on the basis of race, color, sex, religion, national origin, age, disability or veteran status
- Any organization that conducts itself in an unethical, illegal or immoral manner

Application Process

Non-profit organizations or educational institutions requesting support from JEA should complete a **JEA Employee Volunteer Program** request form. The request forms will be reviewed by the JEA Employee Volunteer Program Advisory Committee. All applicants will be notified of the acceptance/declination of their request within 4 weeks of being reviewed.

Completed Request Forms should be forwarded to:

Voncea Fuller
Manager Community Engagement
JEA
Tower 12
21 West Church Street
Jacksonville Florida 32202

JEA Employee Volunteer Program Advisory Committee
Committee Member Job Description

The JEA Employee Volunteer Advisory Committee (EVPAC) is comprised of a cross section of appointed and civil service employees representing all business units. EVPAC's role is to facilitate employee volunteerism within the communities where we work and live, and to create a sustainable process for sharing volunteer resources with those communities.

The EVPAC develops and publishes rolling volunteer events calendar and recruits employee volunteers to participate in these community Events.

EVPAC Member Qualifications

- JEA employee
  - Appointed or Civil Service
- Understanding of and commitment to JEA's volunteer mission and corporate values
- Uphold the values and objectives of the JEA's volunteer mission
- Community involvement
  - Participate in JEA Corporate Volunteer Program activities and/or
  - Volunteer with organization of choice during personal hours
- Interest in broadening community involvement
- Integrity
- Good leadership skills
- Good communication and interpersonal skills
- Be able to participate effectively in a collaborative group process, which requires ability to listen to and work well with other committee members, provide feedback in a respectful manner, and be open to a diversity of ideas.

EVPAC Member Duties and Responsibilities

- Attend monthly EVPAC meetings
  - EVPAC members meet 12 times per year. Members are expected to attend a minimum of 9 of the 12 Committee's meetings.
  - Held the first Tuesday of each month, 9 – 10 a.m., Downtown Tower
- Committee term limit: 2 years
- Attend training and orientation
- Contribute to the strategic direction of EVPAC
- Follow advisory committee policies and procedures.
- Advocate volunteerism
  - Recruit volunteers to participate in JEA's Corporate Volunteer Program
- Serve on one or more EVPAC sub committees of your choice
  - Rewards and Recognition
  - Research
  - Volunteer Recruitment
  - Project Evaluations

EVPAC Member Selection Process

- Employees are asked to submit a written summary of why he/she want to serve on the committee
- Employee must provide a recommendation from co-worker, manager and/or director
- Appointment must receive approval by their chief
- Open seats will be limited to the areas where a vacancy exists.
  - 1 Civil Service/1 Appointed employee per Chief. If more than 1 applies then the Chief will make the final selection.

From: Currents
Sent: Friday, March 23, 2018 6:55:42 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Walk--Wednesday, April 4 | Ambassador Events | Volunteer Opportunities

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Sign Up for the CHC Walk and Get 2,000 PRIDE Points

Join your fellow co-workers as we walk to raise funds and awareness for Community Health Charities on Wednesday, April 4 from 4:30 to 5:30 p.m. The entry fee is $10 or one-hour leave donation. Participants will assemble in the JEA Tower Lobby and walk alongside the Northbank Riverwalk to the Riverside YMCA and back. All registered participants will receive a CHC Walk badge worth 2,000 PRIDE points and a 10-day trial pass for the First Coast YMCA. A selfie photo contest is planned for team participation. Details to come, check the CHC page for more information.

It is simple to register for the walk. Just follow the link, click "add new item" and complete all fields, choose CHC Walk in the event drop down and submit. Follow the links for the waiver and registration/pledge form. For more information, contact Charlene West via email or at ext. 7720 or Julie Lyons via email or at ext. 7257.

COMMUNITY HEALTH CHARITIES Give. Connect. Help.℠

CHC Basketball Tournament

Dust off your athletic shoes and get your arthritis liniment/medication ready! We are currently recruiting teams for the CHC Basketball Tournament. The event is Saturday, June 9 from 8 a.m. to 3 p.m. at Bishop Kinney High School. If you are interested in participating in the basketball tournament or the 3-Point Contest (limited participation), please contact Philip Williams via email or (904) 210-7167 or (904) 903-1450.

Saturday, June 9 | 8 a.m. Tip-off | Bishop Kinney High School

Corporate Volunteer Opportunities

March is quickly coming to a close, which means we have hit our six-month fiscal year-to-date turning point. Would you like to fly solo or fly with your flock on a volunteer activity? Good news...April is full of great opportunities for everyone! See list below for ideas and visit the Volunteer page on The Grid for more details. Contact Julie Lyons via email with questions.

- One Spark—Wednesday through Saturday, April 4 through 7
- Walk for Senior Wellness, Wednesday, April 11 (new event)
- Rethreaded—Thursday, April 12
- Ms. Mary's Boutique at PACE Center for Girls – Wednesday and Thursday April 11 and 12
- Habitat for Humanity-HabiJax Builds—Thursday, April 12
- Catty Shack Ranch Wildlife Sanctuary—Friday, April 13
- ReStore—Friday, April 20 (new event)

If You are Looking for an Ambassador Event, You Have Plenty to Choose From

We have received invitations from several local organizations requesting JEA Ambassadors. If you are interested in participating in any of these events below, please contact Karen Blutcher via email. Slots are filling up fast, so

please contact Karen early to reserve your spot.

- Finding Home Sweet Home Event sponsored by the Jacksonville Human Rights Commission—Saturday, April 14, from 9 a.m. to 1 p.m. at the Downtown Library
- Caregiver Expo—Saturday, April 14 from 9 a.m. to 3 p.m. at EverBank Field in the US Assure Club East (1 EverBank Field Drive).
- Earth Day Festival—Paxon School for Advanced Studies (3239 Norman E Thagard Boulevard) on Thursday, April 19, from 2:30 to 5:30 p.m.
- Jax AquaFest—Saturday, May 5 from 10 a.m. to 4 p.m. at the Museum of Science and History (MOSH)
- World Ocean Day—Saturday, June 9, from 10 a.m. to 4 p.m. at the Jacksonville Zoo

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From: Currents
Sent: Thursday, March 8, 2018 6:56:39 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Walk--Wednesday, April 4 | Children's Healthy Dental Habits

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Tooth Decay Affects Children Five Times More Often Than Asthma

Did you know more than 40 percent of children have cavities by kindergarten? In addition, more than 51 million school hours are missed each year due to dental-related illness. Oral health habits start early, please use the resources below from Solstice Benefits to create and maintain healthy dental hygiene. Click here for a free oral health coloring book.

Dental Health Resources:
When Should Your Child's First Dental Appointment Happen?
How to Pick the Right Pediatric Dentist for Your Kids
Seven Ways to Encourage Your Children to Brush Their Teeth
Four Ways to Help Ease the Pain of Braces for Kids

Your JEA Dental Benefit Carriers:

United Concordia
(PPO Low or High) Advantage Plus 2.0
Phone: (800) 332-0366
UnitedConcordia.com

Solstice
(DHMO) Network S500B
Phone: (877) 760-2247
Solsticebenefits.com

Save the Date for the Community Health Charities Walk

Join your fellow co-workers as we walk to raise funds and awareness for Community Health Charities on Wednesday, April 4 from 4:30 to 5:30 p.m. The entry fee is $10 or one-hour leave donation. Participants will assemble in the JEA Tower Lobby and walk alongside the Northbank Riverwalk to the Riverside YMCA and back. We have activities planned for team participation, so keep an eye out for more information.

It is simple to register for the walk. Just follow the link, click "add new item" and complete all fields, choose CHC Walk in the event drop down and submit. Follow the links for the waiver and registration/pledge form. For more information, contact Charlene West via email or at ext. 7720 or Julie Lyons via email or at ext. 7257.

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From: Currents
Sent: Friday, March 2, 2018 6:56:26 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Volunteers Needed: Gate River Run | HabiJax, River Clean Up | Arbor Day Festival and Greenscape

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Do You Enjoy Working Outside?

Calling all outdoor enthusiast, nature lovers and giving people with heart—we need you this month! We have several volunteer openings for the events listed below, and there are even more opportunities on the volunteer page on The Grid. Are you looking for a team building volunteer activity for your group? Contact Julie Lyons via email for more details.

- GATE River Run Expo—Thursday and Friday, March 8 and 9
- HabiJax Builds—Thursday, March 15
- St. Johns River Celebration 23rd Annual Cleanup – Friday, March 16
- Second Annual Arbor Day Festival & Greenscape Tree Giveaway – Friday and Saturday, March 23 and 24

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From: Currents
Sent: Thursday, February 22, 2018 6:55:53 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: BHM Main Event Program Today | Suit Collection Drive | Volunteers Needed for HabiJax

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Black History Month Main Event Program Today

Please join us this morning at 11:30 in the CC-4 Auditorium for the 29th Annual Black History Month Main Event Program. The theme for this year is "African Americans in Times of Struggle...How I Moved the Mountain." A panel discussion is planned and panelists will share how they overcame obstacles in their lives.

Participants include Jamal Fudge, former NFL Player; Paula D. Wright, Board Chair Duval County School Board; Laura Lothman Lambert, Juvenile Director with the State Attorney's Office; Renata A. Hannans, author, *P.S. Never Give Up;* and Dr. Nathaniel Glover, president of Edward Waters College. Entertainment will be provided by The Lavilla School of the Arts.

Suit Collection Drive for College Students Ends Soon

There is only one week remaining to bring in your clothing items and help a student in need. In an effort to support local college students during Black History Month, we are collecting new and gently used ladies (and mens) suits for students at Edward Waters College. The suits will benefit college students associated with the Ladies of Distinction, a local non-profit organization which provide services for first generation and low income students. The suit drive ends next Wednesday, February 28. For more information, contact Von

Fuller at 665-7579. Thank you in advance for your support!

Volunteers Needed for HabiJax Build Next Week...Sign Up Today!

Looking for a way to volunteer? The HabiJax Build Project needs your help next Thursday and Friday. Spring has sprung and there's lots of fun volunteer work that can be done! Check out details on the following upcoming volunteer opportunities, visit volunteer page on The Grid for details.

- HabiJax Builds—Thursday and Friday, March 1 and 2
- GATE River Run Expo—Thursday and Friday, March 8 and 9
- Catty Shack Ranch—Friday, March 9

Contact Julie Lyons via email with questions.

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From: Currents
Sent: Friday, February 16, 2018 6:57:59 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Need Volunteers for MathCounts

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No Matter How You Add it Up... Math Counts!

MathCounts, a national coaching and competition for sixth, seventh and eighth grade math achievement will be hosted at the University of North Florida next Friday, February 23.

This event promotes an ongoing platform that stimulates student interest in academics by making math achievement as challenging and exciting as prestigious school sports. Over 50 schools, with nearly 400 students, will be participating from the Northeast Florida area.

Join the action, be a volunteer and help make a difference with the youth in our community. To register for this activity and details on upcoming volunteer opportunities, visit volunteer page. Contact Julie Lyons via email with questions or feedback.

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From: Currents
Sent: Friday, February 9, 2018 6:53:49 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Volunteers Needed for DLC Nurse & Learn, Feeding NE FL Food Bank, HabiJax and Gate River Run

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

Ambassadors Needed for Spring Home & Patio Show

There are still a few more spots open for the 2018 Spring Home & Patio Show. If you have not participated in an ambassador activity this fiscal year you are not yet a "Certified Ambassador." You must be re-certified every year. This is your chance to become a Certified Ambassador and have fun doing it! The Spring Home & Patio Show will be held at the Prime Osborn Convention Center, Thursday – Sunday, March 1 – 4. We still have a few more slot available if you would like to participate, please contact Karen Blutcher. Available days and shifts are below.

Saturday, March 3
Third shift: 6 to 9 p.m. (three ambassadors needed)

Sunday, March 4
First shift: 10 a.m. to 2 p.m. (one ambassador needed)
Second shift: 2 p.m. to 6 p.m. (two ambassadors needed)

Do Good, Feel Good

Sonja Lyubomirsky, author of *The How of Happiness* explores three main pillars to happiness, one of which is contributing to community, somehow connecting with those in need and giving back to your community.

It's never too late to volunteer and help us all "Build a Better Community" where we live, work and play. The following activities need you--visit

the volunteer page on The Grid for more information and to register for upcoming activities!

DLC Nurse & Learn – Annual Valentines Dance
Wednesday, February 14

Feeding Northeast Florida Food Bank
Friday, February 23

Ms. Mary's Boutique at PACE Center for Girls
Tuesday, February 27 and Wednesday, February 28

Habitat for Humanity - HabiJax Builds
Thursday, March 1 and Friday, March 2

GATE River Run – Expo
Thursday, March 8 and Friday, March 9

Contact Julie Lyons via email with questions or feedback.

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From: Currents
Sent: Thursday, February 8, 2018 6:55:48 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Black History Month Vendor Fair Today and Friday | Suit Collection Drive

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Black History Month Vendor Fair Today and Friday Tower Lobby

Still need to purchase a gift for your valentine? You're in luck. Stop by the Black History Month Vendor Fair today and tomorrow in the Tower Lobby. Dillard's is the exclusive vendor for today and we will have a variety of vendors on Friday. See details below.

Vendor Fair—Thursday, February 8
10 a.m. to 2 p.m.—JEA Tower Lobby
Dillard's is the featured vendor.

Vendor Fair—Friday, February 9
10 a.m. to 2 p.m.—JEA Tower Lobby
Select vendors include Origami Owl, Scentsy, The Merchandiser, Authentic Me, LulaRoe, Paparazzi, Accessories, Earfirmations, Handbags, Candles, Jewelry, Athletic Apparel, HBCU Paraphernalia and more!

All proceeds from the vendor fair will benefit the United Negro College Fund. www.uncf.org.

Main Event Program
Thursday, February 22
11:30 a.m. to 1 p.m.—CC-4 Auditorium

Please mark your calendar for the main event program in a few weeks. Participants in the panel discussion include: Jamal Fudge, Paula D. Wright, Laura Lothman Lambert, Renata A. Hannans and Dr. Nathaniel Glover. Entertainment will be provided by The Lavilla School of the Arts.

Black History Month is a holiday celebrated every February in the United States, Canada and abroad. It is an important month for remembering people, events and achievements of African-Americans. The 2018 theme at JEA is "African–Americans in Times of Struggle...How I Moved the Mountain."

Suit Collection Drive for College Students

To help support local college students during Black History Month, we are collecting new and gently used ladies suits for students at Edward Waters College. The suits will benefit college students associated with the Ladies of Distinction, a local non-profit organization which provide services for first generation and low income students. The suit drive runs through February 28. For more information, contact Von Fuller at 665-7579. Thank you in advance for your support!

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From: Currents
Sent: Wednesday, February 7, 2018 6:51:48 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: JEA My Budget | HVAC and Insulation Rebates | JEA Ambassadors | Fight Blight in Jax!

CURRENTS

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February News from JEA Highlights

The February News from JEA features information on JEA MyBudget, HVAC and Insulation rebates, Energy and Water Efficiency and much more.

JEA MyBudget

JEA MyBudget is a levelized payment plan that evens out your monthly utility bill by taking a rolling average of your last 12 bills. The rolling average makes your utility bill payment about the same amount each month, making budgeting for it a little easier. JEA MyBudget is a great option if you live on a fixed income, don't like seasonal bill fluctuations, or you want a more predictable utility bill from month-to-month. Sign up today!

JEA Offers Rebates on HVAC and Insulation

Home heating systems got a workout in January. Do you need to replace yours? We offer rebates if you get the work done by a pre-qualified JEA contractor. Learn more at jea.com/rebates.

Does your heating/cooling system struggle as the weather gets more intense outside? You may need maintenance or more insulation in your attic or crawl space. Learn more about JEA's insulation rebates at jea.com/rebates.

Community Investment

JEA Ambassadors are collaborating with Junior Achievement to teach elementary and high school students about business, economics and entrepreneurship. Need a JEA Ambassador to help at your event? Visit jea.com/ambassadors.

Fight Blight in Jax!

Show your neighborhood and city pride by helping FIGHT BLIGHT in Jax! The City of Jacksonville is buying back old tires and snipe signs on Saturday, March 24, from 8 a.m. to 2 p.m. at EverBank Field Lot J. Duval County residents can earn $2 per tire up to 10 tires and 50 cents per snipe sign up to 40 signs. Valid identification is required. Call 630-CITY or visit www.coj.net/BLIGHT for more information.

Read more

Click here for the News from JEA archive and click here to catch up on Residential Connections and Commercial Connections.

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From: Currents
Sent: Friday, February 2, 2018 6:54:31 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Volunteers and Ambassadors Needed

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Volunteers...We Need You!

Get involved with a great community cause, meet new people and make a difference with the following volunteer opportunities. Visit the volunteer page on The Grid for more information and to register for upcoming activities!

Mary's Boutique at PACE Center
Wednesday and Thursday, February 7 and 8

Donna Marathon–Expo
Friday, February 9

HabiJax Builds–2404 Hubbard Street
Friday, February 9

Donna Marathon–Race Day
Sunday, February 11

DLC Nurse & Learn
Wednesday, February 14

Contact Julie Lyons via email with questions or feedback. Thank you for all you do in helping us to "Build a Better Community."

Ambassadors Needed for Spring Home & Patio Show

The 2018 Spring Home & Patio Show is coming soon and this is one of our biggest and busiest event of the year. JEA will have a booth and Ambassadors will be on hand to engage and interact with our customers. The event will be at the Prime Osborn Convention Center, Thursday through Sunday, March 1 – 4. We still have a few more slot available if you would like to participate, please contact Karen Blutcher. Available days and shifts are below.

Friday, March 2
Second shift: 3 to 6 p.m. (one ambassador needed)

Saturday, March 3
Second shift: 2 to 6 p.m. (two ambassadors needed)
Third shift: 6 to 9 p.m. (three ambassadors needed

Sunday, March 4
First shift: 10 a.m. to 2 p.m. (two ambassadors needed)
Second shift: 2 p.m. to 6 p.m. (one ambassador needed)

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From: Currents
Sent: Thursday, February 1, 2018 6:51:46 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Black History Month Vendor Fair and Main Event | Ladies' Suit Drive for College Students

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Black History Month

Black History Month is a holiday that is celebrated every February in the United States, Canada and abroad. It is an important month for remembering people, events and achievements of African-Americans. The 2018 theme at JEA is "African–Americans in Times of Struggle...How I Moved the Mountain." Please check out the events below.

Vendor Fair—Thursday, February 8
10 a.m. to 2 p.m.—JEA Tower Lobby
Dillard's is the featured vendor.

Vendor Fair—Friday, February 9
10 a.m. to 2 p.m.—JEA Tower Lobby
Select vendors include Origami Owl, Scentsy, The Merchandiser, Authentic Me, LulaRoe, Paparazzi, Accessories, Earfirmations, Handbags, Candles, Jewelry, Athletic Apparel, HBCU Paraphernalia and more!

All proceeds from the vendor fair will benefit the United Negro College Fund. www.uncf.org.

Main Event Program
Thursday, February 22
11:30 a.m. to 1 p.m.—CC-4 Auditorium

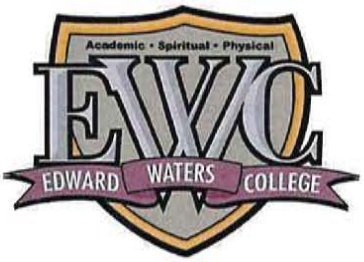
Black History Month can be traced back to 1915. In that year, historian Carter G. Woodson and Minister Jesse E. Moorland founded the Association for the Study of Negro Life and History – also known as the ASNLH. This organization was dedicated to researching and promoting the achievements

of not only black Americans but all prominent people of African descent. This group would go on to sponsor a National Negro History Week in 1926. The month of February was chosen because the birthdays of both Abraham Lincoln and Frederick Douglass are in that month.

Read more

Suit Collection Drive for College Students

To help support local college students during Black History Month, we are collecting new and gently used ladies suits for students at Edward Waters College. The suits will benefit college students associated with the Ladies of Distinction, a local non-profit organization which provide services for first generation and low income students. The suit drive runs through February 28. For more information, contact Von Fuller at 665-7579. Thank you in advance for your support!



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From: Currents
Sent: Friday, January 26, 2018 6:45:53 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Celebrate United Way | Help Raise Up the Next Generation - Volunteer for Youth

CURRENTS

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United Way Goal Surpassed!

2017 UNITED WAY CAMPAIGN

LIFE FIRST

Giving...Helping...Changing Lives

Congratulations and thank you to all the wonderful JEA employees who participated in the 2017 United Way Campaign. Your gifts of time, talent and treasure have ensured much needed services for folks in our community. They are our neighbors, family members, friends and co-workers. We raised a total of $317,021.72. I appreciate your support and on behalf of the thousands of NE Florida residents who get that much-needed help, I want to say Thank You!

Blake Osner
Campaign Chair

Volunteer for Youth

"The natural outcome of having high expectations for youth, for viewing youth as resources and not as problems, is the creation of opportunities for them to be contributing members of their community." – Bonnie Bernard, author of the article, *The Foundations of the Resiliency Framework*.

February is a great month for you to make a difference with the youth in

our community. Help young people discover the excitement and rewards of science, technology, math and construction!

For more info on the following activities, upcoming volunteer opportunities and to register, visit the volunteer page on The Grid.

Northeast Florida Regional Science & Engineering Fair
Monday, February 5

NE Florida Construction Career Days
Tuesday, February 13 – Thursday, February 15

MATHCOUNTS
Friday, February 23

For more information about our volunteer activities, or feedback on new volunteer opportunities you would like for us to explore, contact Julie Lyons at Lyonjj@jea.com.

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From: Currents
Sent: Friday, January 19, 2018 6:43:56 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Ambassadors Needed Jan 24 for Junior Achievement Event

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA.

Several More Ambassadors Needed for School Takeover on Wed, Jan. 24

We still have several slots available for the Junior Achievement (JA) in a Day School Takeover Event. JEA Ambassadors go to a school and literally takeover for the classes for the day, teaching the students about business and economics, on their grade level, to help prepare them for success. JA supplies all the curriculum and teaching tools.

This JA School Takeover is set for Wednesday, Jan. 24 at Duval Charter School Westside Campus – 9238 103rd St. from 9 a.m. – 1 p.m.

For those of you who have never participated in a Junior Achievement activity, the JA staff will come to JEA to train our Ambassadors and provide all the needed materials. You will have the choice to work with a Kindergarten – Fifth grade class and there will be two Ambassadors assigned to each class, so you will have a partner. Be sure to have your supervisor's approval, if necessary, BEFORE signing up.

This is a very fun activity and Ambassadors truly find it to be rewarding for both themselves and the kids. Please check your schedules and let **Karen Blutcher know if you can participate at blutkm@jea.com or x7068.**

A quick reminder – All Ambassadors are required to be re-certified each fiscal year before they can be counted, meaning you are not considered a Certified Ambassador in the new year until AFTER you participate in at least one ambassador activity. This one day can meet that requirement for you!

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From: Currents
Sent: Thursday, January 18, 2018 6:46:02 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Volunteers Needed - Building a Better Community

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Building a Better Community

ALERT: HabiJax volunteers needed for upcoming project on Thursday and Friday, January 25 – 26. Click on the volunteer page link below for details.

A big shout out to the **Utility Locate Services Team**, who were JEA's first volunteers of 2018 at the Feeding Northeast Florida Food Bank! Want a team building volunteer activity? Contact Julie Lyons at LyonJJ@jea.com to coordinate a time that works best for your group's schedule.

In celebration of Dr. Martin Luther King, Jr.'s birthday this week, we reflect on his extraordinary wisdom and legacy of peace, love and service to our community. "Everybody can be great, because anybody can serve...You only need a heart full of grace. A soul generated by love."

It's a brand new year and a good time to explore how you can make a difference! Each JEA employee receives eight hours of community service time as an incentive to volunteer and help us in our efforts to continue "Building a Better Community".

For more information and to register for upcoming volunteer projects, visit the **volunteer page** on The Grid.

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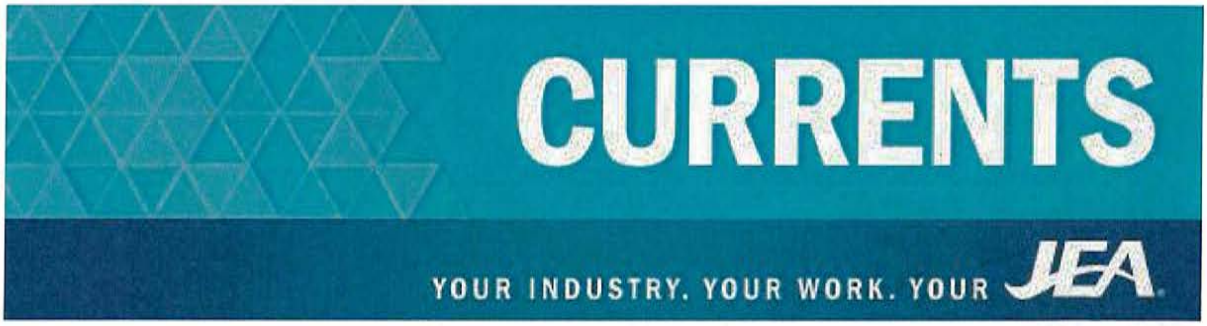
From: Currents
Sent: Monday, January 8, 2018 8:19:42 AM (UTC-05:00) Eastern Time (US & Canada)
To: !(EVERYONE - JEA)
Subject: FW: Volunteers Needed to Build a Playground on the Northside and More | Holiday Giving Recap

The first link sent in Currents this morning did not work. We regret this error. Please use this one to sign up for the upcoming Volunteer Events:

http://thegrid/cr/brandmanagement/ce/Lists/Volunteer%20Signup%20List/Item/newifs.aspx?List=611f16e1-74ae-43f1-b07e-93ab59506a37&RootFolder=&Web=20417336-8a08-47ae-97c0-5c3544ef26b3

From: Currents [mailto:currents@jea.com]
Sent: Monday, January 08, 2018 6:42 AM
To: Gutos, Joy W. - Manager, Internal Communications <GutoJW@jea.com>
Subject: Volunteers Needed to Build a Playground on the Northside and More | Holiday Giving Recap



Volunteer Opportunities

December was a stellar end to the year with over 550 volunteer hours served in the community!

Activities included No More Homeless Pets Mega Adoption, Feeding Northeast Florida Food Bank, Salvation Army Toy Drive, Clara White Merry Hearts Christmas and the City Rescue Mission Annual Christmas.

YMCA Playground Build Project, Saturday, January 13

We have a unique opportunity to build a new playground adjacent to the Baptist Hospital North facility on Saturday, January 13. This project is in partnership with YMCA of Florida's First Coast, Dr. Pepper Snapple Group, Speedway and KaBOOM. The new playground will be free and open to the public and benefit more than 1,700 kids, making Jacksonville a more playable city and giving kids the play-filled childhood they deserve.

This family-friendly activity is a great way for you and your kids who are students 15 years and older to engage with the community while gaining service hours.

For more information and to register for the following upcoming January community projects follow the link.

YMCA Build a Playground	January 13
HabiJax Builds Activities	January 19, 25 – 26
Catholic Charities	January 24
Feeding NE FL Food Bank	January 26

Holiday Giving Recap

Thank you for supporting JEA's Employee Giving holiday projects! Your generosity provided more than 200 toys, 400 non-perishable food items, and 30 coats to benefit low income and homeless families.

But wait…there's more! JEA employees continued spreading the holiday spirit by adopting 12 families! Thank you! You truly made a difference in the community by reaching out to our families in need! Here's wishing you a wonderful 2018!

As we reflect on 2017 and the New Year ahead, a very special thank you to our entire JEA Team who truly are building a better community!

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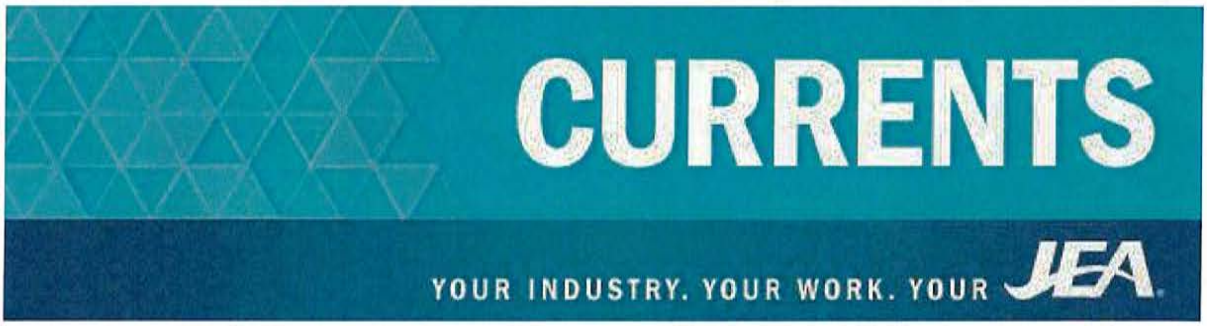
From: Currents
Sent: Monday, January 8, 2018 8:12:12 AM (UTC-05:00) Eastern Time (US & Canada)
To: Small, LeAnne A.
Cc: Gutos, Joy W. - Manager, Internal Communications
Subject: RE: Volunteers Needed to Build a Playground on the Northside and More | Holiday Giving Recap

Yikes! Let me see what is wrong

From: Small, LeAnne A.
Sent: Monday, January 08, 2018 7:59 AM
To: Currents <currents@jea.com>
Subject: RE: Volunteers Needed to Build a Playground on the Northside and More | Holiday Giving Recap

The link to register isn't working. Says not found.

From: Currents [mailto:currents@jea.com]
Sent: Monday, January 8, 2018 6:44 AM
To: Small, LeAnne A. <SmalLA@jea.com>
Subject: Volunteers Needed to Build a Playground on the Northside and More | Holiday Giving Recap



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From: Currents
Sent: Friday, December 8, 2017 6:56:09 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Volunteer Opportunities | Coat Drive Extended to December 11

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Feeling the Reason for the Season...Become a Volunteer!

We still need a few more volunteers for several holiday events around town. Follow the link for more information about these community volunteer projects.

Salvation Army Toy Drive, a few spots have opened on December 12, 15 and 18. Don't delay, sign-up today, space is limited.

Other volunteer projects this month include distributing toys for Clara White's Merry Hearts Christmas and helping seniors receive a free meal delivered to their door through the Meals on Wheels Holiday Call Bank. Please sign up today!

To get started, click here to register for your event. Family, friends and students in need of community service hours are welcome to volunteer at some of the projects. For more information, please contact Julie Lyons.

Coat Drive for College Students Extended to Monday, December 11

We need new and gently used coats and jackets to help local college students stay warm during the winter months. Donate today to the "Winter Coat Drive." Look for the collection bin in the Tower Lobby and offsite locations. The last date to donate is Monday, December 11. Contact Von Fuller at ext. 7579 for more information.

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From: Currents
Sent: Friday, November 17, 2017 6:56:20 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Holiday Food Drive | UW Prize Raffle | Volunteer Opportunities | Coat Drive | Holiday Toy Drive | Bowling Tournament

CURRENTS

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Volunteers Needed for Holiday Events

We have requests for volunteers to assist at a number of holiday events this month and also in December. The projects include the Salvation Army Thanksgiving Food Distribution, Clara White's Feed the City, plus the Salvation Army Holiday Toy Shop. Follow the link for more information about these community projects. Make sure you check out all of the volunteer activities including the City of Jacksonville's America Recycles Day and First Coast No More Homeless Pets.

October kicked off a new fiscal year and that means you get new volunteer hours. So, as of October 1, you start over with eight brand new hours to share your time and talents helping others. Make sure you check out the volunteer calendar and sign up! Thank you in advance for your support. Remember, volunteers change lives!

It's simple to sign up and volunteer, just click here to register and get started. Family, friends and students in need of community service hours are welcome to volunteer at some of the projects. For more information, please contact Voncea Fuller at 665-7579.

Holiday Toy Drive and Adopt a Family for the

Holidays

Tis the season to help our neighbors in need. The annual Holiday Toy Drive kicks off next Wednesday, November 22. Donated toys will be given to the Hubbard House Toy Closet.

Share the giving spirit by signing up to Adopt a Family for the Holidays! We have a list of families from the Hubbard House, Family Support Services, the Salvation Army and the Department of Children and Families. Contact Von Fuller for additional information. Thank you in advance for your support!

Coat Drive for College Students

We need new and gently used coats and jackets to help local college students stay warm during the winter months. Donate today to the "Winter Coat Drive." Look for the collection bin in the Tower Lobby and offsite locations. The last date to donate is Thursday, December 7. Contact Von Fuller at ext. 7579 for more information.

Lights and Strikes Bowling Tournament

(New Date)

It's time to polish your bowling balls and hit the lanes for the annual **"Lights and Strikes Bowling Tournament" Saturday, December 2 at Bowl America Mandarin.** The tournament starts at 1 p.m. Click here for the single entry form and here for the team entry form. We have a new competition this year called the "Directors/Managers Challenge" click here for details. Contact John Bustamante at ext. 4023 or Charlotte Jones at ext. 6157 for additional details!

United Way Prize Tickets on Sale Now!

Gift cards, Google Home, RTIC Cooler, Oh My! When you purchase United Way prize tickets, you could be the winner of awesome prize like these just

in time for the holidays. Tickets are $2 each. Click here for the complete list of campaign prizes. The prize drawing will be held on the new date: Friday, December 1 at 1:30 p.m. Contact your UW campaign coordinator or Von Fuller for more information.

The campaign ends November 30; all proceeds from the campaign events benefit United Way of Northeast Florida.

United Way Vendor Fair Coming Soon!

Get a jump on your holiday gift list at the United Way Vendor Fair. The event is only a few weeks away. Make sure you stop by the Tower Lobby Thursday and Friday, November 30 and December 1 between 9 a.m. to 3 p.m. The following vendors are scheduled to attend: Pampered Chef, Merchandisers Jewelry, LuLaRoe, Mary Kay, Origami Owl, Jax Sports Nutrition, Scentsy, Sweet Sensations, Rethreaded, Papparazzi, Candie's Jewelry Garden, Park Lane Jewelry, Heavenly Chocolates, Arbonne and more.

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From: Currents
Sent: Tuesday, October 31, 2017 6:53:11 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Ambassadors Needed for Veterans Day Parade | Veterans Day Program | Veterans Day Planning Committee

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

JEA Veterans Day Program Next Week

The JEA Annual Veterans Day Program is next Wednesday, November 8 beginning at 8 a.m. on the downtown plaza. If you would like to volunteer to assist the committee, follow the link and signup today. Thank you in advance for your support.

JEA Annual Veterans Day Celebration
8–8:30 A.M.
Downtown Plaza

8–8:30 a.m.
· Posting of the Colors
· National Anthem
· Keynote Speaker–Deloris "Dee" Quaranta
Northeast Florida Women Veterans

10 a.m.–1 p.m.
· Military vehicles on display on Ashley Street
· Military displays in tower lobby
· Employee slideshow
· USO Show and Canteen in Tower Lobby at 12 noon
· K9s for Warriors and more

Ambassadors Needed for Veterans Day Parade

JEA is participating in the annual Veterans Day Parade on Saturday, November 11. If you would like to join the celebration, please contact Karen Blutcher at ext. 7068 by Monday, November 6. Family and friends are also invited to attend. Thank you in advance for your support!

Are You a Veteran or Currently Serving in the U.S. Military?

If you are a veteran or currently serve in the military and would like to be recognized at the JEA Veterans Day Program, please provide a service photo along with your branch and dates of service to Henry Angeli by this Friday, November 3.

Your photo will be displayed in a PowerPoint Presentation in the Tower Lobby. Thank you for your service and dedication.

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From: Currents
Sent: Friday, October 27, 2017 6:55:19 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Holiday Collection Drive | UW Prize Raffle | Comedy Zone | Bowling Tournament | e-Silent Auction | Halloween Pictures

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2017 UNITED WAY CAMPAIGN
LIFE FIRST
Giving...Helping...Changing Lives

e-Silent Auction

The United Way e-Silent Auction will be held November 2 and 3 on The Grid. We will have great items (wreaths, hockey tickets, monster jam tickets, Disney on Ice tickets, fly fish lessons, ocean waves gift certificate, JEA Gym memberships, handbags and more) up for bid and they will be displayed in the Tower Lobby on Thursday and Friday of the auction. This is an electronic auction; bids will be accepted from 7 a.m. on Thursday to 3 p.m. on Friday. For more information, contact Michelle Petty at ext. 7697.

Lights and Strikes Bowling Tournament

It's time to polish your bowling balls and hit the lanes for the annual **"Lights and Strikes Bowling Tournament" Saturday, November 4 at Bowl America Mandarin.** Click here for the single entry form and here for the team entry form. We have a new competition this year called the "Directors/Managers Challenge" click here for details. Contact John Bustamante at ext. 4023 or Charlotte Jones at ext. 6157 for additional details!

United Way Fundraiser at Comedy Zone

The United Way fundraising committee is selling discount tickets for the **Thursday, November 9 show at the Comedy Zone** featuring Comic/Hypnotist Rich Guzzi. Tickets are normally $15, but we are selling them for only $10 per ticket. Please contact Maritza Rivera-Clapp or Voncea Fuller for ticket information. You have to get your ticket from Maritza or Von to receive the discount rate. All proceeds benefit the United Way Campaign. Follow the links to check out Guzzi's act.

United Way Prize Tickets on Sale Now!

The wait is over! You may now purchase your United Way campaign prize tickets for just $2 each. Click here for the complete list of campaign prizes. The prize drawing will be held Friday, November 17. Contact your UW campaign coordinator or Von Fuller for more information.

The campaign ends November 30 and all proceeds from the campaign events benefit United Way of Northeast Florida.

Offsite United Way Rallies

The United Way kick-off festivities continue next week at the Commonwealth and the Westside Service Center. If you would like to join in the fun at the offsite United Way Rallies, please mark your calendar for the dates below.

- Westside/Commonwealth Service—October 31
- Southside Service Center—November 16

Holiday Collection Drive

You can help make a difference for our veterans in need by donating to the Holiday Collection Drive. The items collected will benefit homeless and disabled veterans in our community. The drive kicks off next Wednesday, November 1. Click here for the list of suggested items. Collection bins will be placed throughout the downtown and off-site locations. The items collected will benefit the Five Star Veterans Center and the Clara White Mission's new Veterans Villa. For more information, contact Von Fuller at 665-7579. Thank you for your support.

Happy Halloween!

Snap a photo of your child or children dressed up in their costumes, complete with makeup and/or a mask. Submit the photo using the Social Media Posting Form and tell us what or who they dressed up as for Halloween and we may use the photo on social media. Please submit the photos by November 1.

Let's not forget to keep Halloween safe for our children as well by reporting streetlights that are out. The new streetlight reporting page is live and you can now easily report a streetlight issue in your neighborhood directly from your smartphone.

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From: Currents
Sent: Monday, October 23, 2017 6:53:08 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Ambassadors Needed for Veterans Day Parade | Veterans Day Planning Committee

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Ambassadors Needed for Veterans Day Parade

JEA is participating in the annual Veterans Day Parade on Saturday, November 11. If you would like to join the celebration, please contact Karen Blutcher at ext. 7068 by Monday, November 6. Family and friends are also invited to attend. Thank you in advance for your support!

JEA Veterans Day Program November 8

The JEA Annual Veterans Day Program is Wednesday, November 8 beginning at 8 a.m. on the downtown plaza. If you would like to volunteer to assist the committee, follow the link and signup today. Thank you in advance for your support.

JEA Annual Veterans Day Celebration
8–8:30 A.M.
Downtown Plaza

8–8:30 a.m.
· Posting of the Colors
· National Anthem

· Keynote Speaker–Deloris "Dee" Quaranta
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10 a.m.–1 p.m.
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· Military displays in tower lobby
· Employee slideshow

Are You a Veteran or Currently Serving in the U.S. Military?

JEA will hold our annual Veterans Day Program on Wednesday, November 8. If you are a veteran or currently serve in the military, please provide a service photo along with your branch and dates of service to Henry Angeli by Friday, November 3.

Your photo will be displayed in a PowerPoint Presentation in the Tower Lobby. Thank you for your service and dedication.

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From: Currents
Sent: Friday, October 13, 2017 7:57:21 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Veterans Day Observance | Ambassadors Needed for Veterans Day Parade

CURRENTS

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From: Currents
Sent: Wednesday, September 20, 2017 6:48:38 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Volunteer Opportunities | United Way Activities (Motorcycle Ride, Golf Tournament, JEA's Got Talent and Comedy Zone)

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA.

It's Not Too Late to Volunteer!

Only two weeks before the current fiscal year ends. Have you used your volunteer community service hours? Are you looking for a volunteer activity to complete your CTA? We have a number of volunteer projects scheduled now through the end of the month. Check out the entire list of corporate projects on The Grid. It's easy to sign up, just click here for the registration form.

For more information, contact Voncea Fuller at ext. 7579. Thank you for your continued support!

United Way Charity Motorcycle Ride and Golf Tournament

Mark your calendar to hit the road for the **United Way Motorcycle Charity Ride, Saturday, October 7.** Registration is $20 per rider and $10 for each passenger. For more information click here.

The annual **Golf Tournament is Monday, October 9** at the St. Johns Golf and Country Club. Employees interested in playing, please contact Voncea Fuller at ext. 7579. Registration ends September 29. For more information about the tournament click here.

Downtown UW Rally Rescheduled to Oct. 11

The **2017 United Way Campaign Kick-off** has been rescheduled to **Wednesday, October 11 at 11:30 a.m.** at the **Downtown Plaza**. The campaign kick-off menu includes your choice of barbecue pork or chicken or if you prefer a vegetarian or vegan meal, we will have a veggie avocado pita option. All tickets sold before the kick-off are $10. Tickets are $12 the day of the event. To purchase tickets, contact your United Way Coordinator or Michelle Petty at ext. 7697. Thank you in advance for your support.

Back by Popular Demand...JEA's Got Talent Contest!

The 2017 United Way Employee Giving Campaign presents the **JEA's Got Talent Contest**. Put your talent to work to by doing a creative dance routine, song or other performance at the kick-off event on Wednesday, October 11.

On the other hand, you can show your talent by making a drawing, painting, crochet project or other artwork to be displayed the week of the kick-off event. If you are interested in participating in the JEA's Got Talent Contest, please contact Eric Davis via email or at ext. 6865. Thank you in advance for your support!

United Way Fundraiser at Comedy Zone

The United Way fundraising committee is selling discount tickets for the **Thursday, November 9 show at the Comedy Zone** featuring Comic/Hypnotist Rich Guzzi. Tickets are normally $15, but we are selling them for only $10 per ticket. Please contact Maritza Rivera-Clapp or Voncea Fuller for ticket information. You have to get your ticket from Maritza or Von to receive the discount rate. All proceeds benefit the United Way Campaign. Follow the links to check out Guzzi's act.

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From: Currents
Sent: Friday, August 25, 2017 6:47:29 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: United Way | Heart Walk | Veterans Committee | Volunteer Opportunities

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

2017 UNITED WAY CAMPAIGN
LIFE FIRST
Giving...Helping...Changing Lives

Mark your calendar for the 2017 United Way Employee Giving Campaign Kick-off. The event is scheduled for Thursday, September 21 at the Downtown Plaza and begins at 11:30 a.m. The theme for this year is "Life First: Giving...Helping...Changing Lives." Follow the link and check out the exciting United Way campaign events and also find out how you can make a difference through your donations and time.

The campaign kick-off menu includes your choice of barbecue pork or chicken or if you prefer a vegetarian or vegan meal, we will have a veggie avocado pita option. Lunch tickets will be available next Friday, September 1. All tickets sold before the kick-off are $10. Tickets are $12 the day of the event. To purchase tickets, contact your United Way Coordinator or Michelle Petty at ext. 7697. Thank you in advance for your support.

Earn 2,000 Points for Participating in the First Coast Heart Walk

Put on your walking shoes and join the walk for a healthy heart! The 2017 First Coast Heart Walk is Saturday, September 16 at Metropolitan Park and starts at 9:30 a.m. All JEA employees that participate in the walk will receive a PRIDE badge worth 2,000 points. (More details to come). There are two routes to choose from...if you want to walk a little bit, you can choose the one-mile route, but if you want to stretch your legs a little farther, you can select the three-mile route. The walk is free, so invite

your family and friends to join you. If you are interested in participating in the walk, sign up here.

Proceeds raised will benefit the American Heart Association. For more information, contact Voncea Fuller at 665-7579.

Are You a Veteran? We Need Your Photo

We will hold our annual Veterans Day Observance Celebration on Wednesday, November 8. If you are a veteran or currently serve in the military, please provide a service photo along with your branch and dates of service to Henry Angeli by Friday, November 3. Your photo will be displayed in a PowerPoint Presentation in the Tower Lobby. Thank you for your service and dedication.

New Volunteer Opportunities

We are now in the fourth quarter and the home stretch for the 2017 fiscal year. Have you used your eight hours of community service yet? If not, we have great news for you! We have a number of volunteer activities scheduled now through September.

Some of the projects for August and September include The City Rescue Mission, NE Florida Food Bank, The Dragon Boat Festival and new projects such as The International Coastal Clean-up, The Salvation Army Food Pantry, Special Olympics and the Museum of Science and History (MOSH). It's easy to sign up, just click here for the registration form. Family members and friends are welcome to participate, especially students in need of community service hours. Don't wait too long to sign up...the shifts are filling up quickly.

Check out the entire list of corporate projects on The Grid. No special skills required, just a desire to help. Volunteers change lives! For more information, contact Voncea Fuller at 665-7579. Thank you in advance for your continued support!

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From: Currents
Sent: Friday, August 18, 2017 6:53:14 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Recap | Back to School | United Way Campaign | First Coast Heart Walk | Corporate Volunteer Opportunities

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

CHC Campaign Recap

COMMUNITY HEALTH CHARITIES The Closest Help

Wow, you did it! You raised $69,182.27 for the 2017 Community Health Charities Employee Campaign! A big round of applause for the planning committees, volunteers and everyone who supported the fundraising events and activities. Your donations will help support health research, patient services and outreach programming in our local area. Thank you again for supporting the 2017 CHC Campaign!

Thanks for the School Supplies!

JEA employees donated more than 600 backpacks, pens, pencils, paper and calculators to the annual Back to School Collection Drive. The items were given to foster children at the Family Support Services Back to School Giveaway. Thank you for providing school supplies for the kids. The much needed supplies will help get their new year off to a great start!

2017 UNITED WAY CAMPAIGN LIFE FIRST

Mark your calendars for the annual United Way

Employee Campaign that kicks off Friday, September 1. Follow the link to check out the upcoming events!

First Coast Heart Walk Coming Up

Put on your walking shoes and join the walk for a healthy heart! The 2017 First Coast Heart Walk is Saturday, September 16 at Metropolitan Park and starts at 9:30 a.m. There are two routes to choose from...if you want to walk a little bit, you can choose the one-mile route, but if you want to stretch your lets a little farther, you can select the three-mile route. The walk is free, so invite your family and friends to join you. If you are interested in participating in the walk, sign up here.

Proceeds raised benefit the American Heart Association. For more information, contact Voncea Fuller at 665-7579.

New Volunteer Opportunities

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From: Currents
Sent: Friday, August 11, 2017 6:53:53 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: American Heart Walk Sept 16 I New Volunteer Opportunities

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American Heart Walk Sept 16

Put on your walking shoes and join the "Healthy for Good Heart Walk", Saturday, Sept. 16 at Metropolitan Park beginning at 9:30 a.m. There are two routes to select from: 1 mile or 3 miles. The walk is free, so invite your family and friends to join you. If you are interested in participating in the walk, sign up today **here**.

Proceeds raised benefit the American Heart Association. For more information contact Voncea Fuller at 665-7579. Join the walk for a healthy heart!

New Volunteer Opportunities

We are now in the fourth quarter and the home stretch for the 2017 fiscal year. Have you used your eight hours of community service yet? If not, we have great news for you! We have a number of volunteer activities scheduled now through September.

Some of the projects for August and September include **The City Rescue Mission, NE Florida Food Bank, The Dragon Boat Festival** and new projects such as **The International Coastal Clean-up, The Salvation Army Food Pantry, Special Olympics and the Museum of Science and History (MOSH)**. It's easy to sign up, just click here for the **registration form**. Family members and friends are welcome to participate, especially students in need of community service hours. Don't wait too long to sign up...the shifts are filling up fast.

Check out the **entire list of corporate projects** on The Grid. No special skills required, just a desire to help. Volunteers change lives! For more information, contact **Voncea Fuller** at 665-7579. Thank you in advance for your continued support!

Do You Have an Idea for a New Volunteer Project?

The JEA Employee Volunteer Program Advisory Committee is always looking for new community projects. If you know of a new and exciting volunteer project, we want to hear from you! JEA has an advisory committee that reviews and selects our corporate volunteer projects. Employees have submitted many of our current projects. If you would like to submit a project idea or know of a non-profit organization in need of volunteers, please contact **Voncea Fuller**.

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From: Currents
Sent: Friday, August 4, 2017 6:56:37 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Sales Tax Holiday | Back to School Supply Drive | New Volunteer Opportunities |

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

School Collection Drive for Kids in Foster Care Ends Next Week

The Back to School Collection Drive ends next Wednesday, August 9. You can help start the school year right by purchasing school supplies for foster children supported by Family Support Services. You may drop off school items at any of the donation bins in your work area or contact Von Fuller at 665-7579 for details. For a complete list of items, click here. Thank you in advance for support those in need.

Want to see how your donated items have made a difference? Sign up today to volunteer at the annual Back to School Give-Away event, Saturday, August 12, 8:30 a.m. – 12:30 p.m. Contact Von Fuller at 665-7579 for details.

Back to School Sales Tax Holiday Ends Sunday Night

This sales tax holiday began this morning at 12:01 a.m. and ends Sunday, August 6 at 11:59 p.m. During this time, sales tax will not be paid on purchases of:

- Clothing, footwear and certain accessories selling for $60 or less per item
- Certain school supplies selling for $15 or less per item
- Personal computers and certain computer-related accessories, selling for $750 or less per item, when purchased for non-commercial home

or personal use

Follow the link for a comprehensive list of eligible items.

New Volunteer Opportunities

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Some of the projects for August and September include The City Rescue Mission, NE Florida Food Bank, The Dragon Boat Festival and new projects such as The International Coastal Clean-up, The Salvation Army Food Pantry, Special Olympics and the Museum of Science and History (MOSH). It's easy to sign up, just click here for the registration form. Family members and friends are welcome to participate, especially students in need of community service hours. Don't wait too long to sign up...the shifts are filling up fast.

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Do You Have an Idea for a New Volunteer Project?

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From: Currents
Sent: Friday, July 28, 2017 6:47:45 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: School Drive In Session I Volunteer Opportunities I New Projects

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

Enthusiastic Volunteers Needed

We are now in the fourth quarter and the home stretch for the 2017 fiscal year. Have you used your eight hours of community service yet? If not, we have great news for you! We have a number of volunteer activities scheduled now through September.

Some of the projects include The City Rescue Mission, NE Florida Food Bank, The Dragon Boat Festival and new projects such as The International Coastal Clean-up, The Salvation Army Food Pantry, Friday Mornings in Jax Parks and

the Museum of Science and History. It's easy to sign up, just click here for the **registration form**. Family members and friends are welcome to participate, especially students in need of community service hours. Don't wait too long to sign up...the shifts are filling up fast.

Check out the **entire list of corporate projects** on The Grid. No special skills required, just a desire to help. Volunteers change lives! For more information, contact Voncea Fuller at ext. 7579. Thank you in advance for your continued support!

Do You Have an Idea for a New Volunteer Project?

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School Supplies Drive for Kids in Foster Care "In Session"

The Back to School Collection Drive is now "in session!" You can help start the school year right by purchasing school supplies for foster children supported by Family Support Services. You may drop off school items at any of the donation bins in your work area or contact Von Fuller at 665-7579 for details. For a complete list of needed items, **click here**. The drive ends Wednesday, Aug. 9. Thank you in advance for your support.

In addition to the collection drive, if you want to assist with distributing the supplies to the children, stay tuned for more information to sign up to volunteer at the Back to School Give-Away event.

FYI—the Back to School Sales Tax Holiday is August 4-6. Follow the link for a list of **eligible items**.

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From: Currents
Sent: Friday, July 21, 2017 6:54:35 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: School Supplies for Kids in Foster Care | Volunteers Needed | New Volunteer Projects

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

We Still Need a Few More "Enthusiastic Volunteers"

We are now in the fourth quarter and the home stretch for the 2017 fiscal year. Have you used your eight hours of community service yet? If not, we have great news for you! We have a number of volunteer activities scheduled now through September. Some of the projects include HabiJax, NE Florida Food Bank, The Dragon Boat Festival and new projects such as Friday Mornings in Jax Parks. It's easy to sign up, just click here for the registration form. Family members and friends are welcome to participate, especially students in need of community service hours. Don't wait too long to sign up...the shifts are filling up fast.

Check out the entire list of corporate projects on The Grid. No special skills required, just a desire to help. Volunteers change lives! For more information, contact Voncea Fuller at ext. 7579. Thank you in advance for your continued support!

Do You Have an Idea for a New Volunteer Project?

The JEA Employee Volunteer Program Advisory Committee is always looking for new community projects. If you know of a new and exciting volunteer project, we want to hear from you! JEA has an advisory committee that

reviews and selects our corporate volunteer projects. Employees have submitted many of our current projects. If you would like to submit a project idea or know of a non-profit organization in need of volunteers, please contact Voncea Fuller.

Need School Supplies for Kids in Foster Care

The Back to School Collection Drive kicks off next Wednesday, July 26. Help start the school year right by purchasing school supplies for foster children supported by Family Support Services. You may drop off school items at any of the donation bins set-up in your area or contact Von Fuller at 665-7579 for details. For a complete list of needed items, click here. The drive ends Wednesday, August 9. Thank you in advance for your support.

In addition to the collection drive, if you want to assist with distributing the supplies to the children, stay tuned for more information to sign up to volunteer at the Back to School Give-Away event.

FYI—the Back to School Sales Tax Holiday is August 4-6. Follow the link for a list of eligible items.

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From: Currents
Sent: Friday, July 7, 2017 6:55:37 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: New Volunteer Projects | Need New Volunteer Ideas

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

Need Volunteers for Food Bank, HabiJax and More

The fourth quarter is upon us. Have you used your eight hours of community service yet? Are you looking for a volunteer activity to complete your CTA? Don't fret, we have a wide variety of exciting volunteer positions available. Some of the projects include HabiJax, NE Florida Food Bank, The Dragon Boat Festival and new projects including Friday Mornings in Jax Parks. It's easy to sign up, just click here for the registration form. Family members and friends are welcome to participate, especially students in need of community service hours.

Volunteering really makes a difference. Check out the entire list of corporate projects on The Grid. No special skills required, just a desire to help. For more information, contact Voncea Fuller at ext. 7579. Thank you for your continued support!

Do You Have an Idea for a New Volunteer Project?

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From: Currents
Sent: Friday, June 30, 2017 6:51:45 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Campaign Ends Today | Corporate Volunteer Opportunities

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

CHC Campaign Ends Today!

COMMUNITY HEALTH CHARITIES Give. Connect. Help.℠

The 2017 Community Health Charities campaign ends today. If you haven't turned in your pledge form, please contact your area coordinator as soon as possible. Thanks to everyone who contributed to the campaign via monetary funds or time and effort to help make the campaign events a success. Special shout out to CHC campaign chairperson Mike Dvoroznak and co-chair Tim Byrnes, the fundraising event chairs and all the volunteers. Job well done!

The goal of our CHC employee-giving campaign is to enhance the operations, programs and services provided by the more than 60 health-related charities in our local area. Your donations will support research, patient services and outreach programming. So, whether you give a one-time donation or by payroll deductions, your contribution will make a difference in the community. Thank you again for your support!

Volunteering is Fun, We Need You

The fourth quarter is right around the corner. Have you used your eight hours of community service yet? Are you looking for a volunteer activity to complete your CTA? Don't fret, we have a wide variety of exciting volunteer positions available. Some of the projects include HabiJax, NE Florida Food Bank, The Dragon Boat Festival and new projects including Friday Mornings in Jax Parks. It's easy to sign up, just click here for the registration form. Family members and friends are welcome to participate, especially students in need of community service hours.

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Thank you for your continued support!

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From: Currents
Sent: Friday, June 23, 2017 6:50:24 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Pledge Forms Due Soon | CHC Talent Show Winners | CHC Basketball Tourney Recap | New Volunteer Opportunities

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

CHC Campaign Winding Down

The Community Health Charities campaign ends next Friday, June 30. Please remember to turn in your pledge forms to your area coordinator as soon as possible. The goal of our CHC employee-giving campaign is to enhance the operations, programs and services provided by the more than 60 health-related charities in our local area.

Your donations will support research, patient services and outreach programming. So, whether you give a one-time donation or by payroll deductions, your contribution will make a difference in the community. Thank you in advance for your support!

CHC Talent Show Recap

The 2017 Community Health Charities (CHC) Talent Show is in the history books and we have new winners. This year, we had two categories for selecting the winners—judges selection and popular vote. Pictured above are Rachel Howard and Audra Davis who won the judges vote with their version of Carpool Karaoke. Blake Osner and Elizabeth Paulson (below) came in second. In the popular vote category, Audrey Bureau (above on keyboard) came in first place and the second place act was Blake and Elizabeth.

It takes a village to make the talent show a success. Special thanks to everyone that helped make the show a success. Deena Slaughter, event

coordinator, Comedian Terry T. Harris, host and Karen Blutcher, Brian Roche and Alan Tablada—our "celebrity judges." And it wouldn't have been a show, if it were not for our very talented JEA co-workers/performers. Let's give a big round of applause to: Tim Byrnes, Philip Williams, Alan Goldman, Blake Osner, Elizabeth Paulson, Audrey Bureau, Rachel Howard, Audra Davis and Darrell Ruger. Congratulations to the winners and the competitors. Thank for your time and talent.

CHC Basketball Tournament Video Recap

Special shout out to Phillip Alexander and Darius Bates for creating the CHC Summer of Slams Basketball Tournament video. Phillip took the photos and Darius created the video. Great job guys, thanks for the memories!

Volunteering is Fun, We Need You

The fourth quarter is right around the corner. Have you used your eight hours of community service yet? Are you looking for a volunteer activity to complete your CTA? Don't fret, we have a wide variety of exciting volunteer positions available. Some of the projects include HabiJax, City Rescue Mission, NE Florida Food Bank and new projects including MOSH and Friday Mornings in Jax Parks. It's easy to sign up, just click here for the registration form. Family members and friends are welcome to participate, especially students in need of community service hours.

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From: Currents
Sent: Friday, June 16, 2017 6:55:04 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Talent Show Today at Noon | Baskets of Fun | Water Boys CHC Basketball Champs! | Volunteering is Fun

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

See You at Noon for the CHC Talent Show!

The wait is over! Come on out for the Community Health Charities (CHC) Talent Show today at noon in the CC-4 Auditorium and get ready to be entertained. We have seven great acts lined up, so please come out and support your fellow JEA coworkers. Comedian Terry T. Harris is our host and the "celebrity judges" are Karen Blutcher, Brian Roche and Alan Tablada. Here's the rundown for the performances:

- Tim Byrnes—Impersonation
- Philip Williams—Singing
- Alan Goldman—Singing
- Blake Osner & Elizabeth Paulson—Singing
- Audrey Bureau—Piano Solo
- Rachel Howard & Audra Davis—Singing
- Darrell Ruger—Singing

Suggested admission is $5 and includes five votes. Each additional vote is $1. There will be a drawing for a Panama Jack Beach Cruiser (with attached lunch box and cup holder) from the entry tickets. Must be present to win. All proceeds benefit CHC of Florida.

COMMUNITY HEALTH CHARITIES Give. Connect. Help.™

Baskets of Fun on Display Today

The Call Center is raising funds and awareness of the Community Health Charities Employee Giving Campaign through "Baskets of Fun." The baskets will be on display today in the Tower Lobby from 11 a.m. to 1 p.m. and on CC-2 through June 22.

For a donation of $2, you will receive one ticket and for a donation of $5, you will receive three tickets. So, purchase as many tickets as you like. For more information and to purchase tickets, contact Charles Gardner at ext. 5545 or Carla Foster at ext. 6449. You may purchase tickets through Thursday, June 22. The winners will be announced on Friday, June 23.

Water Boys Take Top Title in CHC Basketball Tournament

The 2017 "Summer of Slams" Community Health Charities Basketball Tournament is history and the Water Boys took the championship trophy home. The champs defeated Time to Deliver with a final score of 27—18. The Water Boys are pictured above (L-R): Dontorien Mitchell, Robert McManaway, Samuel Howard II, Eric Denton and Marcus Newman.

In other CHC news, pictured below are Jody Brooks who beat out Paul McElroy in the HORSE Competition and Marcus Newman who won the 3-Point Shootout Competition. Thanks to all for your support!

Volunteering is Fun, We Need You

Are you tired of doing the same thing over and over? Do you need excitement in your life? Do you like helping others? If you answered yes, chances are, you would make a great volunteer. We have a wide variety of exciting volunteer positions available. Some of the projects include HabiJax, No More Homeless Pets, City Rescue Mission, July 5 Beaches Clean-up and more. It's easy to sign up, just click here for the registration form. Family members and friends are welcome to participate, especially students in need of community service hours.

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Thank you for your continued support!

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From: Currents
Sent: Friday, June 9, 2017 6:56:21 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Basketball Tournament Tomorrow | Bake Sale Today | CHC Talent Show | Volunteer Opportunities | Queen of the Greens

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

CHC Basketball Tournament Tomorrow—BTOBS!

See you tomorrow morning at Bishop Kenny High School for the "Summer of Slams" Community Health Charities Basketball Tournament! Tip-off is at 8 a.m. and tickets are available today in the tower lobby and tomorrow at the door. Tournament events this year include the HORSE Competition and the 3-Point Shootout. Sign up now for the 3-Point Shootout if you want to participate, time is running out! BTOBS—Be There or Be Square!

Bake Sale Today—Tower Lobby

Please come out and support the final Community Health Charities Bake Sale today from 9 a.m. to 1 p.m. in the Tower Lobby. All proceeds benefit the CHC Employee Giving Campaign. Thank you in advance for your support!

One Week to Go for the CHC Talent Show

The Community Health Charities Talent

Show is next Friday, June 16 at 12 p.m. in the CC-4 Auditorium. Get ready to be entertained. We have a great lineup of employees displaying their talents again this year, so make sure you come out and support your fellow JEA coworkers. Thank you in advance for your support; here's the talent roster for next week:

Tim Byrnes—Impersonation
Philip Williams—Singing
Alan Goldman—Singing
Blake Osner & Elizabeth Paulson—Singing
Audrey Bureau—Piano Solo
Chris Pruitt—Flute Solo
Rachel Howard & Audra Davis—Singing
Darrell Ruger—Singing

Call Center Raises Funds for CHC

The Call Center has already raised more than $500 for the Community Health Charities Employee Giving Campaign. One fundraising event was a Queen of the Greens cooking contest. The winner is Faye Bussey and she is pictured above being congratulated by her director, James Bryant.

Baskets of Fun is another fundraising event sponsored by Call Center employees. There's a large variety of themed baskets on display for you to select. For a donation of $2, you will receive one ticket; and for a donation of $5, you will receive three tickets. You can purchase as many tickets as you like. For more information, contact Charles Gardner at ext. 5545 or Carla Foster at ext. 6449 to get tickets. You may purchase tickets through Thursday, June 22. The winners will be announced on Friday, June 23.

New Fun and Exciting Corporate Volunteer Opportunities

Volunteering is fun! We have a wide variety of exciting volunteer positions available. Some of the projects include HabiJax, No More Homeless Pets, City Rescue Mission, July 5 Beaches Clean-up and more. It's easy to sign up, just click here for the registration form.

Family members and friends are welcome to participate, especially students in need of community service hours.

You can really make a difference by volunteering! Check out the entire list of

corporate projects listed on The Grid. No special skills required, just a desire to help. For more information, contact Voncea Fuller at ext. 7579.

Thank you for your continued support!

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From: Currents
Sent: Friday, June 2, 2017 6:57:21 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Bake Sale Today | CHC Basketball Tournament | CHC Talent Show I New Volunteer Opportunities

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Bake Sale Today—Tower Lobby

Check out the Community Health Charities Bake Sale today from 9 a.m. to 1 p.m. in the Tower Lobby. All proceeds benefit the CHC Employee Giving Campaign. Thank you in advance for your support!

CHC Basketball Tournament Next Saturday. Are You Ready?

Join us next Saturday, June 10 at Bishop Kenny for the Community Health Charities Basketball Tournament. Tip-off is at 8 a.m. There will be a 3-Point Shootout Competition, sign up today and start practicing your 3-Pointers!

We still need a few more volunteers for the basketball tournament, if you're interested in chipping in, please contact Philip Williams or Marilyn Williams. And finally, it's not too late to register your team for the basketball tournament, just go to the CHC page on The Grid and sign up!

Volunteers Needed for CHC Talent Show

The Community Health Charities Talent Show is Friday, June 16 at 12 p.m. in the CC-4 Auditorium. Please contact Deena Slaughter at ext. 5550 if you want to volunteer to help out at the event. Thank you in advance for your support. The following acts will be performing, see you at the show!

Tim Byrnes—Impersonation
Philip Williams—Singing
Alan Goldman—Singing
Blake Osner & Elizabeth Paulson—Singing
Audrey Bureau—Piano Solo
Chris Pruitt—Flute Solo
Rachel Howard & Audra Davis—Singing
Darrell Ruger—Singing

COMMUNITY HEALTH CHARITIES Give. Connect. Help.™

Volunteers Needed for CRM and More!

Volunteering is fun! We still have a few more volunteer positions available for the No More Homeless Pets, City Rescue Mission, July 5th Beaches Clean-up and more. It's easy to sign up, just click here for the registration form.

Family members and friends are welcome to participate, especially students in need of community service hours.

You can really make a difference by volunteering! Check out the entire list of corporate projects listed on The Grid. No special skills required, just a desire to help. For more information contact Voncea Fuller at ext. 7579.

Thank you for your continued support!

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From: Currents
Sent: Thursday, May 25, 2017 6:50:18 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Talent Show | New Volunteer Opportunities

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

JEA's Got Talent! Sign Up Today for the CHC Talent Show

Calling all singers, dancers, musicians and comedians! Whatever your talent may be, professional or amateur, don't miss this opportunity to display your skills at the **Community Health Charities Talent Show**. The talent show is **Friday, June 16 from 12 to 1 p.m. in the CC-4 Auditorium**. Contact Deena Slaughter at ext. 5550 if you want to participate. You can also sign up by completing the registration form on the CHC page on The Grid. The following acts have signed up. Don't be left out...sign up today.

Tim Byrnes—Impersonation
Philip Williams—Singing
Alan Goldman—Singing
Blake Osner & Elizabeth Paulson—Singing
Audrey Bureau—Piano Solo
Chris Pruitt—Flute Solo
Rachel Howard & Audra Davis—Singing

COMMUNITY HEALTH CHARITIES Give. Connect. Help.™

Volunteers Needed for CRM and More!

Volunteering is fun! We still have a few more volunteer positions available for the **No More Homeless Pets, City Rescue Mission** and **Mega Pet Adoption** service projects. It's easy to sign up, just click here for the registration form.

Family members and friends are welcome to participate, especially students in need of community service hours.

You can really make a difference by volunteering! Check out the entire list of corporate projects listed on The Grid. No special skills required, just a desire to help. For more information contact Voncea Fuller at ext. 7579.

Thank you for your continued support!

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From: Currents
Sent: Friday, May 19, 2017 6:52:16 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Talent Show | Thank You for the PB&J | New Volunteer Ops

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

CHC Bake Sale Today in Tower Lobby

Check out the **Community Health Charities Bake Sale** today from 9 a.m. to 1 p.m. in the Tower Lobby. All proceeds benefit the CHC Employee Giving Campaign. The next bake sale is Friday, May 26 from 9 a.m. to 12 noon in the front lobby of the Store Room at NGS. Thank you in advance for your support!

JEA's Got Talent! Sign Up Now for the CHC Talent Show

Calling all singers, dancers, musicians and comedians! Whatever your talent may be, professional or amateur, don't miss this opportunity to display your skills at the **Community Health Charities Talent Show**. The talent show is **Friday, June 16 from 12 to 1 p.m. in the CC-4 Auditorium**. Contact Deena Slaughter at ext. 5550 if you want to participate. You can also sign up by completing the registration form on the CHC page on The Grid.

COMMUNITY HEALTH CHARITIES Give. Connect. Help.

Volunteers Needed for Jazz Festival,

CRM and More!

Volunteering is fun! There are still volunteer positions available at the **Jacksonville Jazz Festival**, May 26 - 27, with a variety of shifts to choose from. It's easy to sign up, just click here for the registration form.

Family members and friends are welcome to participate, especially students in need of community service hours.

We also have several volunteer opportunities coming up including **No More Homeless Pets, City Rescue Mission** and **Mega Pet Adoption**!

You can make a difference by volunteering! Check out the entire list of corporate projects listed on The Grid. No special skills required, just a desire to help. For more information contact Voncea Fuller at ext. 7579.

Thank you for your continued support!

Thank You for the PB&J

Special thanks to everyone that donated to the **Peanut Butter and Jelly Drive**. The food benefited the Downtown Ecumenical Services Council, a local non-profit organization that provides emergency assistance to people in need. We appreciate the support!

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From: Currents
Sent: Friday, May 12, 2017 6:54:06 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Talent Show | PB&J Drive | New Volunteer Ops

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Sing, Dance, Play in CHC Talent Show

Friday, June 16 | Noon - 1 p.m. | CC-4 Auditorium

Calling all singers, dancers, musicians and comedians! Whatever your talent may be, professional or amateur, don't miss this opportunity to showcase your talents at the Community Health Charities Talent Show.

It's very easy to sign up, just complete the registration form on the CHC page on The Grid. For more information, contact Deena Slaughter at ext. 5550.

Peanut Butter and Jelly Collection Drive Ends Today!

It's peanut butter and jelly time! Yes, we said PB&J! The peanut butter and jelly collection drive runs through today. But, you still have time to bring in your favorite nut butter (peanut, almond, cashew, etc.) and your favorite jelly.

Items benefit the Downtown Ecumenical Services Council, a local non-profit organization that provides emergency assistance to people in need. The collection bins will be set-up in various work

locations. Contact Von Fuller at 665-7579 for details.

Special Alert! Volunteers Needed for Jacksonville Jazz Festival!

There are still volunteer positions available at the **Jacksonville Jazz Festival**, May 26 - 27, with a variety of shifts to choose from. It's easy to sign up, just click here for the registration form.

Family members and friends are welcome to participate, especially students in need of community service hours.

New Opportunity: Volunteers are needed to help letter carriers with the annual "**Stamp Out Hunger Food Drive**." You can lend a hand by helping the carriers unload donated food at local post offices. **Call Von Fuller at 665-7579 before 3 p.m. TODAY for the locations.**

We also have serveral volunteer opportunities coming up including **Relay for Life, City Rescue Mission** and **Mega Pet Adoption**!

You can make a difference by volunteering! Check out the entire list of corporate projects listed on The Grid. No special skills required, just a desire to help. For more information contact Voncea Fuller at ext. 7579.

Thank you for your continued support! Volunteering is fun!

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From: Currents
Sent: Monday, May 8, 2017 6:59:01 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Ambassadors Needed in May!

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA.

Ambassadors Needed for the Next Generation - Elementary Schools

Immediate Need - at least six ambassadors for a one-day teaching opportunity: Junior Achievement needs JEA Ambassadors to participate in their **School Take-Over on Friday, May 19, 2017 at Greenland Pines Elem. at 5050 Greenland Rd. from 8 a.m. – 2 p.m.**

Ambassadors will be paired up and assigned to either a 3rd, 4th or 5th grade class to teach the students about financial stability and workforce development. The curriculum, materials and a mandatory one-hour training session will be provided by Junior Achievement at JEA.

We need a minimum of six more ambassadors. You will need to submit a background check through Duval County Schools. Please contact **Karen Blutcher at** blutkm@jea.com if you are interested and available.

Other Junior Achievement opportunities this month:

Date: Monday, May 22, 2017
Location: Oceanway Elementary School
1255 Gillespie Avenue
Jacksonville, Florida 32218-3813
Time: 9 a.m. - Noon
Grade Levels: K - 5th grade

Date: Thursday, May 25, 2017
Location: Venetia Elementary School
4300 Timuquana Road

Jacksonville, Florida 32210-8538
Time: 9 a.m. - Noon
Grade Levels: K - 4th grade

Career Day (Reverse Job Shadow) at Middle or High School

Ambassadors are needed to participate in a Reverse Job Shadow Career Day. Traditional job shadows bring students to the workplace. Junior Achievement's Reverse Job Shadow brings the workplace to students!

JA partners with area middle schools and high schools for Reverse Job Shadow, a half-day experience that introduces students to careers by bringing the real world to their schools.

As a volunteer you are given a table to set up your display: signs, posters, brochures, and products – anything you wish to bring. Dress as you would for a work day – don't hold back! Students visit each station on a rotational basis, asking questions and learning about the different types of careers presented.

Available Dates:

Date: Tuesday, May 23, 2017
Time: 10 a.m. - 12:30 p.m.
Location: Lone Star High School
8050-1 Lone Star Road
Jacksonville, Florida

and

Date: Wednesday, May 31, 2017
Time: 9 a.m. - 11:30 a.m.
Location: Jeff Davis Middle School
7050 Melvin Road
Jacksonville, Florida 32210

Please contact **Karen Blutcher at** blutkm@jea.com if you are interested and available for these exciting events.

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From: Currents
Sent: Friday, May 5, 2017 6:52:15 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: PB&J Drive | CHC Flag Football Winners | CHC Talent Show | HabiJax Women's Build | First Coast Games

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Water Boys Bring Home the Hardware for CHC Flag Football

The CHC Flag Football Competition was held last weekend and the Water Boys beat the Meter Militia (34-8 final score). Other teams competing include Bomb Squad, Pipe it Up and Watts Up. Copy and past this link below in your browser to view more photos from the event. G:\Shared Everyone - Delete after 30 days\Flag Football 2017

Sign Up Now for CHC Talent Show

Calling all singers, dancers, musicians and comedians! Whatever your talent may be, professional or amateur, don't miss our on this opportunity to showcase your talents at the Community Health Charities Talent Show.

CHC Talent Show
Friday, June 16 | 12 noon—1 p.m. | CC-4 Auditorium

It's very easy to sign up, just complete the registration form on the CHC page on The Grid. For more information, contact Deena Slaughter at ext. 5550.

We still need players (especially women) for the CHC basketball tournament on June 10. Just go to the CHC page on The Grid and sign up today! All proceeds will benefit Community Health Charities.

Peanut Butter and Jelly Collection Drive Ends Next Friday!

It's peanut butter and jelly time! Yes, we said PB&J! The peanut butter and jelly collection drive runs through Friday, May 12. You still have time to bring in your favorite nut butter (peanut, almond, cashew, etc.) and your favorite jelly.

Items benefit the Downtown Ecumenical Services Council, a local non-profit organization that provides emergency assistance to people in need. The collection bins will be set-up in various work locations. Contact Von Fuller at 665-7579 for details.

First Coast Games Continue

The YMCA First Coast Games (FCG) continue on May 6 with Camp Day at Camp Immokalee and Softball May 15-19 at Drew Park. We have already competed in Tennis and Volleyball. Click here for the FCG 2017 Event Schedule. Good luck and be safe!

Special Alert! Volunteers Needed for HabiJax Women's Build!

We have several volunteer opportunities available. Volunteers are needed to assist at the HabiJax Annual Women's Build Day, next Friday, May 12, from 7:30 a.m. – 3:30 p.m. Volunteers are also needed to assist at the Jacksonville Jazz Festival, May 26 - 27. Various shifts are available. It's easy to sign up, just click here for the registration form.

Family members and friends are welcome to participate, especially students in need of community service hours.

You can make a difference by volunteering! Check out the entire list of corporate projects listed on The Grid. No special skills required, just a desire to help. For more information contact Voncea Fuller at ext. 7579.

Thank you for your continued support! Volunteering is fun!

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From: Currents
Sent: Friday, April 28, 2017 6:53:22 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Flag Football Tomorrow | PB&J Drive | Veterans Day Planning Committee | AquaFest | HabiJax Women's Build

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Committee Members Needed to Assist with Veterans Day Celebration

The Veterans Day Planning Committee is looking for JEA Veterans and non-veterans to help plan this year's event. The committee meets once a month; the next meeting is Thursday, May 4th at 3 p.m. on T-17 in the Table Room. For more information, please contact Arthur Bides at ext. 8515.

CHC Flag Football Tomorrow at Bishop Kenny

The wait is over! The Community Health Charities Flag Football Tournament kicks off tomorrow (April 29) at 8 a.m. at Bishop Kenny High School! The school is located at 1055 Kingman Avenue. Don't miss this opportunity to cheer your fellow JEA employees as they hit the field. Plus, there will be a Punt, Pass and Kick Competition. It's a day of fun and action for the whole family. Admission is free.

Make sure to mark your calendar for the upcoming events below:

- Basketball Tournament—Saturday, June 10
- CHC Talent Show—Friday, June 16

We still need players (especially women) for the CHC basketball tournament. Just go to the CHC page on The Grid and sign up today! All proceeds will benefit Community Health Charities.

Free Volunteer Festival this Sunday at Friendship Fountain

As we wrap up National Volunteer Week (April 23-29), please join us this Sunday from 1-5 p.m. at the HandsOn Jacksonville Celebrate Good Festival at Friendship Fountain. There will be music, food, fun and games. All attendees will receive free admission to the Museum of Science and History. Get your free ticket at celebrategood.org.

Peanut Butter and Jelly Collection Drive Begins Monday!

It's peanut butter and jelly time! Yes, we said PB&J! The peanut butter and jelly collection drive is May 1 through 12. Bring in your favorite nut butter (peanut, almond, cashew, etc.) and your favorite jelly.

Items benefit the Downtown Ecumenical Services Council, a local non-profit organization that provides emergency assistance to people in need. The collection bins will be set-up in various work locations. Contact Von Fuller at 665-7579 for details.

Ambassadors Needed for Jax AquaFest at MOSH

We need four ambassadors for the Jax AquaFest on Saturday, May 6, from 10 a.m. – 4 p.m. at the Museum of Science and History (MOSH). JEA will have a booth, material and information on water and conservation.

There will be two shifts and we need two ambassadors per shift: 10 a.m. – 1 p.m. and 1–4 p.m. If you're available and want to participate, contact Karen Blutcher at ext. 7068.

Special Alert! Volunteers Needed for HabiJax Women's Build!

We have several volunteer opportunities available. Volunteers are needed to assist at the HabiJax Annual Women's Build Day, Friday, May 12, from 7:30 a.m. – 3:30 p.m. Volunteers are also needed to assist at the Jacksonville Jazz Festival, May 26 - 27. Various shifts are available. It's so easy to sign up, just click here for the registration form.

Family members and friends are welcome to participate, especially students in need of community service hours.

You can make a difference by volunteering! Check out the entire list of corporate projects listed on The Grid. No special skills required, just a desire to help. For more information contact Voncea Fuller at ext. 7579.

Thank you for your continued support! Volunteering is fun!

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From: Currents
Sent: Friday, April 21, 2017 6:47:22 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: JEA Power Pals | Lineman's Competition | Water/Wastewater Olympics | CHC Football | Undie Drive | Volunteer Celebration

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

It's Lineman Competition Time!

Best wishes to the Lineman and Apprentices participating in the Florida Municipal Electric Association Lineman Competition in Lakeland this Saturday.

Good Luck to our Water and Wastewater Teams!

Best wishes to our Water and Wastewater teams participating in the Florida Water Environmental Association Operations Challenge (Water Olympics) in West Palm Beach next Monday through Wednesday, April 24-26.

Women Needed for CHC Flag Football and Basketball Competitions

Are you ready for some football? The Community Health Charities Flag Football Tournament is just around the corner. Join us Saturday, April 29 at 8 a.m. at Bishop Kenny for the game. There will be a Punt, Pass and Kick Competition at the game, so warm up your throwing arm and start practicing your kicks. We still need players (especially women) for flag football and basketball, just go to the CHC page on The Grid and sign up today!

And, to keep the competitive spirit going, there will be a 3-Point Shootout Competition at the CHC Basketball Tournament. The game is Saturday, June 10 at Bishop Kenny. Start practicing your 3-Pointers now! Make sure you mark your calendar for the upcoming events:

- Flag Football—Saturday, April 29
- Basketball Tournament—Saturday, June 10
- CHC Talent Show—Friday, June 16

Thanks to your generosity, so far, we have raised almost $3,500.00 in donations and pledges. CHC is comprised of more than 60 of America's most recognized health charities. The funds raised from the campaign each year are used to support research, patient services and outreach programming. The CHC campaign runs through June 30.

DIGNITY U WEAR **DROP YOUR DRAWERS!**

The Undie Collection Drive is underway and runs through April 28. Items collected (panties, briefs, undershirts and socks) will benefit Dignity U Wear. Collection bins will be located in the Tower and Customer Care Lobbies and various off-site locations. Thank you in advance for helping to provide the essential items for our families in need. For more information, contact Von Fuller at ext. 7579.

Ambassadors Needed for the JEA Power Pals Program

If you enjoy working with or teaching children, we have an opportunity for you. JEA Power Pals is a program where JEA Ambassadors go once a week (for a total of four weeks) to a local elementary school and teach first graders about electric and water safety. You don't have to be an expert, the curriculum, materials and program information has already been created for you and you will be trained on how best to deliver the information to the students. And by the way, we understand committing to four consecutive weeks is asking a lot, so we assign two or three ambassadors per class, just in case someone has to miss a week.

The curriculum is pretty simple and self-explanatory, however once you commit, we will have a training session to provide you with all of the necessary information. If you're interested in participating, please contact Karen Blutcher at ext. 7068 for details. The program, which begins in May, will be taught at North Shore and Henry Kite Elementary Schools and Tiger Academy.

- Tuesday, May 2, at 10 a.m.—North Shore Elementary School, 5701 Silver Plaza

- Wednesday, May 3 at 9 a.m.—Henry Kite Elementary School, 9430 Lem Turner Road
- Thursday, May 11 at 9 a.m.—Tiger Academy, 6079 Bagley Road

All participants must complete a Volunteer Application from the school and all persons having contact with children must complete a background check, which can be submitted online and generally takes 7–10 business days to clear.

Free Festival Celebrating Volunteers!

National Volunteer week is April 23-29. Join us at the HandsOn Jacksonville Celebrate Good Festival from 1-5 p.m. on Sunday, April 30th at Friendship Fountain. There will be music, food, fun and games. All attendees will receive free admission to the Museum of Science and History. Get your free ticket at celebrategood.org.

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From: Currents
Sent: Thursday, April 13, 2017 6:48:30 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Underwear and Sock Drive | Punt, Pass and Kick Competiton | Volunteers Needed

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

DIGNITY UWEAR **DROP YOUR DRAWERS!** The Undie Collection Drive starts this Monday and runs through April 28. Items collected (panties, briefs, undershirts and socks) will benefit Dignity U Wear. Collection bins will be located in the Tower and Customer Care Lobbies and various off-site locations. Thank you for helping to provide the essential items for our families in need. For more information, contact Von Fuller at ext. 7579.

Punt, Pass and Kick Competition at the CHC Football Game

COMMUNITY HEALTH CHARITIES Give. Connect. Help.℠

Are you ready for some football? The Community Health Charities Flag Football Tournament is Saturday, April 29 at Bishop Kenny. There will be a Punt, Pass and Kick Competition at the game, so warm up your throwing arm and start practicing your kicks. We still need players for football and basketball, just go to the CHC page on The Grid and sign up today!

And, to keep the competitive spirit going, there will be a 3-Point Shootout Competition at the CHC Basketball Tournament. The game is Saturday, June 10 at Bishop Kenny. Start practicing your 3-Pointers now! Make sure you mark your calendar for the upcoming events:

- Flag Football—Saturday, April 29
- Basketball Tournament—Saturday, June 10
- CHC Talent Show—Friday, June 16

Special thanks to everyone who participated in the CHC Charity Walk last

week. We raised almost $3,500.00 in donations and pledges. The CHC campaign runs through June 30. The campaign is comprised of more than 60 of America's most recognized health charities. The funds raised from the campaign each year are used to support research, patient services and outreach programming.

Celebrate National Volunteer Week

Volunteers really make a difference in the community! Celebrate National Volunteer Week (April 23-29) by signing up to support your favorite community projects like HabiJax, the Food Bank, Rethreaded and the Jazz Festival. Volunteers are also needed to support the HandsOn Jacksonville "Celebrate Good Festival" on Sunday, April 30. Multi-shifts are available for each project.

Check out the entire list of corporate projects listed on The Grid. Sign up today. It's simple to volunteer, just click here for the registration form. Family members and friends are welcome to participate, especially students in need of community service hours.

There's no special skill required to volunteer, just a desire to help. For more information contact Voncea Fuller at ext. 7579.

Thank you for your continued support! Volunteering is fun!

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From: Currents
Sent: Wednesday, April 5, 2017 6:49:34 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Charity Walk Today | Upcoming Underwear and Sock Drive | Volunteers Needed

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Are You Ready for the CHC Charity Walk this Afternoon?

Dust off your walking shoes and make sure you stretch before participating in the Community Health Charities Walk this afternoon at 4:30. Walkers will gather in the Tower lobby at 4:15 p.m. Registration is easy, just follow the link, click "add new item" and complete all fields, choose CHC Walk in the event drop down and submit. Follow the links for the waiver and registration/pledge form. Snacks and beverages will be provided. Register now, don't wait! Contact Charlene West at ext. 7720 for more information.

COMMUNITY HEALTH CHARITIES Give. Connect. Help.℠

Special thanks to Mike Hightower for being the CHC Charity Walk Champion! He will not able to attend the Walk, but challenges you to donate to the Walk and he will match your donations. Art Walk is also this evening, so you can walk, and then enjoy the Art Walk festivities.

Players Needed for CHC Football and Basketball Tournaments

We still need a few more players for the flag football and basketball tournaments. Sign up now for football and basketball and mark your calendar for the upcoming CHC events:

- Flag Football—Saturday, April 29
- Basketball Tournament—Saturday, June 10
- CHC Talent Show—Friday, June 16

We have a number of great fundraising activities lined-up again this year, so

make sure you check out the CHC page on The Grid and get signed up for your favorite event. The CHC campaign will run through June 30. The campaign is comprised of more than 60 of America's most recognized health charities. The funds raised from the campaign each year are used to support research, patient services and outreach programming.

DIGNITY U WEAR **DROP YOUR DRAWERS!** Mark your calendars for the Undie Collection Drive, April 17-28. Items collected will benefit Dignity U Wear.

Corporate Volunteers Needed

Volunteers really make a difference in the community! Celebrate National Volunteer Week (April 23-29) by signing up to support your favorite community projects like HabiJax, the Food Bank, the Butterfly Festival and the Muscular Dystrophy Walk. Volunteers are also needed to support the HandsOn Jacksonville "Celebrate Good Festival" on Sunday, April 30. Multi-shifts are available for each project.

Check out the entire list of corporate projects listed on The Grid. Sign up today. It's simple to volunteer, just click here for the registration form. Family members and friends are welcome to participate, especially students in need of community service hours.

There's no special skill required to volunteer, just a desire to help. For more information contact Voncea Fuller at ext. 7579.

Thank you for your continued support! Volunteering is fun!

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From: Currents
Sent: Thursday, March 30, 2017 6:47:48 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: CHC Campaign Starts this Saturday | Volunteers Needed for Greenscape Tree Festival

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

CHC Campaign Begins this Saturday!

Are you ready for the Community Health Charities (CHC) Employee Giving Campaign? We have a number of great fundraising activities lined-up again this year, so make sure you check out the CHC page on The Grid and get signed up for your favorite event.

Get your walking shoes ready for the Charity Walk, next Wednesday. The walk is the same evening as the Downtown Art Walk, so walk first and then enjoy Art Walk! Walkers will assemble in the JEA Tower Lobby before the start. It's simple to register for the event. Follow the link, click "add new item" and complete all fields, choose CHC Walk in the event drop down and submit. You can find the waiver and registration/pledge form here. Contact Charlene West at ext. 7720 for more information. Snacks and beverages will be provided. Register now, while it's top of mind!

Special thanks to Mike Hightower for being the CHC Charity Walk Champion! He will not able to attend the Walk, but challenges you to donate to the Walk and he will match your donations.

We also need players for the flag football and basketball tournaments. Sign up now for football and basketball and mark your calendar for the upcoming CHC events:

- Charity Walk—Wednesday, April 5 (4:30-5:30 p.m.)
- Flag Football—Saturday, April 29
- Basketball Tournament—Saturday, June 10
- CHC Talent Show—Friday, June 16

The CHC campaign will run through June 30. The campaign is comprised of more than 60 of America's most recognized health charities. The funds raised from the campaign each year are used to support research, patient services and outreach programming.

Last year, JEA employees raised more than $75,000 for the campaign. We thank you in advance for your support again this year. See you at the Charity Walk next Wednesday, April 5!

Volunteers Needed for Tree Festival Project!

We need a few good volunteers for the annual Greenscape Tree Festival project tomorrow (March 31) and Saturday, April 1. Assignments include helping out with festival set-up, ticket and concessions sales, tree give-away and petting zoo areas. There are several shifts available.

Sign up today. It's simple to volunteer, just click here for the registration form. Family members and friends are welcome to participate, especially students in need of community service hours.

You can make a difference by volunteering! Check out the entire list of corporate projects listed on The Grid. No special skills required, just a desire to help. For more information contact Voncea Fuller at ext. 7579.

Thank you for your continued support! Volunteering is fun!

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From: Currents
Sent: Thursday, March 23, 2017 6:52:20 AM (UTC-05:00) Eastern Time (US & Canada)
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Community Health Charities | Volunteers Needed

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Community Health Charities Campaign Begins April 1

The Community Health Charities (CHC) Employee Giving Campaign kicks off April 1! We have a number of great fundraising activities lined-up again this year, so make sure you check out the **CHC page** on The Grid and get signed up.

Get on your walking shoes for the **Charity Walk, less than two weeks away!** Don't wait until the last minute to register. This year the walk is the same evening as the Downtown Art Walk, so walk first, then enjoy Art Walk!

We also need players for the **flag football** and **basketball tournaments,** so sign up today! Mark your calendars for the following events:

- **Charity Walk—Wednesday, April 5-4:30-5:30 p.m.**
- **Flag Football—Saturday, April 29**
- **Basketball Tournament—Saturday, June 10**
- **CHC Talent Show—Friday, June 16**

The campaign kicks off April 1 and runs through June 30. CHC is made up of more than 60 of America's most recognized health charities. The funds raised from the campaign each year are used to support research, patient services and outreach programming.

Last year, JEA employees raised more than $75,000 for the campaign. We thank you in advance for your support again this year. **See you at the Charity Walk on Wednesday, April 5!**

Special Alert! Volunteers Needed for a New Project!

Volunteers are needed at the annual Greenscape Tree Festival, Friday, March 31 and Saturday, April 1.

The project tasks include assisting with festival set-up, ticket and concessions sales, tree give-away and petting zoo areas. There are several shifts available.

Sign up today. It's simple to volunteer, just click here for the **registration form**.

Family members and friends are welcome to participate, especially students in need of community service hours.

You can make a difference by volunteering! Check out the **entire list of corporate projects** listed on The Grid. No special skills required, just a desire to help. For more information contact **Voncea Fuller** at ext. 7579.

Thank you for your continued support! **Volunteering is fun!**

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Friday, March 17, 2017 6:49:01 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Community Health Charities | Volunteers Needed
Auto forwarded by a Rule

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

Commuinity Health Charities Campaign Begins April 1

The wait is almost over for the Community Health Charities (CHC) Employee Giving Campaign! We have a number of great fundraising activities lined-up again this year, so make sure you check out the CHC page on The Grid and get signed up. The Charity Walk is just around the corner, so don't wait until the last minute to register. And, we also need players for the flag football and basketball tournaments, so sign up today! Some of the events include:

- Charity Walk—Wednesday, April 5
- Flag Football—Saturday, April 29
- Basketball Tournament—Saturday, June 10
- CHC Talent Show—Friday, June 16

The campaign kicks off April 1 and runs through June 30. CHC is made up of more than 60 of America's most recognized health charities. The funds raised from the campaign each year are used to support research, patient services and outreach programming. Last year, JEA employees raised more than $75,000 for the campaign. We thank you in advance for your support again this year. See you at the Charity Walk on Wednesday, April 5!

Volunteers Needed!

What's the latest buzz? Spring is in the air. Shake off the winter doldrums by signing up to help make a difference in

the community by volunteering. Check out the entire list of corporate projects listed on The Grid. The projects include The Sulzbacher Center, Hubbard House,andthe City Rescue Mission plus several other coommunity projects.

If you're looking for team-building opportunities, we have a variety of projects that range from sorting food at the NE Florida Food Bank to participating in the HabiJax Home Build, lending a hand at the Five Star Veterans Center or assisting with the fun activities at the Butterfly Festival at Tree Hill. It's simple to sign up and volunteer, just click here for the registration form.

Family members and friends are welcome to participate, especially students in need of community service hours.

You can make a difference by volunteering! No special skills required, just a desire to help. For more information contact Voncea Fuller at ext. 7579. Thank you for your continued support!

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Friday, March 10, 2017 6:50:00 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Community Health Charities | Volunteers Needed
Auto forwarded by a Rule

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA.

Commuinity Health Charities Employee Campaign Coming Soon

The annual Community Health Charities Employee Campaign (CHC) kicks off April 1. CHC is made up of more than 60 of America's most recognized health charities. The funds raised from the campaign each year are used to support research, patient services and outreach programming. Last year, JEA employees raised more than $75,000 for the campaign. Thank you!

COMMUNITY HEALTH CHARITIES Give. Connect. Help.

We have a number of fundraising activities lined-up this year like the Charity Walk, Flag Football and Basketball Tournaments. And back by popular demand...the CHC Talent Show! Check out the CHC page on The Grid for the event dates and locations. All proceeds benefit Community Health Charities.

Volunteers Needed!

What's the latest buzz? Spring is in the air. Shake off the winter doldrums by signing up to help make a difference in the community by volunteering. Check out the entire list of corporate projects listed on The Grid. The projects include The Sulzbacher Center, Hubbard House, and the City Rescue Mission plus several other coommunity projects.

If you're looking for team-building opportunities, we have a variety of projects that range from sorting food at the NE Florida Food Bank to participating in the HabiJax Home Build, lending a hand at the Five Star Veterans Center or assisting with the fun activities at the Butterfly Festival at

Tree Hill. It's simple to sign up and volunteer, just click here for the registration form.

Family members and friends are welcome to participate, especially students in need of community service hours.

You can make a difference by volunteering! No special skills required, just a desire to help. For more information contact Voncea Fuller at ext. 7579. Thank you for your continued support!

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Friday, March 03, 2017 6:52:19 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Town Hall Meetings Start Monday | Volunteers Needed for Catty Shack, City Rescue Mission and St. Johns River Cleanup and more
Auto forwarded by a Rule

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Employee Town Hall Meetings Start Monday Morning

The Employee Town Hall meetings with CEO Paul McElroy start Monday, March 6. Follow the link for the complete schedule. This is a time for two-way communication between employees and our CEO, please make every effort to attend.

If you are unable to attend your designated Town Hall, you may attend at another work location. Directors and managers should not attend the same meeting as their direct reports. Randstad and Aerotek temporary employees may attend their own town hall at a later date.

Volunteers Needed for Several Events This Month

What's the latest buzz? Spring is in the air. Shake off the winter doldrums by signing up to help make a difference in the community by volunteering. Check out the volunteer calendar for the list of exciting volunteer projects coming up including The St. Johns River Clean-up, Catty Shack Wildlife Sanctuary and the City Rescue Mission.

If you're looking for team-building opportunities, we have a variety of projects that range from sorting food at the NE Florida Food Bank to participating in the HabiJax Home Build, lending a hand at the Five Star Veterans Center or assisting

with the fun activities at the Butterfly Festival at Tree Hill. It's simple to sign up and volunteer, just click here for the registration form.

You can make a difference by volunteering! No special skills required, just a desire to help. For more information about upcoming volunteer events or scheduling a team-building project, contact Voncea Fuller at ext. 7579. Thank you for your continued support!

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Thursday, January 26, 2017 6:56:06 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Volunteers Needed for HabiJax Build | United Way Campaign Results
Auto forwarded by a Rule

CURRENTS

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Volunteers Needed for HabiJax Build February through May

It's time to roll up your sleeves to help our neighbors in need. HabiJax will not host a Blitz Build this year, but we have scheduled several build dates beginning next month. We invite you to sign up to as an individual or as a team. There are no special skills required—other than the need to make a difference.

It's easy to become a volunteer, just click here for the registration form to get started.

For more volunteer opportunities, check out the entire list of corporate projects listed on The Grid under Community Engagement, click here for the most current events. Thank you for making a difference and helping to build a "better" community.

United Way Campaign Results

Thank you! Because of your generous

donations, JEA employees raised $330,471.80 for United Way! The funds raised from the campaign will benefit the many United Way agencies in Northeast Florida.

Thank you again for your awesome support!

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Friday, January 20, 2017 6:56:05 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Volunteer Opportunity at The Arc Village | Sign Up Now for Am I Hungry Webinar
Auto forwarded by a Rule

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Volunteers Needed Event at The Arc Village Next Friday

We are in need of volunteers to lend a hand at The Arc Jacksonville Village, next Friday January 27. Volunteers are needed to help set-up and assist at The Arc Jacksonville's Young Professionals event. Contact Voncea Fuller at 665-7579 for more information.
For more volunteer opportunities, check out the entire list of corporate projects listed on The Grid under Community Engagement, click here for the most current events. It's easy to sign up to volunteer, just click here for the registration form. Thank you in advance for your support!

Signup Now for Am I Hungry Webinar

If you are interested in participating in the "Am I Hungry" webinar next month, please sign up now. The eight-week course starts Wednesday, February 1 and runs through March 22. Pre-registration is required; we need at least 15 people to signup today or the class will be cancelled. Course material will be mailed out prior to February 1, so please signup today. Thank you in advance for your support for JEA Wellness Events.
Am I Hungry Webinar
Every Wednesday from February 1, through March 22 | 12–1 p.m.
Eight weeks: Feb. 8, 15, 22 and March 1, 8, 15 and 22

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Thursday, January 05, 2017 6:54:23 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Volunteer Opportunities | Volunteer Advisory Committee | Employee Giving
Auto forwarded by a Rule

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Volunteer Opportunities

Kickoff 2017 with a big bang by volunteering and making a difference in our community. All JEA employees received eight new volunteer hours last October to use for corporate community service. If you have questions about volunteering, click here to review the Volunteer Handbook.

The corporate projects are listed on The Grid under Community Engagement, click here for the most current events. We have an exciting list of projects from sorting food at the NE Florida Food Bank to assisting children with special needs at the DLC Valentine's Day party or cleaning-up along the river banks at the annual River Clean-up. It's easy to sign up to volunteer, just click here for the registration form. Contact Voncea Fuller at ext. 7579 for more information.

Volunteer Advisory Committee

Did you know JEA has an advisory committee that reviews and selects our corporate volunteer projects? The JEA Employee Volunteer Program Advisory Committee is always looking for new community projects. If you would like to submit a project idea, please contact Voncea Fuller at ext. 7579.

Employee Giving Projects Update

Thank you for supporting the Employee Giving holiday projects! Because of your generosity, 12 families were adopted for the holidays and more than 420 toys were donated to the children living in the Hubbard House Shelter. Plus, babies at the Wolfson Children's Hospital are enjoying the warmth of beautiful blankets and hats thanks to the crocheting talents of a group of JEA employees.

Thank you for making the holidays brighter for families in need!

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Wednesday, December 07, 2016 6:52:13 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Bowling Tournament this Saturday | Holiday Toy Drive | Volunteers Needed
Auto forwarded by a Rule

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Bowling Tournament This Saturday, Register Now!

The wait is over! The Lights and Strikes Bowling Tournament is this Saturday, December 10 at Bowl America Mandarin. Registration is $25 per person and the event starts at 11:30 a.m. Click here for the single registration form and here for the team registration form. Sign up today by contacting John Bustamante at 665-4023 or Charlotte Jones at 665-6157. Family members and friends are welcome to participate!

Holiday Toy Drive

For those of you needing a little extra time to purchase toys for the annual toy drive, your wish has been granted. The toy drive has been extended to Friday, December 9. Please make sure your items are in the collection bins by Friday.

The donated toys will benefit the Hubbard House Toy Closet. Thank you for making the holidays bright for the children at Hubbard House. Please contact Von Fuller at 665-7579 for further information regarding the toy drive.

Volunteers Needed for Santa's Toy Shop

The holidays are right around the corner and The Salvation

Army needs volunteers to assist with Santa's Toy Shop. Follow the link for the available dates and shifts. It's easy to sign up to volunteer, just click here for the registration form.

For more information about this event and others, contact Von Fuller at 665-7579.

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Wednesday, November 23, 2016 6:58:21 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Holiday Toy Drive | Adopt a Family | Lights & Strikes Bowling Tournament | Holiday Vendor Fair | Volunteer Opportunities
Auto forwarded by a Rule

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Holiday Toy Drive

You can make a difference in a child's life by donating a toy to the annual Holiday Toy Drive. The drive kicks off Wednesday, November 23. Look for the collection bins throughout the downtown and off-site locations. The toys collected will benefit the Hubbard House Toy Closet. For more information, contact Von Fuller at 665-7579. Thank you in advance for your support!

Adopt a Family for the Holidays

Tis' the season to help make the holidays brighter by participating in the annual "Adopt a Family for the Holidays" campaign November 23 through December 7. Participating agencies include Community Hospice, Department of Children and Families, Family Support Services, Hubbard House and the Salvation Army. If you, or your work group, are interested in adopting a family from any of the agencies listed above, contact Von Fuller at 665-7579.

United Way Updates

Bowling Tournament

The Lights and Strikes Bowling Tournament has been rescheduled to Saturday, December 10 at 11:30 a.m. at the Bowl America Mandarin. Registration is $25 per person. Click here for the single registration form and here for the team registration form. Sign up today by contacting

John Bustamante or 665-4023 or Charlotte Jones at 665-6157. Family members and friends are welcome to participate!

Vendor Fair

Mark your calendars for the annual Holiday Vendor Fair, Thursday and Friday, December 1 and 2. The fair will be held in the JEA Downtown Tower Lobby from 9 a.m to 3 p.m. Vendors include Pampered Chef, Merchandisers Jewelry, Silpada, Mary Kay, Origami Owl, Jax Sports Nutrition, India Breeze Scarves and Tees, Scentsy, Bobbles, Bangles & Bling; Sweet Sensations, LulaRoe, It Works, Rethreaded, Papparazzi, Juice Plus, Candie's Jewelry Garden and more.

Volunteers Needed

The holidays are right around the corner. The Salvation Army is in need of volunteers to assist at Santa's Toy Shop. Click the link for the available dates and shifts. It's easy to sign up to volunteer, just click here for the registration form.

For more information about this event and others, contact Von Fuller at 665-7579.

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Thursday, November 10, 2016 10:48:18 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: UW Fun Walk and 5K Today | Fishing Tournament Going on Now! | Need Lego League Volunteers
Auto forwarded by a Rule

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

Reminders:

UW Fun Walk and 5K Challenge–Today!

Put on your exercise shoes and let's hit the road for the United Way Fun Walk and 5K Challenge. The event starts at 6 p.m. this evening at the Riverside Arts Market. Click here to pre-register or you can register in person today from 3 to 4 p.m. in the Tower Lobby. Free glow sticks for the first 20 people to register.

Come enjoy the great music and food as we light up the Riverside Arts Market and the Northbank Riverwalk. If you cannot commit to walk or run, please stop by to purchase glow sticks (proceeds go to United Way) grab something to eat or just listen to music. See you at the Riverside Arts Market at 6 p.m. Contact Vondolyn Wright-Morgan at 665-4507 for information.

Fishing Tournament–Going on Now!

The Fishing Tournament starts next Tuesday! Cast your line for the "Spot on Charity Fishing Tournament" November 8–15. Click here for registration information. For details, contact Branden Prato at 665-8182.

Still Need Volunteers for Lego League this Saturday

Do you have a kid who is bored in school, has trouble learning or staying focused? Bring them to JEA's FIRST Lego League Practice Workshop this

Saturday, November 12 from 8 a.m. – 4 p.m. on CC-4. For more information, contact D. Jason Baber on T-10 at ext. 7415.

The FIRST Lego League is 9-14 year old kids competing in teams of 3 to 10 people to:

- Build autonomous robots out of Lego Mindstorm Kits and then having the robots complete challenges made of Legos on an 8'x4' playing field, (I have a robot and will quickly have a the challenge kits to show you examples!)
- Present a community service Project related to the theme of the robot challenge,
- Complete a Core Values challenge, (think team building exercise with no prior knowledge of what the challenge is)
- Go through a Robot Design judging process.
- Both the Core Values and the Project judging have nothing to do with the robots.

This seasons robot challenge and theme is described in this YouTube video

Here is a short video showing more about FLL here in NE Florida

Additional general information about First Lego League

The Event:
JEA is holding a First Lego League Workshop event on Saturday, November 12 from 8 a.m. to 4 p.m. on CC-4. (Volunteers would need to arrive a little earlier than this, but no more than 15-30 minutes.)

- There will be two sessions: 8–11:30 a.m. and 12:30–4 p.m. There will be 12 teams of kids in each session. (Don't worry their team coaches will be there too for most of the 'cat herding' issues.)
- We are looking for JEA volunteers to come learn to be Robot Design Judges, Core Values Judges, Project Judges and Robot Game Referees. No technical experience is needed.
- Bringing your own children is encouraged. There are 185 First Lego League teams in the area, is your kid on a team? Want to get them interested? Bring them. There are four levels to FIRST Robotics, this is only one of them.

If you are interested in playing with kids and Legos and promoting Science, Technology, Engineering and Math (STEM), please contact Voncea Fuller via email at ext. 7579.

In order to work with the children, FIRST has a requirement to have an account on their Volunteer Information Management System, that once you apply for your first event will direct you to a background screening process through Verified Volunteers. Any volunteer over the age of 17 must go through this process. If you are interested, follow the link and create an account and verify your email address from the email it sends you.

After you have verified your email to activate your account, you then need to login and apply for the "JEA Practice Workshop" event (just search FLL and Florida events) and it should direct you to the background screening process

link upon doing so. The process takes approximately 15 minutes total. The background check costs $8, but FIRST pays that for you. There is the option to donate money to offset this cost if you wish, but it is optional. Once in the system of Verified Volunteers, the background screening is good for three years and can be used with many other organizations and charities that require them. For more information, contact D. Jason Baber on T-10 at ext. 7415.

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Wednesday, November 09, 2016 6:56:42 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Veterans Collection Drive | United Way Prizes | Need Volunteers for FIRST Lego League
Auto forwarded by a Rule

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Still Need Household and Food Items for Holiday Collection Drive

There's still time make a difference for our veterans in need by donating to the Holiday Collection Drive. The items collected will benefit homeless and disabled veterans in our community. Click here for the list of suggested items. We will continue to collect items for the Five Star Veterans Center and Beaver Street Veterans Villa through next Wednesday, November 16. For more information, contact Von Fuller at 665-7579. Thank you for your support.

Inspiring the Science & Technology Leaders of Tomorrow

Do you have a kid who is bored in school, has trouble learning or staying focused? Bring them to JEA's FIRST Lego League Practice Workshop this Saturday, November 12 from 8 a.m. – 4 p.m. on CC-4.

The FIRST Lego League is 9-14 year old kids competing in teams of 3 to 10 people to:

- Build autonomous robots out of Lego Mindstorm Kits and then having the robots complete challenges made of Legos on an 8'x4' playing field, (I have a robot and will quickly have a the challenge kits to show you examples!)
- Present a community service Project related to the theme of the robot challenge,
- Complete a Core Values challenge, (think team building exercise with no prior knowledge of what the challenge is)
- Go through a Robot Design judging process.

- Both the Core Values and the Project judging have nothing to do with the robots.

This seasons robot challenge and theme is described in this YouTube video

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The Event:
JEA is holding a First Lego League Workshop event on Saturday, November 12 from 8 a.m. to 4 p.m. on CC-4. (Volunteers would need to arrive a little earlier than this, but no more than 15-30 minutes.)

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- We are looking for JEA volunteers to come learn to be Robot Design Judges, Core Values Judges, Project Judges and Robot Game Referees. No technical experience is needed.
- Bringing your own children is encouraged. There are 185 First Lego League teams in the area, is your kid on a team? Want to get them interested? Bring them. There are four levels to FIRST Robotics, this is only one of them.

If you are interested in playing with kids and Legos and promoting Science, Technology, Engineering and Math (STEM), please send an email to Voncea Fuller at fullvj@jea.com.

In order to work with the children, FIRST has a requirement to have an account on their Volunteer Information Management System, that once you apply for your first event will direct you to a background screening process through Verified Volunteers. Any volunteer over the age of 17 must go through this process. If you are interested, follow the link and create an account and verify your email address from the email it sends you.

After you have verified your email to activate your account, you then need to login and apply for the "JEA Practice Workshop" event (just search FLL and Florida events) and it should direct you to the background screening process link upon doing so. The process takes approximately 15 minutes total. The background check costs $8, but FIRST pays that for you. There is the option to donate money to offset this cost if you wish, but it is optional. Once in the system of Verified Volunteers, the background screening is good for three years and can be used with many other organizations and charities that require them. For more information, contact D. Jason Baber on T-10 at ext. 7415.

Last Chance to Purchase UW Prize Tickets!

United Way prize tickets will be on sale next Tuesday, Wednesday and Thursday (Nov. 15-17) in the Tower Lobby from 11 a.m. to 1 p.m. The tickets are $2 each; click here for the complete list of campaign prizes. The

prize drawing will be held Friday, November 18. Contact your UW campaign coordinator or Von Fuller for more information.

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Friday, October 28, 2016 6:56:05 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Collection Drive | United Way Update | Volunteer Opportunities
Auto forwarded by a Rule

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Annual Holiday Collection Drive

You can help make a difference for our veterans in need by donating to the Holiday Collection Drive. The items collected will benefit homeless and disabled veterans in our community. The drive kicks off next Wednesday, November 2. Click here for the list of suggested items. Collection bins will be placed throughout the downtown and offsite locations. The items collected will benefit the Five Star Veterans Center and the Clara White Mission's new Veterans Villa. For more information, contact Von Fuller at 665-7579. Thank you for your support.

United Way Campaign in Full Swing

The United Way campaign is off to a great start. Because of Hurricane Matthew, we had to reschedule some of the campaign events, including the offsite kick-offs, golf and bowling tournaments. Click here to visit the United Way page on The Grid for the new dates.

Fishing Tournament–New Event

We have a new event this year...a fishing tournament. Cast your line for the "Spot on Charity Fishing Tournament" November 8–15. Click here for registration information. If you have any questions, contact Branden Prato at 665-8182.

e-Silent Auction is Back

The e-Silent Auction will be held November 3 and 4 on The Grid and we will have great items up for bid. This is an electronic auction. Bids will be

accepted from 9 a.m. on Thursday to 3 p.m. on Friday. For more information, contact Michelle Petty at 665-7697.

Prize Tickets on Sale

The United Way campaign prize tickets are now available for only $2 each. Click here for the complete list of campaign prizes. Hurry, the prize drawings will be held Friday, November 18. Contact your UW campaign coordinator or Von Fuller for more information.

The campaign ends November 30 and all proceeds from the campaign events benefit United Way of Northeast Florida.

November Brings New Volunteer Opportunities

The new fiscal year means you get new volunteer hours. As of October 1, 2016, you start over with eight brand new hours to share your time and talents helping others.

Follow the link to check out the exciting projects scheduled for November and December, including the Salvation Army Thanksgiving Meal Give-away, the Holiday Toy Shop and the City Rescue Mission Holiday Luncheon.

It's simple to sign up and volunteer, just click here to register and get started. Remember, volunteers change lives!

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Thursday, October 20, 2016 7:00:39 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: New Volunteer Hours | UW Rescheduled Events | Book Fair TODAY l New - Fishing l Prize Tickets
Auto forwarded by a Rule

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

New Volunteer Opportunities in October

October kicks off a new fiscal year and that means you get new volunteer hours. So, as of October 1, 2016, you start over with eight brand new hours to share your time and talents helping others. Make sure you check out the volunteer calendar and sign up! Thank you in advance for your support. Remember, volunteers change lives!

Follow the link for the most current volunteer opportunities. We have a number of volunteer activities scheduled in October. Some of the projects include: Five Star Veterans Center, Feeding NE Florida Food Bank and DLC Nurse and Learn Fall Children's Festival.

It's simple to sign up and volunteer, just click here to register and get started. Family, friends and students in need of community service hours are welcome to volunteer at some of the projects. So sign up today and don't delay, shifts are filling up fast.

Pure Imagination...Imagine What Your Gift Can Do

The United Way campaign is in full swing. However, due to Hurricane Matthew, we had to reschedule some of the campaign events, including the offsite kick-offs, golf and bowling tournaments. Click here to visit the United Way page on The Grid for the new dates.

2016 UNITED WAY CAMPAIGN

"Books R Fun" Book Fair

Its never too early to shop for the holidays at the annual "Books R Fun" Book Fair, Thursday and Friday, 9 a.m. – 3 p.m. In addition to the wide variety of books, make sure you check out the gift items for people of all ages. A portion of the proceeds benefit the United Way campaign.

Fishing Tournament New This Year

We have a new event this year...a fishing tournament. Cast your line for the **"Spot on Redfish" Charity Fishing Tournament** November 8–15. Contact Branden Prato at 665-8182 for tournament details.

Prize Tickets on Sale

The United Way campaign prize tickets are now available for only $2 each. Click here for the complete list of campaign prizes. The prize drawings will be held Friday, November 18. Contact your UW campaign coordinator or Von Fuller for more information.

The campaign ends November 30 and all proceeds from the campaign events benefit United Way of Northeast Florida.

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Thursday, September 29, 2016 6:57:28 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: New Volunteer Hours | UW Off-site Kick-offs | Charity Motorcycle Ride | Golf Tournament | Bowling Tournament
Auto forwarded by a Rule

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

New Volunteer Opportunities in October

October kicks off a new fiscal year and that means you get new volunteer hours. So, as of October 1, 2016, you start over with eight brand new hours to share your time and talents helping others. Make sure you check out the volunteer calendar and sign up! Thank you in advance for your support. Remember, volunteers change lives!

Follow the link for the most current volunteer opportunities. We have a number of volunteer activities scheduled in October. Some of the projects include: First Coast No More Homeless Pets Mega Adoption, Jacksonville Senior Games, Making Strides Against Cancer Walk, Feeding NE Florida Food Bank and DLC Nurse and Learn Fall Children's Festival.

It's simple to sign up and volunteer, just click here to register and get started. Family, friends and students in need of community service hours are welcome to volunteer at some of the projects. So sign up today and don't delay, shifts are filling up fast.

Pure Imagination...Imagine What Your Gift Can Do

The United Way campaign is in full swing; the kick-off event was a huge success. Click here to view the YouTube video. The kick-off celebrations continue next week at the

off-site locations. See schedule below for details. Click here to visit the United Way page on The Grid and check out all the upcoming exciting events coming up. The campaign ends November 30 and all proceeds from the Campaign events benefit United Way of Northeast Florida.

- SJRPP–Thursday, Oct. 6, 11 a.m. – 2 p.m.
- Westside Service Center–Thursday, Oct. 20, 11 a.m. – 2 p.m.
- Southside Service Center–Friday, Oct. 21, 11 a.m. – 2 p.m.
- Pearl Street–Thursday, Oct. 27, 11 a.m. – 2 p.m.

Upcoming United Way Events

It's time to hit the open road for the annual **Motorcycle Charity Ride,** this Saturday, October 1. The ride kicks off at Harley Davidson in Mandarin and ends at the Ale House at Regency. The cost is $25 for the driver and $15 for the passenger. For more information about the route and to register contact Steve Brugnolotti at 665-5317.

Sign up today to play in the annual **Charity Golf Tournament** to be held on Monday, October 10 at the beautiful St. Johns Golf and Country Club in St. Augustine. JEA employees are eligible to participate, click here for the registration form. Sign up as a foursome or individual player. Contact Von Fuller at 665-7579 for more information.

Grab your bowling gear and get ready for the **"Lights and Strikes" Bowling Tournament,** Saturday, October 22 at the Bowl America/Mandarin. Click here for the single entry form and here for the team entry form. Contact John Bustamante at 665-4023 for additional details! Registration is $25.

We have a new event this year...a fishing tournament. Cast your line for the **"Spot on Redfish" Charity Fishing Tournament** November 8–15. Contact Branden Prato at 665-8182 for tournament details.

The **United Way campaign prize tickets** are now available for only $2 each. Click here for the complete list of campaign prizes. The prize drawings will be held Friday, November 18. Contact your UW campaign coordinator or Von Fuller for more information.

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Friday, August 26, 2016 6:58:22 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: United Way | Volunteer Opportunities | Volunteer Advisory Board | Lineman Appreciation Day
Auto forwarded by a Rule

CURRENTS

YOUR INDUSTRY. YOUR WORK. YOUR JEA

United Way Kick-off, Bake Sale, Legos and New Badge Photo

Mark your calendar for the 2016 United Way Employee Giving Campaign Kick-off. The event is scheduled for Friday, September 9 at the Downtown Plaza and begins at 11:30 a.m. "Pure Imagination: Imagine What Your Gift Will Do" is the theme. Follow the link and check out the exciting United Way campaign events and also find out how you can make a difference through your donations and time.

The menu for the day is your choice of Barbeque Pork or Chicken or Baked Vegetable Pasta with Roasted Tomato Marinara. Lunch tickets will be available August 22. The sides for the barbeque dinners are: baked beans, macaroni and cheese, coleslaw, garlic bread, cookie and drink. The sides for the vegetarian meal are: chips, cookie and drink. All tickets sold before the kick-off are $10. Tickets are $12 the day of the event. To purchase tickets, contact your United Way Coordinator or Michelle Petty at ext. 7697. Thank you in advance for your support.

Legos Needed for SLT United Way Fundraising Challenge

We're having a Lego SLT Fundraising Challenge at the United Way Kick-off. Please bring your gently-used, but hardly-ever-touched-anymore Legos to Michelle Petty on T-12 by Friday, September 2.

After the fundraiser, your child's much loved Legos will get a new life. We will donate them to United Way and they will give them to member agencies for new Lego enthusiasts to enjoy. Thank you in advance for your support.

Bake Sale
We will kick-off the United Way Campaign with a Bake Sale next Thursday, September 1. If you would like to bring in items for the bake sale, please contact Laure Whitmer at whitla@jea.com.

Pure Imagination Contest
The 2016 United Way Employee Giving Campaign presents the Pure Imagination Contests. There are several ways to participate. The Performing Arts Imagination Contest—put your imagination to work to create a creative dance routine, song, or other performance to be performed at the kick-off event on Friday September 9. The Arts and Crafts Imagination Contest—make a creative drawing, painting, crochet project or other artwork to be displayed the week of the kick-off event on T-19.

Finally, we all can participate by voting on the Imagination Contest performances and Arts & Crafts displays at the kick-off event on September 9. If you are interested in participating in either or both contests, please contact Eric Davis at daviem@jea.com or ext. 6865.

New Badge Photo
Do you still hate your badge photo? If you answered yes, you have another opportunity to get that photo retaken. Badge photo retakes will be available in the tower lobby conference room on Friday, September 9 from 9 a.m. to 2 p.m. The suggested donation is $25.

Food Bank Volunteers Needed Now!

The fiscal year ends September 30. If you have not used your volunteer hours yet, you only have a few weeks left to lend a helping hand. Feeding NE Florida Food Bank is kicking off Hunger Action Month and need volunteers to assist at the food bank in August and September. Click here for details. The food bank is expecting a lot of donated items, so your help is greatly appreciated.

It's simple to sign up and volunteer, just click here to register and get started. Family, friends and students in need of community service hours are welcome to volunteer. So sign up today and don't delay, shifts are filling up fast. Remember, volunteers change lives!

Volunteer Advisory Committee

Did you know JEA has an advisory committee that reviews and selects our corporate volunteer projects?

The JEA Employee Volunteer Program Advisory Committee is working on the 2016/17 (FY17) volunteer project calendar. If you would like to submit a project idea, please contact Von Fuller at ext. 7579.

Today is Lineman Appreciation Day

Today we recognize our line workers for the State of Florida Line Workers Appreciation Day. August 26 is designated Line Workers Appreciation Day in Florida. Electric utilities across the state will be honoring the men and women across Florida that work tirelessly in varying conditions to make sure our lights stay on.

In 2012, the Florida House of Representatives introduced a resolution honoring the thousands of men and women risking their lives every day ensuring the reliable delivery of electricity throughout the state. The resolution, sponsored by Rep. Seth McKeel (R-Lakeland) designated August 26, 2012, as "Line Worker Appreciation Day" in the State of Florida. This date holds particular significance for Lakeland resident Tracy Moore, whose husband, Marc, a line worker for Lakeland Electric, died tragically on August 26, 2002. Electric utilities across Florida continue to recognize August 26 every year as Line Worker Appreciation Day.

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Friday, August 19, 2016 7:00:28 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: United Way Kick-off | Volunteer Opportunities | Back to School Drive Thank You
Auto forwarded by a Rule

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

Employee Giving Campaign Kick-off September 9

Mark your calendar for the 2016 United Way Employee Giving Campaign Kick-off. The event is scheduled for Friday, September 9 at the Downtown Plaza and begins at 11:30 a.m. "Pure Imagination: Imagine What Your Gift Will Do" is the theme. Follow the link and check out the exciting United Way campaign events and also find out how you can make a difference through your donations and time.

The menu for the day is your choice of Barbeque Pork or Chicken or Baked Vegetable Pasta with Roasted Tomato Marinara. Lunch tickets will be available August 22. The sides for the barbeque dinners are: baked beans, macaroni and cheese, coleslaw, garlic bread, cookie and drink. The sides for the vegetarian meal are: chips, cookie and drink. All tickets sold before the kick-off are $10. Tickets are $12 the day of the event. Thank you in advance for your support.

Need Legos for SLT United Way Fundraising Challenge

Were your kids Lego fanatics? Do you have a bunch of Legos laying around the house that barely get used anymore? If you answered yes, we have a deal for you.

We're doing a Lego SLT Fundraising Challenge at the United Way Kick-off.

Please bring your gently-used, but hardly-ever-touched-anymore Legos to Michelle Petty on T-12.

After the fundraiser, your child's much loved Legos will get a new life. We'll donate them to United Way and they will give them to member agencies for new Lego enthusiasts to enjoy. Thank you in advance for your support.

Help Change Lives by Volunteering

The fiscal year ends September 30. Have you used your voluntary eight hours of community service yet? If not, you're in luck. We have a number of volunteer activities scheduled now through the end of September. The projects include: City Rescue Mission, Feeding NE Florida Food Bank, Clara White Mission and Dignity U Wear.

Follow the link for the most current volunteer opportunities. It's simple to sign up and volunteer, just click here to register and get started. Family, friends and students in need of community service hours are welcome to volunteer at some of the projects. So sign up today and don't delay, shifts are filling up fast. Remember, volunteers change lives!

Thank You for Your Generosity

Thank you for your generous contributions to the annual Back to School Drive. You donated more than 1,200 school supplies which were distributed at the Family Support Services (FSS) Back-to-School Give-Away last Saturday. Thank you again for giving students associated with FSS the tools they need to start the new school year off right. Awesome job!

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Thursday, July 28, 2016 6:58:22 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Community Health Charities Update | Volunteer Opportunities | Back to School Drive
Auto forwarded by a Rule

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

Community Health Charities Update

Wow, we did it! We surpassed our goal and raised more than $75,000 for Community Health Charities! A big round of applause for the planning committees, volunteers and everyone who supported the fundraising events and activities. Your donations will help support health research, patient services and outreach programming in our local area. Thank you again for supporting the 2016 CHC Campaign!

COMMUNITY HEALTH CHARITIES Give. Connect. Help.℠

Help Change Lives by Volunteering

The fiscal year is almost over. Have you used your voluntary eight hours of community service yet? If not, you're in luck. We have a number of volunteer activities scheduled now through September. The projects include: City Rescue Mission, Friday Mornings in Jax Parks, Feeding NE Florida Food Bank, Clara White Mission and we added a new volunteer project at the Salvation Army.

Follow the link for the most current volunteer opportunities. It's simple to sign up and volunteer, just click here to register and get started. Family,

friends and students in need of community service hours are welcome to volunteer at some of the projects. So sign up today and don't delay, shifts are filling up fast. Remember, volunteers change lives!

Back to School Collection Drive Ends August 3

The Back to School Collection Drive is in full swing! Help start the school year off right by purchasing school supplies for the foster children supported by Family Support Services. Drop off your items at any of the donation bins set-up in your area. Click here for a complete list of supplies needed. The drive ends next Wednesday, August 3. Thank you in advance for your support. Contact Von Fuller at ext. 7579.

Help is also needed in distributing the school supplies. The Back to School Give-Away is scheduled for Saturday, August 13 from 10 a.m. – 12:30 p.m. at First Baptist Church, downtown.

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Friday, July 22, 2016 6:50:21 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Volunteer Opportunities | Back to School Drive
Auto forwarded by a Rule

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YOUR INDUSTRY. YOUR WORK. YOUR JEA.

Help Change Lives by Volunteering

The fiscal year is almost over. Have you used your voluntary eight hours of community service yet? If not, you're in luck. We have a number of volunteer activities scheduled now through September. The projects include: City Rescue Mission, Friday Mornings in Jax Parks, Feeding NE Florida Food Bank, Clara White Mission and more.

Follow the link for the most current volunteer opportunities. It's simple to sign up and volunteer, just click here to register and get started. Family, friends and students in need of community service hours are welcome to volunteer at some of the projects. So sign up today and don't delay, shifts are filling up fast. Remember, volunteers change lives!

Back to School Collection Drive Runs through August 3

The Back to School Collection Drive is in full swing! Help start the school year off right by purchasing school supplies for the foster children supported by Family Support Services. Drop off your items at any of the donation bins set-up in your area. Click here for a complete list of

supplies needed. The drive ends Wednesday, August 3. Thank you in advance for your support. Contact Von Fuller at ext. 7579.

Help is also needed in distributing the school supplies. The Back to School Give-Away is scheduled for Saturday, August 13 from 10 a.m. – 12:30 p.m. at First Baptist Church, downtown.

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From: Currents[SMTP:CURRENTS@JEA.COM]
Sent: Thursday, July 14, 2016 7:10:22 AM
To: Gutos, Joy W. - Manager, Internal Communications
Subject: Volunteer Opportunities and Back to School Drive
Auto forwarded by a Rule

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YOUR INDUSTRY. YOUR WORK. YOUR JEA

Have You Used Your Volunteer Hours?

We are now in the 4th Quarter. Have you used your 8 community service volunteer hours? If not, we have great news for you. We have a number of volunteer activities scheduled now through September. The projects include: **Dignity U Wear, Catty Shack Wildlife Sanctuary, Friday Mornings in Jax Parks, Feeding NE Florida Food Bank** and more.

Follow this link for the most current volunteer opportunities. It's simple to sign up and volunteer, click here to register and get started. Family, friends and students in need of community service hours are welcome to volunteer at some of the projects. But don't wait to sign up because the shifts are filling up fast. Volunteers change lives!

Back to School Drive July 20-Aug 4

The Back to School Collection Drive kicks off Wednesday, July 20. Help start the school year right by purchasing school supplies for the foster children supported by Family Support Services. Drop off school items at any of the donation bins set-up in your area.Or **contact Von Fuller at 665-7579**. For a complete list of needed items, click here. The drive ends Thursday, Aug. 4. Thank you for your support.

In addition to the collection drive, if you want to assist with distributing the supplies to the children, the **Back to School Give-Away is scheduled for Saturday, Aug. 13 from 10 a.m. – 12:30 p.m.**

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November 21, 2014

New Ambassador Program

A Message from Monica Whiting about JEA's new Ambassador Program!

JEA Directors and Managers:

I am delighted to share JEA's new Ambassador Program with you. This is a comprehensive community engagement program that will utilize trained and enthusiastic JEA employees at all levels of the organization to grow our relationships with customers out in the community, such as worksites, civic and community groups, schools, churches and at events in their communities as well as through select facility tours.

Currently, we engage JEA employees with customers and potential customers through speaking engagement requests and participation at community events. The Ambassador Program will take our community engagement to the next level.

- It's Strategic –We identify events, activities and partnerships that benefit our customers and our community and that are valuable to our business and mission. We will continue to steward current relationships and grow new relationships to strategically market opportunities to engage with JEA, provide JEA customer solutions information, and to provide utility and conservation education.
- It's Encompassing. We can enhance current engagement choices of speakers bureau and events with JEA facility tours, education opportunities like Junior Achievement, United Way's Real Sen$e, the Duval County Public School Parent Academy and other appropriate partnerships as they grow.
- It's Standardized/Formalized. We have created comprehensive processes, training, marketing materials and presentations for the greatest professionalism, continuity in content messaging and delivery of a great customer experience regardless of where we come in contact with a customer—a tour, at an event or a speaking engagement.

Click this link to view the Executive Summary of the Ambassador Program – please review so that you can answer questions from your employees – and so you can participate.

We need your support to reach **our goal of at least 5% participation** by every business unit. This is a great opportunity for development for promising appointed and civil service employees as well as a potential component of you and your leadership teams performance metrics (as a reminder, we have set a

corporate shared goal to have 5% of all JEA employees participating in the Ambassador program, and specifically 5% from each of our areas). This effort will also have big impact on the Corporate Citizenship driver of satisfaction which is not yet in the 1st quartile and which increased in importance in the overall mix of JDP customer satisfaction.

Depending on the JEA Ambassador activity, employee participation may take place during the day, evening or weekend. For JEA Appointed employees, any time spent in Ambassador activities will be considered part of the normal work week. Civil Service employees must be compensated for their time spent in Ambassador activities if these activities create an overtime situation for a civil service employee.

Initially, we are launching the Ambassador Program primarily with appointed employees to fine tune the program as needed. The civil service employees who have already been participating in Ambassador activities such as community events, they will be automatically grandfathered in as Ambassadors. If you have outstanding civil service employees who you would like to nominate, such as employees that are enrolled in or have graduated from the EDP program, please do.

Monday, Nov. 24th, an article about the Ambassador program will be featured in the new Customer and Community Engagement SharePoint page. A follow up Currents newsletter will go out in the first week of December to all appointed employees with more program details, an Ambassador sign up document and the initial training schedule. This communication will encourage Appointed employees to apply and sign up for training and/or for managers/directors to recommend high performing employees they would like to see participate. All participants need the approval of their managers, so I ask that you cover this new program in your staff meetings to be sure we have good support and alignment throughout your organization. We will provide updates at least quarterly of Business Unit and overall JEA participation.

IMPORTANT REMINDER: The Ambassador Program is completely separate from our Employee Volunteer Program which allows employees to have eight hours per year on work time to participate in corporate volunteer activities. The Ambassador Program can be viewed more as a part of their job such that it can become a job factor or performance factor. Civil service employees would receive overtime pay from your overtime hours if they participate outside their normal work schedule.

Thanks for your support!

Monica Whiting

October 29, 2014

IF YOU COULD, WOULD YOU?

If you could

If you could, would you...

- Bring a meal to a senior citizen?
- Help a child learn to read?
- Give a patient a ride to an appointment?
- Help a disabled person live on their own?

JEA has been making these activities possible through our annual United Way Giving campaign for more than 17 years. Every dollar counts and everyone can give a dollar.

This year, our fundraising goal is $350,000 with at least 50% employee participation.

Without the people who support United Way, Jessica might not have a chance...watch her story in this short video. And Jayden wouldn't have been ready for kindergarten next year...video.

Other ways to give:

- Buy a raffle ticket (you might win a wonderful prize!)
- Bid on the silent auction.
- Shop at the vendor fair.
- Buy raffle tickets for your coworkers and leave anonymous notes.

"Fantastic Voyage" Raffle Prizes	"Captain's Choice" Raffle Prizes
40" TV	$500 Visa Gift Card
Kindle Fire	$250 Southwest Airlines Gift Card
iPad	$200 Visa Gift Card
Sea World Tickets for Two	$150 Best Buy Gift Card
Michael Kors Designer Handbag	$100 Lowes Gift Card
Apple TV	$100 J Alexander Restaurant Gift Card
Bose Soundlink Bluetooth Speaker	$100 Nordstrom Gift Card
Deep Sea Fishing Charter for Two	$100 Shell Gas Gift Card

There are several convenient ways to give to United Way:

- **Bi-weekly Payroll Deduction**
- **One-time donation by check**
- **One-time donation of Annual Leave**
  - An annual leave donation can be any amount of hours. The donation amount is equal to your hourly rate times the number of hours you give.
  - You can combine a one-time annual leave donation with a bi-weekly payroll deduction to achieve Leadership Circle level giving.

- Annual leave donations are taxed accordingly (as wages) at the time of transaction.
- The hours you donate will be deducted from your annual leave. Your pay will remain the same.

Even if you have already turned in your pledge form or donation, you may add a day to this year's pledge. Be sure to turn in your pledge form by **November 14** in order to be entered in the "Thank You Giveaway."

Please contact Von Fuller if you have misplaced your form or would like to add an additional gift of annual leave hours. November 30 is the last day donations, gifts and pledges can be received. If you have any questions, please contact Steve Selders at seldsg@jea.com or Von Fuller at fullvj@jea.com.

News You Can Use ... BUILDING COMMUNITY

October 17, 2014

Donate a Day

DONATE A DAY

It's that time of year
When employees give their all
To help our community
From the aged to the small.

There is an idea
For you to contemplate
It isn't at all painful
And the rewards are really great.

For your consideration
Is a day to give away
Eight hours of your time
You've earned at JEA.

Just follow the steps below
To make a big impact
The effects will be long lasting
For such a generous act.

There are several convenient ways to give to United Way:

- **Bi-weekly Payroll Deduction**
- **One-time donation by check**
- **One-time donation of Annual Leave**
  - An annual leave donation can be any amount of hours. The donation amount is equal to your hourly rate times the number of hours you give.
  - You can combine a one-time annual leave donation with a bi-weekly payroll deduction to achieve Leadership Circle level giving and/or to increase your contribution.
  - Annual leave donations are taxed accordingly (as wages) at the time of transaction.
  - The hours you donate will be deducted from your annual leave. Your pay will remain the same.

Even if you have already turned in your pledge form or donation, you may add a day to this year's pledge.

If you have any questions, please contact Steve Selders at seldsg@jea.com or Von Fuller at fullvj@jea.com.

October 2, 2014

Volunteer Opportunity

VOLUNTEER OPPORTUNITY

JEA established a partnership with Junior Achievement (JA) of North Florida last year to provide an opportunity for JEA employees like you, to serve as Educational Outreach Ambassadors in their Personal Finance Program. The program utilizes instructors from the community to teach students about the many aspects of earning money; spending money wisely through budgeting; saving and investing money; using credit cautiously; and protecting one's personal finances. It basically helps high school students get ready to be on their own financially, which includes an understanding of utility services and costs.

- There is a required application and background check for each instructor, both of which can be completed online. www.jajax.com
- JEA will be providing up to 100 instructor hours to teach the five lessons in the program. Each instructor will be asked to teach **3 of the 5 lessons in one 90 minute block. (**After seeing the tremendous impact you are having on the students, we anticipate each volunteer realizing one time will not be enough.) ***However, only one 90 min. block is asked of you.*** The option of schools and lessons will come from an online schedule which you can review and choose the best fit for you.
- There is a required 1 hour training provided by Junior Achievement to be completed by all instructors prior to their teaching. If for some reason you are unable to attend any of the trainings being offered you can view the tutorial online. http://www.youtube.com/results?q=JA+Personal+finance
- The program period runs from October through January. Your time commitment throughout the program period is flexible and open to your schedule. Teach only those sessions you are able to participate in. There is not a requirement to teach all of the lessons.
- The class start times will range from 7:15 a.m. – 12:25 p.m. (90 minutes each)
- The schools JEA will be participating in will be: **Andrew Jackson High** School (3816 N Main St), **William M Raines High School** (3663 Raines Ave.), **Jean Ribault** (3701 Winton Dr.), **Westside High School** (formerly Forrest High School – 5530 Firestone Rd.) **and First Coast High School** (590 Duval Station Rd.)

Please reply to Karen Blutcher at blutkm@jea.com with your confirmation to participate and the training day and time you would prefer.

Training Dates & Times:

- **Tuesday, October 7, 9 a.m. and 11 a.m.**
- **Wednesday, October 8, 1 p.m. and 2 p.m.**
- **Thursday, October 9, 3 p.m. and 5 p.m.**

We are looking forward to a great year and thank you in advance for your participation and efforts to help enlighten these young people.

News You Can Use ... BUILDING COMMUNITY

August 8, 2014

In this Issue:

- UW Kick-Off
- Additional Kick-Offs
- Softball Tournament
- Motorcycle Ride
- Bowling Bash
- Golf Tournament

UNITED WAY CAMPAIGN KICK-OFF

United Way Downtown Kick-Off
Thursday, August 28
11 a.m. – 2 p.m.
JEA Plaza

Kick-Off Events Include:
SLT Contest!!!
Karaoke Contest!!!
Basketball Competition
Football Toss Competition
Cornhole Competition

We will also have:
Popcorn
Slushies
Cotton Candy
Bake Sale

Come out and join us as we kick off this year's United Way campaign. The **lunch tickets** are **$10** this year and you get your choice of **Barbeque Chicken or Pork with baked beans, chips, a cookie and a drink or a large salad with or without Grilled Chicken**. See your **United Way Coordinator** to purchase your ticket or stop by the ticket sales table in the **JEA Tower** lobby beginning Monday, August 18, 11:30 a.m. – 1 p.m.

We are in need of some bake sale goodies. Anyone who is interested in baking cakes, cookies, brownies, etc. to donate please contact, **Jenifer Schneider, schnjc@jea.com.**

If you are interested in participating in the **Karaoke Contest** please contact, **Heather Fontaine, fonthz@jea.com**.

ADDITIONAL SITE KICK-OFFS

(Top)

The following locations will also host a kick-off this year:

Pearl Street

Wednesday, Sept. 17
2:00 p.m.

Westside Service Center
TBD

Brandy Branch
TBD

SJRPP
TBD

Tickets for these locations will be available soon from your **United Way Coordinator.**

PIPES AND WIRES SOFTBALL TOURNAMENT

(Top)

9th Annual "Pipes and Wires Softball Tournament"
Saturday, Sept. 6
Starting Pitch 7:30 a.m.
Drew Park
6621 Barnes Road South

Bring your family out for a day of fun in the sun while watching employees from all over JEA battle it out in the Competitive and Recreational softball leagues!

Contact the event chair, **Eric Petty,** petteg@jea.com for more information or to register a team.

MOTORCYCLE RIDE

(Top)

Motorcycle Ride
Saturday, Sept. 13
Registration Begins at 9 a.m.
Adamec Harley Davidson
8909 Baymeadows Road

End Meeting Location
Regency Ale House
9541 Regency Square Blvd
Last bike in at 1:30 p.m.

See your **United Way Coordinator** to pre-register by **September 5**.

Contact the event chair, **Steve Brugnolotti,** brugsc@jea.com for more information.

LIGHTS AND STRIKES BOWLING BASH

(Top)

7th Annual "Lights and Strikes Bowling Bash"
Saturday, Sept. 27

1:00 – 4:00 p.m.
Batt Family Fun Center
1838 Cassat Avenue

Remember, you don't a need a sponsor to play! Adults - **$25**, Kids under 12 - **$15**. Cost includes unlimited bowling, shoe rental, pictures, a 14" pizza and drink!

Contact the event chair, **Jessica Goodale Keeler, goodjc@jea.com** for more information.

GOLF TOURNAMENT

(Top)

21st Annual United Way Golf Tournament
Monday, Oct. 13
8:30 a.m.
Location TBD

Contact the event chair, **Kent Brumfield, brumrk@jea.com** for more information.

News You Can Use ... BUILDING COMMUNITY

July 31, 2014

In this Issue:

Volunteers Needed

Thank You for Your Support

VOLUNTEERS NEEDED

- **Back to School Give-Away Event – Saturday, August 9**
  - **Location:** First Baptist Church, 124 West Ashley Street
  - **Hours:** 8:30 a.m. - Noon
  - Minimum of 15 volunteers needed
  - **Volunteer assignments:**
    - Distribute school items and assist the children with games and activities
  - Employees are invited to bring their family members to volunteer.
    - Excellent opportunity for students to earn community service hours
    - Students must be 15 years or older to participate

- **Jacksonville Dragon Boat Festival – Saturday, September 27**
  - **Event:** The Dragon Boat Festival is one of the fastest growing water sports in the world, with up to 50 participating teams. Proceeds from the event benefit ***In the Pink***, a non-profit organization dedicated to helping men and women diagnosed with cancer.
  - **Location:** The Jacksonville Landing
  - **Shift Hours:** 7-11 a.m., 11 a.m. – 3 p.m., 3 – 7 p.m.
  - Minimum of 15 volunteers needed
  - **Volunteer assignments:**
    - Ambassador: Greet guests and provide event information
    - Hospitality: Assist with registration
    - Site Marshalls: Direct teams to race chutes
    - Time/result runner: Notify teams of upcoming races and provide race schedules to officials
  - Employees are invited to bring their family members to volunteer.
    - Excellent opportunity for students to earn community service hours
    - Students must be 15 years or older to participate

Contact **Von Fuller** at **665-7579** or **fullvj@jea.com** to sign up.

THANK YOU FOR YOUR SUPPORT!

(Top)

Thank you for your generous contributions to the annual Back to School and First Coast No More Homeless Pets collection drives.

Overwhelming response!

JEA employees once again gave from the heart to help our children in need by donating more than **1,600 school items** to the **Back to School Collection Drive**. The amount collected is double the number of items donated last year. Great job! The school items, which included backpacks, notebooks, calculators were delivered to Family Support Services last week and will be distributed to the foster children at the Back to School Give-Away August 9.

Thank you for helping our furry little friends during the inaugural **Mega Adoption Collection Drive.** More than 200 food and play toy items were donated to First Coast No More Homeless Pets. A big round of applause to the volunteers who assisted at the adoption event July 18 – 20. You rock!

Thank you again for making a difference in our community!

News You Can Use ... CORPORATE

May 15, 2014

In this Issue:

1 Wellness and Volunteer Awards

ACCOLADES FOR JEA'S WELLNESS AND VOLUNTEERING PROGRAMS

For the second year in a row, JEA received the **Platinum Level First Coast Healthiest Companies Award** at the 6th Annual First Coast Worksite Wellness Conference at the Hyatt Regency Jacksonville Riverfront Wednesday. 2013 was the first year that a select few companies achieved Platinum wellness status.

The Platinum level honors organizations whose wellness program covers every dimension and truly creates an inviting culture of wellness. These companies do more than just have wellness programs. Platinum wellness looks at how a company's wellness culture promotes healthy change among employees. JEA was among the first seven companies to receive platinum recognition in 2013 after receiving the gold level from 2009 – 2012.

Also on Wednesday, JEA received the **Top Volunteer Group Award** at the 2014 Volunteer Appreciation Luncheon for the Salvation Army of Northeast Florida.

The award is given to honor the JEA employees who volunteered at the Salvation Army Toy Shop event in December 2013. Over the ten day project, 61 JEA employees volunteered with sorting, setting up, registering and distributing toys to families in need.

Many thanks to all who participated in both wellness and volunteering!

News You Can Use ... BUILDING COMMUNITY

March 26, 2014

In this Issue:

Employee Discount on TPC Tickets

THE PLAYERS CHAMPIONSHIP EMPLOYEE DISCOUNT TICKETS BENEFIT JEA'S NEIGHBOR TO NEIGHBOR PROGRAM

Buy your tickets to THE PLAYERS Championship through JEA's employee discount offer and $20 from each ticket will go to JEA's Neighbor to Neighbor program! Tickets are available for any one-day grounds admission at the discounted rate of $45 (regular price $58). Neighbor to Neighbor helps JEA customers pay their utility bill if they meet one-time hardship criteria.

Youth 18 years and younger can enter the tournament free if accompanied by a properly ticketed adult. **Click here to view the flyer with the link and code to purchase employee discount tickets.**

THE PLAYERS is May 6 – 11 at TPC Sawgrass in Ponte Vedra Beach. For more information about JEA's offer, contact Matt Callier at 904.543.5224 or at MattCallier@pgatourhq.com.

News You Can Use ... CORPORATE

January 16, 2014

In this Issue:

1 Become a JEA Educational Outreach Ambassador

BECOME A JEA EDUCATIONAL OUTREACH AMBASSADOR

JEA has recently taken the opportunity to partner with Junior Achievement of North Florida (http://www.jajax.com/), a part of the world's largest organization dedicated to educating students about workforce readiness, entrepreneurship and financial literacy through experiential, hands-on programs. JEA is a part of Junior Achievement's Personal Finance Program which teaches students about the many aspects of earning money; spending money wisely through budgeting; saving and investing money; using credit cautiously; and protecting one's personal finances. It basically helps high school students get ready to be on their own financially, which includes an understanding of utility services and costs.

The Junior Achievement program utilizes instructors from the community to help implement the lessons in the program. As part of JEA's targeted educational outreach, there is an opportunity for you to become a JEA Educational Outreach Ambassador and participate as an instructor in the program. The attached document has an overview of the class lessons taught. Here are some additional details:

- There are five lessons in the program. JEA Instructors will teach 2 lessons in 90 minute blocks. You have the option to choose the school and time of day that you want using an online scheduling tool provided by Junior Achievement.

- A one hour instructor training workshop is required. The instructor workshop can also be taken online; however, attending a workshop in person is preferred. There will be onsite instructor workshops available here at JEA based upon need.

- Your time commitment throughout the program period is flexible and open to your schedule. Teach only those sessions you are able to participate in. There is not a requirement to teach all of the lessons.

This is a unique opportunity to support increased financial literacy among a new set of "customers to be" which has been made a high priority by senior leadership and the JEA Board. This is a JEA Educational Outreach

opportunity which is separate from JEA's Employee Volunteer activities and would not count against your volunteer hours.

If you have an interest in becoming a JEA Educational Outreach Ambassador for this program and help some high school students, soon to be on their own, become familiar with utility services, costs and personal finances in general, please contact us at the e-mail below, as soon as possible. Please remember you must get your manager's approval to participate.

Contact JEA's Educational Outreach group at conservation@jea.com

If you have questions about the program, you can contact Brian Pippin at ext. 7051 or David Reed at ext. 6590.

Please don't delay in contacting us. The program and instructor workshops start soon.

Thanks so much for your time and consideration and have a wonderful day!

News You Can Use ... CORPORATE

October 29, 2013

In this Issue:

1 *Become a JEA Educational Outreach Ambassador*

BECOME A JEA EDUCATIONAL OUTREACH AMBASSADOR

JEA has recently taken the opportunity to partner with Junior Achievement of North Florida (http://www.jajax.com/), a part of the world's largest organization dedicated to educating students about workforce readiness, entrepreneurship and financial literacy through experiential, hands-on programs. JEA is a part of Junior Achievement's Personal Finance Program which teaches students about the many aspects of earning money; spending money wisely through budgeting; saving and investing money; using credit cautiously; and protecting one's personal finances. It basically helps high school students get ready to be on their own financially, which includes an understanding of utility services and costs.

The Junior Achievement program utilizes instructors from the community to help implement the lessons in the program. As part of JEA's targeted educational outreach, there is an opportunity for you to become a JEA Educational Outreach Ambassador and participate as an instructor in the program. We are providing up to 100 instructor hours for this project. The attached document has all of the details of the program, but here's a brief synopsis:

- There are five lessons in the program. Instructors will teach 2 lessons in 90 minute blocks and the 5th lesson in a 45 minute session. The option of schools and lessons will come from an online schedule the instructor can review and choose the best fit. An example of the schedule can be found here http://www2.signupgenius.com/go/9040544ADAF229-fidelity1
    - Lessons 1 & 2 will be taught November 13th – 22nd
    - Lessons 3 & 4 will be taught November 25th – December 9th
    - Lesson 5 will be taught December 9th – January 16th
    - Class times range from 7:15am (earliest) to 2pm (latest). The Instructor will have the ability to schedule their sessions around their schedules using the online scheduling tool.
- A one hour instructor training workshop is required. The instructor workshop can also be taken online; however, attending

a workshop in person is preferred. There will be 8 instructor workshops available at JEA:

- Friday, November 1st – 9am, 10am, 2pm and 3pm in T-17 conference room.
- Thursday, November 7th – 9am and 10am in T-17 conference room.
- Thursday, November 7th – 2pm and 3pm in T-11 east conference room.

- The program period runs from November 13th through January 16th. Your time commitment throughout the program period is flexible and open to your schedule. Teach only those sessions you are able to participate in. There is not a requirement to teach all of the lessons.

This is a unique opportunity to support increased financial literacy among a new set of "customers to be" which has been made a high priority by senior leadership and the JEA Board. This is a JEA Educational Outreach opportunity which is separate from JEA's Employee Volunteer activities and would not count against your volunteer hours.

If you have an interest in becoming a JEA Educational Outreach Ambassador for this program and help some high school students, soon to be on their own, become familiar with utility services, costs and personal finances in general, please contact us at the e-mail below, as soon as possible, with your instructor workshop preference. Please remember you must get your manager's approval to participate and we are only providing 100 hours of instructor time.

Contact JEA's Educational Outreach group at conservation@jea.com

If you have questions about the program, you can contact Brian Pippin at ext. 7051 or David Reed at ext. 6590.

Please don't delay in contacting us. The program and instructor workshops start soon.

Thanks so much for your time and consideration and have a wonderful day!

April 4, 2013

In this Issue:

1 *JEA Employee Discount to MOSH for One Year*

MOSH JEA *POWER PLAY* DISPLAY OPENS SATURDAY, APRIL 6TH

A new 900-square-foot exhibit called *JEA PowerPlay: Understanding Our Energy Choices* will open to the public Saturday, April 6 at the Museum of Science & History. The exhibit will focus on alternative energy sources and conservation and will serve as a gateway to the fully renovated JEA Science Theater.

JEA PowerPlay, a permanent exhibit on the museum's first floor, presents the science, conversion, distribution and conservation of energy using cutting-edge technology and state-of-the-art exhibit design. Using interactive touch screen kiosks, visitors will explore the science of solar, wind, hydro, fossil fuel and nuclear energy as they bring the futuristic city of MOSHtopia to life with power, light and sound. And, with a little elbow grease, visitors will see if they have what it takes to generate power for common household electronics like alarm clocks, video games and laptops.

The JEA Science Theater, a visitor favorite, will reopen with new seating, lighting and audio visual equipment. The theater delivers physics and chemistry principles along with explosive experiments to onsite visitors, students and campers. More than 3,000 science shows are presented annually.

"Our continued partnership with JEA allows our community access to the most current information on multiple energy sources and allows MOSH to present the science of energy in state-of-the-art theater and exhibit settings. We are so pleased to have such a dynamic and valuable community partner," said MOSH Executive Director Maria Hane.

Research and educational support for the new exhibit and JEA Science Theater was provided by JEA. "This is a perfect partnership. Our goal is to educate people of all ages about energy and how the choices we make affect the amount of energy we use," said JEA Chief Executive Paul McElroy.

About MOSH

The Museum of Science & History (MOSH) is located at 1025 Museum Circle near Friendship Park. MOSH, first chartered in 1941, inspires the joy of lifelong learning by bringing to life the sciences and regional history. Museum hours are 10 a.m. to 5 p.m. Monday – Thursday; 10 a.m. to 8 p.m. Friday; 10 a.m. to 6 p.m. Saturday; and 12 to 5 p.m. Sunday. Regular admission is $10 for adults, $8 for active and retired military; seniors; and children ages 3 through 12. There is no admission fee for children 2 and

under or museum members. Admission is $5 on Fridays. Learn more at themosh.org.

United Way
of Northeast Florida

UNITED WAY OF NORTHEAST FLORIDA

2014 CAMPAIGN HIGHLIGHTS

LIVE UNITED

United Way
of Northeast Florida

2014 CAMPAIGN HIGHLIGHTS

United Way of Northeast Florida

$2 MILLION SUPPORTER

Florida Blue

In the pursuit of health

$1 MILLION SUPPORTERS

CSX How tomorrow moves

Publix.

BAPTIST HEALTH Changing Health Care for Good.

VISTAKON Division of Johnson & Johnson Vision Care, Inc.

WELLS FARGO

TOP 50 COMPANIES

More than 500 organizations run United Way campaigns every year. In 2014, the 50 organizations below had the largest campaigns, including employee, corporate, and other donations. The organizations are listed from high to low and the results are based on information provided by June 30, 2015.

1. Florida Blue $2,102,124
2. CSX $1,683,418
3. Publix Super Markets $1,572,721
4. Baptist Health $1,107,879
5. Vistakon $1,017,164
6. Wells Fargo $1,000,579
7. Bank of America Merrill Lynch $882,128
8. FIS $447,956
9. Regency Centers $421,100
10. UPS $418,399
11. VyStar Credit Union $391,373
12. Rayonier Advanced Materials $384,651
13. JEA/SJRPP/TEA $334,365
14. Availity LLC $284,775
15. Miller Electric Company $277,383
16. Fidelity National Financial $272,490
17. Mayo Clinic $249,154
18. AT&T $249,056
19. Haskell $201,132
20. Duval County Public Schools $199,955
21. Citi $198,936
22. Aetna Inc. $189,177
23. Black Knight Financial Services $188,955
24. Acosta Sales & Marketing Company $186,500
25. Enterprise Holdings $182,739
26. US Assure $158,910
27. Jewish Community Alliance $139,710
28. WestRock $135,798
29. EverBank $133,504
30. Patriot Transportation Holdings Inc ... $130,431
31. City of Jacksonville $107,489
32. PwC $105,843

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33. Arizona Chemical $104,311
34. HCA Florida $100,000
35. UF Health Jacksonville $87,459
36. KPMG LLP $79,071
37. Comcast Inc. $73,737
38. SunTrust Bank $72,087
39. Rayonier Inc. $70,772
40. Florida East Coast Railway $69,911
41. Deloitte $68,298
42. GE Aviation Unison $64,026
43. United Way of Northeast Florida $63,314
44. Jacksonville University $62,258
45. Anheuser-Busch Inc. $60,169
46. EY $59,115
47. Brightway Insurance $55,527
48. Regions Bank $55,035
49. Holland & Knight LLP $51,230
50. St. Vincent's Healthcare $50,637

TOCQUEVILLE DONORS

United Way is proud to receive support from many outstanding organizations that conduct Tocqueville Society campaigns (donations greater than $10,000). Presented below are the leading organizations ranked by number of Tocqueville Society members in 2014.

- CSX 43
- Florida Blue 33
- Wells Fargo 25
- Fidelity National Financial 12
- Miller Electric Company 12
- Availity LLC 11
- Bank of America Merrill Lynch 11
- Baptist Health 8
- FIS 8
- Regency Centers 6
- Rayonier Advanced Materials 5
- Acosta Sales & Marketing 5
- Deloitte 4
- EverBank 4
- Holland & Knight LLP 4
- KPMG LLP 4
- Patriot Transportation Holding Inc 4
- PwC 4
- Mayo Clinic 3
- US Assure 3

LEADERSHIP GIVERS ($1,000+)

United Way is proud to receive support from many outstanding organizations that conduct Leadership Giving campaigns (donations of $1,000-$9,999). Presented below are the top organizations ranked by number of Leadership Givers in 2014.

- Baptist Health 582
- Florida Blue 332
- CSX 197
- Publix Super Markets 179
- Bank of America Merrill Lynch 148
- Vistakon 145
- JEA/SJRPP/TEA 105
- VyStar Credit Union 81
- The Haskell Company 65
- Wells Fargo 60
- Mayo Clinic 59
- Black Knight Financial Services 53
- Enterprise Holdings 52
- Rayonier Advanced Materials 49
- Miller Electric Company 46
- Availity LLC 45
- FIS 43
- Regency Centers 37
- UF Health Jacksonville 37
- UPS 37
- Duval County Public Schools 32
- First Coast Service Options 32
- FEC Railway 26
- Rayonier Inc 25
- SunTrust Bank 23
- Rock-Tenn Corporation 21
- United Way of Northeast Florida 21
- Brightway Insurance 20
- Fidelity National Financial 20
- NuStar Energy 20

United Way
of Northeast Florida

UNITED WAY OF NORTHEAST FLORIDA

2015 CAMPAIGN HIGHLIGHTS

LIVE UNITED

United Way
of Northeast Florida

2015 CAMPAIGN HIGHLIGHTS

United Way of Northeast Florida

$2 MILLION SUPPORTER

Florida Blue

In the pursuit of health

$1 MILLION SUPPORTERS

Publix. CSX How tomorrow moves Baptist Health Changing Health Care for Good. Wells Fargo Johnson & Johnson Vision Care, Inc.

TOP 50 COMPANIES*

More than 500 organizations run United Way campaigns every year. In 2015, the 50 organizations below had the largest campaigns, including employee, corporate, and other donations. The organizations are listed from high to low and the results are based on information provided by July 1,2016.

1. Florida Blue $2,086,818
2. Publix Super Markets $1,604,451
3. CSX $1,237,033
4. Baptist Health $1,136,106
5. Wells Fargo $1,044,989
6. Johnson & Johnson Vision Care $1,020,776
7. Bank of America Merrill Lynch $895,581
8. Regency Centers $524,525
9. FIS $468,498
10. UPS $419,140
11. VyStar Credit Union $404,825
12. Availity LLC $393,847
13. Rayonier Advanced Materials $381,084
14. Fidelity National Financial $341,331
15. JEA/SJRPP/TEA $338,408
16. Miller Electric Company $316,331
17. Mayo Clinic $273,485
18. AT&T $259,138
19. Enterprise Holdings $238,237
20. Citi $227,678
21. Black Knight Financial Services $205,930
22. Haskell $184,122
23. Aetna Inc. $179,247
24. Duval County Public Schools $170,141
25. US Assure $168,626
26. Acosta Sales & Marketing Company $160,376
27. WestRock $139,628
28. Jewish Community Alliance $137,085
29. Patriot Transportation Holding, Inc... $130,096
30. PwC $128,012
31. JPMorgan Chase $112,713
32. KPMG LLP $101,064

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33. EverBank $100,667
34. WellPoint Inc. $92,342
35. Arizona Chemical $85,644
36. UF Health Jacksonville $84,724
37. Comcast Inc. $84,473
38. Brightway Insurance $75,955
39. Deloitte $72,065
40. Florida East Coast Railway $71,577
41. TD Bank $71,082
42. United Way of Northeast Florida $70,628
43. Diversified Port Holdings LLC $66,886
44. GE Aviation Unison $65,148
45. City of Jacksonville $64,651
46. SunTrust Bank $59,385
47. Rayonier Inc. $58,250
48. Anheuser-Busch Inc. $55,218
49. Brooks Rehabilitation $53,476
50. Jacksonville University $52,248

TOCQUEVILLE DONORS*

United Way is proud to receive support from many outstanding organizations that conduct Tocqueville Society campaigns (donations greater than $10,000). Presented below are the leading organizations ranked by number of Tocqueville Society members in 2015.

- Florida Blue 31
- CSX 27
- Wells Fargo 17
- Bank of America Merrill Lynch 13
- Availity LLC 11
- Miller Electric Company 10
- Fidelity National Financial 10
- FIS 8
- Baptist Health 8
- Regency Centers 6
- Acosta Sales & Marketing Company 6
- KPMG LLP 5
- Mayo Clinic 5
- PwC 5
- Rayonier Advanced Materials 5
- Patriot Transportation Holding, Inc. 4
- US Assure 4
- Deloitte 3
- EverBank 3

LEADERSHIP GIVERS ($1,000+)*

United Way is proud to receive support from many outstanding organizations that conduct Leadership Giving campaigns (donations of $1,000-$9,999). Presented below are the top organizations ranked by number of Leadership Givers in 2015.

- Baptist Health 594
- Publix Super Markets 206
- Florida Blue 199
- Bank of America Merrill Lynch 143
- Johnson & Johnson Vision Care 138
- VyStar Credit Union 126
- CSX 110
- JEA/SJRPP/TEA 97
- Enterprise Holdings 77
- Mayo Clinic 75
- Haskell 61
- Wells Fargo 52
- UPS 51
- Black Knight Financial Services 46
- Miller Electric Company 42
- FNF 41
- Rayonier Advanced Materials 40
- Availity LLC 36
- FIS 32
- Regency Centers 31
- Duval County Public Schools 31
- Rayonier Inc. 25
- UF Health Jacksonville 25
- Florida East Coast Railway 22
- WestRock 22
- NuStar Energy 21
- Citi 20
- AT&T 19
- SunTrust Bank 19
- KPMG LLP 18
- TD Bank 18
- Arizona Chemical 17

BECAUSE CHANGE DOESN'T HAPPEN ALONE.

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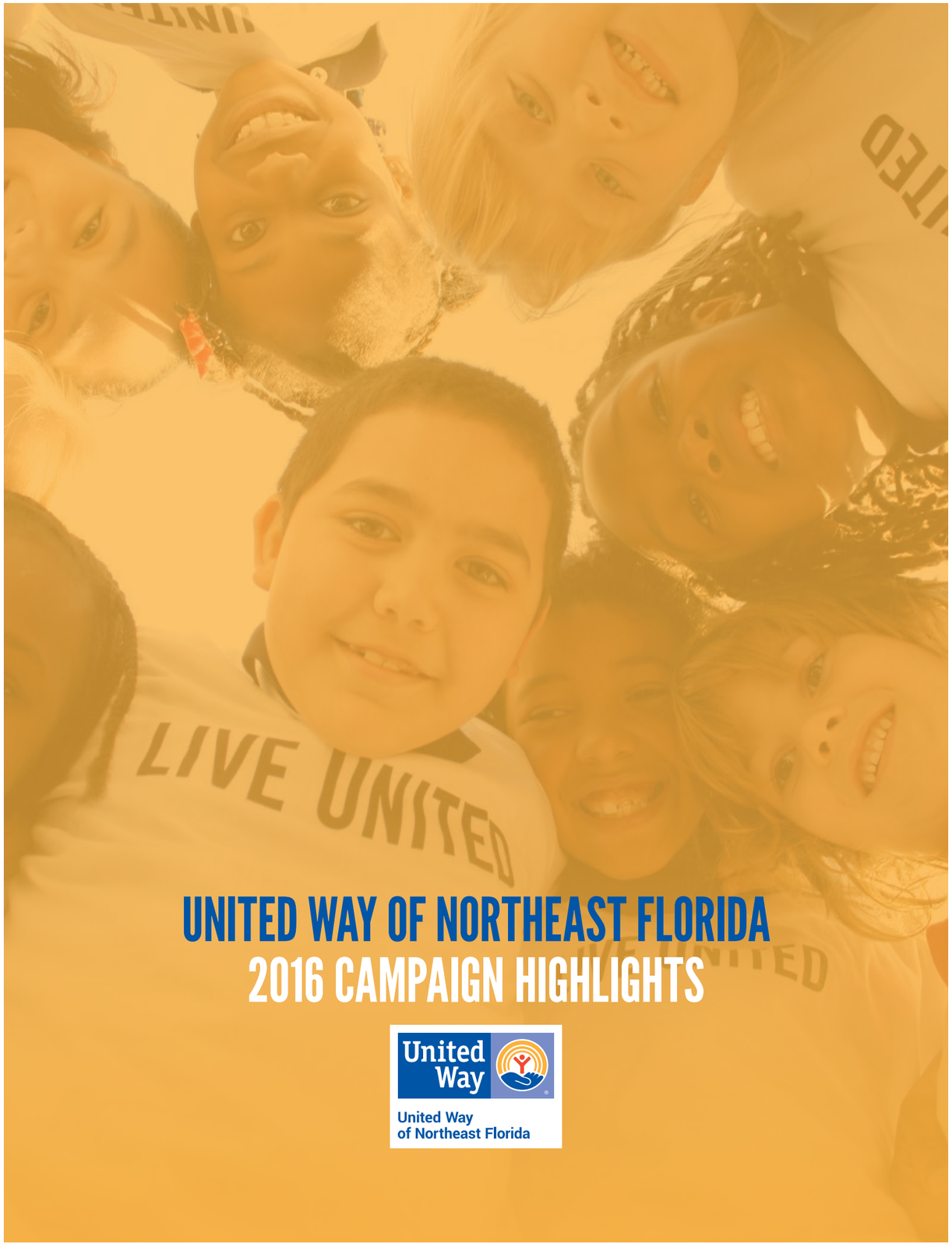
United Way of Northeast Florida



UNITED WAY OF NORTHEAST FLORIDA
2016 CAMPAIGN HIGHLIGHTS

United Way of Northeast Florida

2016 CAMPAIGN HIGHLIGHTS

United Way of Northeast Florida

$2 MILLION

Florida Blue
In the pursuit of health®

$1 MILLION

Publix

BAPTIST HEALTH
Changing Health Care for Good.®

TOP 50 COMPANIES

More than 500 organizations run United Way campaigns every year. In 2016, the 50 organizations below had the largest campaigns, including employee, corporate and other donations. The results are based on information provided by July 1, 2017.

1.	Florida Blue	$2,129,668
2.	Publix Super Markets	$1,646,693
3.	Baptist Health	$1,038,207
4.	Bank of America Merrill Lynch	$853,574
5.	Johnson & Johnson Vision Care, Inc.	$771,180
6.	Wells Fargo	$769,521
7.	FIS	$561,587
8.	CSX	$517,935
9.	Regency Centers	$454,183
10.	UPS	$422,204
11.	Rayonier Advanced Materials	$376,275
12.	VyStar Credit Union	$367,123
13.	Availity LLC	$318,972
14.	JEA/SJRPP/TEA	$302,957
15.	Mayo Clinic	$280,541
16.	Citi	$250,988
17.	AT&T	$246,555
18.	WestRock	$220,625
19.	Miller Electric Company	$217,616
20.	US Assure	$212,138
21.	Fidelity National Financial	$206,622
22.	Haskell	$202,837
23.	Acosta Sales & Marketing Company	$167,394
24.	Enterprise Holdings	$162,872
25.	Black Knight Financial Services	$157,849
26.	Aetna, Inc.	$154,638
27.	KPMG LLP	$142,794
28.	Jewish Community Alliance	$137,111
29.	Patriot Transportation Holding, Inc.	$132,266
30.	City of Jacksonville	$116,658
31.	Brightway Insurance	$100,756
32.	Duval County Public Schools	$99,865
33.	Comcast, Inc.	$98,441
34.	UF Health Jacksonville	$93,441
35.	GE Aviation Unison	$91,737
36.	EverBank	$82,984
37.	Florida East Coast Railway	$75,805
38.	Deloitte	$73,041
39.	United Way of Northeast Florida, Inc.	$72,904
40.	TD Bank	$72,536
41.	SunTrust Bank	$69,673
42.	Kraton	$68,757
43.	Diversified Port Holdings LLC	$64,430
44.	PwC	$55,899
45.	Jacksonville University	$55,765
46.	BB&T	$55,285
47.	Rayonier Inc.	$54,622
48.	Anheuser-Busch, Inc.	$54,366
49.	Cain & Bultman, Inc.	$51,520
50.	Brooks Rehabilitation	$51,256

TOP 25 COMPANIES GIVING TO UNITED WAY'S MISSION

The 25 organizations below gave the most dollars to United Way's mission. These dollars support more than 55 local partner agencies. The results are based on information provided by July 1, 2017.

1. Florida Blue
2. Publix Super Markets
3. Baptist Health
4. Johnson & Johnson Vision Care, Inc.
5. Wells Fargo
6. CSX
7. Regency Centers
8. FIS
9. Bank of America Merrill Lynch
10. Rayonier Advanced Materials
11. VyStar Credit Union
12. Citi
13. Availity LLC
14. Mayo Clinic
15. JEA/SJRPP/TEA
16. UPS
17. Fidelity National Financial
18. WestRock
19. Haskell
20. Miller Electric Company
21. Enterprise Holdings
22. Black Knight Financial Services
23. Jewish Community Alliance
24. US Assure
25. Acosta Sales & Marketing Company

TOCQUEVILLE DONORS

United Way is proud to receive support from many outstanding organizations that conduct Tocqueville Society campaigns (donations greater than $10,000). Presented below are the leading organizations ranked by number of Tocqueville Society members in 2016.

Florida Blue	32	
Bank of America Merrill Lynch	11	
Availity LLC	10	
Wells Fargo	9	
FIS	8	
Miller Electric Company	8	
Baptist Health	7	
KPMG LLP	7	
Mayo Clinic	7	
Regency Centers	7	
Acosta Sales & Marketing Company	6	
Fidelity National Financial	6	
Rayonier Advanced Materials	6	
US Assure	5	
Patriot Transportation Holding, Inc.	4	
PwC	4	
BB&T	3	
CSX	3	
Deloitte	3	
Holland & Knight LLP	3	
VyStar Credit Union	3	

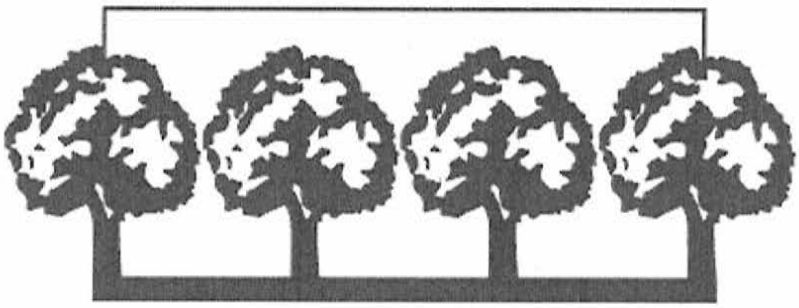
LEADERSHIP GIVERS ($1,000+)

United Way is proud to receive support from many outstanding organizations that conduct Leadership giving campaigns (donations of $1,000-$9,999). Presented below are the top organizations ranked by number of Leadership givers in 2016.

Baptist Health	495	
Florida Blue	184	
Bank of America Merrill Lynch	136	
Johnson & Johnson Vision Care, Inc.	125	
CSX	120	
VyStar Credit Union	99	
JEA/SJRPP/TEA	92	
Mayo Clinic	79	
Haskell	68	
Wells Fargo	43	
UPS	40	
WestRock	39	
Enterprise Holdings	35	
Miller Electric Company	33	
Rayonier Advanced Materials	33	
Availity LLC	31	
FIS	31	
Black Knight Financial Services	29	
Publix Super Markets	29	
Regency Centers	27	
Florida East Coast Railway	22	
UF Health Jacksonville	22	
Citi	21	
NuStar Energy L.P.	21	
SunTrust Bank	19	
Fidelity National Financial	18	
TD Bank	16	
Duval County Public Schools	16	
KPMG LLP	15	
Rayonier Inc.	15	

CUSTOMER SOLUTIONS PROGRAMS	DECRIPTION	CONTRACT DATES	HIGHLIGHTS	PROGRAM MANAGER	IMPLEMENTATION CONTRACTOR	OTHER DEPT. SUPPORT	FY17 GOAL	FY17 YTD	FY17 BUDGET	FY17 BUDGET YTD	Additional Comments
BILLING OPTIONS											
AutoPay	Automatic payments will help you pay your bill on time, every time.	NA	Grew by 17% in FY15, 18.6% in FY16 and projected 16.5% in FY17.	Brian Pippin	NA	Customer Call Center & CBO, CC&B Business Analysts, jea.com Team, Customer & Community Engagement	40,513 Participants	38,572 Participants	$4,800	$3,131	Campaign Promotion (Apr - May)
MyWay	Pay-As-You-Go Billing that lets you buy the utility service you need for the utilities you're about to use	1/4/16 - 1/3/19	Industry leader in terms of program participants. Grew by 51% in FY15, 56% in FY16 and projected 33% in FY17.	Brian Pippin	Exceleron Inc. (www.exceleron.com)	Customer Call Center & CBO, CC&B Business Analysts, jea.com Team, Customer & Community Engagement	18,018 Participants	16,706 Participants	$575, 537 ($750,537 originally)	$467,793	PrePaid Software Vendor - Exceleron ($175K transferred to general department fund)
My Budget	A levelized payment plan that evens out your utility bill by taking a rolling average of your last 12 bills.	NA	Grew by 23% in FY15, 10% in FY16 and projected 6% in FY17.	Brian Pippin	NA	Customer Call Center & CBO, CC&B Business Analysts, jea.com Team, Customer & Community Engagement	22,092 Participants	20,598 Participants	$7,600	$4,215	Campaign Promotion (Jan - Feb, Jul - Aug)
E-Bill	Save time, reduce your carbon footprint, and limit your risk of identify theft by receiving electronic bill notifications.	NA	Exceed the industry standard with 1 in 5 Customers on the program. Grew by 26.8% in FY15, 25.2% in FY16 and projected 20.5% in FY17	Brian Pippin	NA	Customer Call Center & CBO, CC&B Business Analysts, jea.com Team, Customer & Community Engagement	93,882 Participants	90,374 Participants	$4,800	$3,585	Campaign Promotion (Oct - Nov)
CUSTOMER EXCHANGE	An online web portal for customers to access Contractor listings, leave Contractor feedback and learn about products and behaviors related to energy and water use.	NA	The Customer Exachange will be offered through Schneider's Tracker functionality.	Brian Pippin	Schneider or TBD	Customer Call Center & CBO, Energy & Water Assessment Team, CC&B Business Analysts, jea.com Team, Customer & Community Engagement	Launch	Possible by 10/1/2017	$40,000	$0	Identifying functional requirements with new Tracker Vendor
CUSTOMER SELECTED PAYMENT DATE	Allow the Customer to choose a payment date that works with their monthly cash flow.	NA	An initial business case was developed to identify the internal work required to offer the program. As a result, it was decided that some criteria would need to be established to limit the impact to billing cycle balance.	Brian Pippin	NA	Customer Call Center & CBO, CC&B Business Analysts, jea.com Team	On hold in lieu of higher priority initiatives	On hold in lieu of higher priority initiatives	$10,000	$0	On hold in lieu of higher priority initiatives
WATER DSM	Research and Development of a new series of DSM programs to focus on water conservation, including customer education and awareness.	NA	The Marketing Dept. has already begun a significant water conservation campaign called "One Water". CS will use this as a base and determine the best projects, products, methods to follow to increase customer awareness and participation in water conservation in JEA service area.	Brian Pippin	NA	Customer Call Center & CBO, Energy & Water Assessment Team, CC&B Business Analysts, jea.com Team, Customer & Community Engagement	TBD	TBD	$670,000	TBD	Successfully launched the "One Water" Campaign and will be used extensively in the Jaguars Marketing relationship.
PACE Florida	Research and Development of PACE, a program to help commercial and residential customers complete energy upgrades and finance them through their property taxes.	NA	This a program available to government entities with whom utilities can partner and support to help customers become more energy efficient. Looking at possibilities for implementing this type of program for JEA customers through COJ involvement.	Brian Pippin	NA	TBD	TBD	TBD	TBD	TBD	Benchmarking against the following Utilities: GRU, Ocala, Clay, Tallahassee, OUC, FPL, Duke Florida, Kissimmee and TECO
ENERGY EFFICIENCY/DSM											
Energy Efficient Products (EEP)	Lighting discounts for LEDs in major retail stores.	5/16/2016 - 5/17/2017	This is part of a Large Public Power Consortium (LPPC) Special Partnership of Utilties & Retail (SPUR) in which JEA currently partners with Austin Energy. JEA follows the original Contract established by AE for 1 year with 4 one year extensions. JEA is in its first one year extension with CLEAResult for this project.	Payson Tilden	CLEAResult	NA	75,714 h/h	89,653 h/h			
InvestSmart	Commercial Rebates for Energy Upgrades								$1,358,590		
Custom	Special unique projects not on prescriptive list for larger commercial and industrial customers. Rebates determined by kWh saved.	4/1/2016-3/31/2019	The completion fime for these special projects is very hard to predict. Some projects can take more than one year. Currently 7 additional projects in progress and expected to complete by 9/30/2017	Payson Tilden	NEXANT	Commercial AEs & Assessment Team	10	3			
Prescriptive	Set list of energy upgrades with assigned rebates for kWh saved for such projects as lighting retrofit, gasket replacement, insulation, etc.	4/1/2016-3/31/2020	Most popular upgrades are lighting retrofits and gasget replacements for medium sized commercial customers. Program well received and has resulted in development of strong trade ally network that will be part of Customer Exchange.	Payson Tilden	NEXANT	Commercial AEs & Assessment Team	325	473			
Small Business	Targeting Rate 20 small businesses and providing a commercial efficiency assessment followed by one-on-one time for the owner with a Subject Matter Expert (SME) who helps business plan short and long range energy upgrade plans and refers them to the Prescriptive rebates that are appropriate.	4/1/2016-3/31/2021	Working with the AE's to get more than 30 referrals to meet goal this year. Many of the referrals in early part of year from NFCAA and Chamber were very low income and needed much infrastructure assistance before they could afford EE upgrades.	Payson Tilden	NEXANT	Commercial AEs & Assessment Team	60	26			
ShopSmart	Resiential Rebates for Energy Upgrades	4/1/2016-3/31/2022	Currently only offering SEER 16 HVAC and Attic Insulation Rebates. Looking for new appropriate products that better meet needs of tofay's customers. Also building Trade Ally network to be a part of Customer Exchange.	Payson Tilden	NEXANT	NA	705	689	$368,912		
Neighborhood Energy Efficiency (NEE)											
NEE	Targeted Low Income door-to-door direct install of conservation products energy education interview	10/2016-09/30/2021	Using US Census Data to identify those Census Tracts and Blocks with more than 50% of residents at or below 150% of Federal Poverty guidelines to receive 15-20 electric and water conservation products installed free of charge and providing about 1 hour one-on-one energy education to resident.	Payson Tilden	GOODCENTS	CCC Low Income Advocate	1069	784			

Insulaton	NEE customers with <4 inches attic insulation and meeting winter peak consumption criteria	10/2016-09/30/2022	the Attic of every NEE customer is inspected for insulation. Those with less than 4 inches to zero insulation must also meet a Black Belt criteria for winter peak consumption to receive free attic insulation. Funds are available for about 150 to 190 homes depending on size of property.	Payson Tilden	GOODCENTS	CCC Low Income Advocate	160-190	114			
My Utility Tracker	Residential & Commercial Online Portal for tracking, analyzing bill and completing home energy audit to reduce number of JEA Assessments	ACLARA 4/1/2017-3/31/2018 Schneider 10/1/2017-9/30/22	Current Tracker product under contract with ACLARA. % year contract was completed and new bid process awarded product to Schneider Electric. JEA looking for an enhanced product with up to date capabilities for today's customer.	Payson Tilden	ACLARA/SCHNEIDER ELECTRIC	Technical & Business Analysis	110,000	74,685			
Effiency Assessments	Assessment Team experts provide on-site home visit for customers with high bill complaints or requesting recommendations for energy efficiency upgrades	On-going program handled by in-house meter-specialist Assessment Team	Program provides electric, water, sewer, reclaim and irrigation assessments depending on customer needs. Most calls are for high bill complaints. Working with CCCs to find ways to educate customer in finding own solutions where possible, perhaps through new Tracker, to reduce truck rolls.	Payson Tilden	NA	Efficiency Assessment Team					
ELECTRIFICATION											
Electrical Vehicles	Increasing awareness of electric vehicle market with JEA incentives	NA	CLEAResults handles processing of EV rebates as addition to its EEP contract	Payson Tilden /TBD	NA	CLEAResult Processing	65	68			
Charging Stations	Working with COJ & TPO & Car manufacturers to provide charging station network in JEA territory.	NA	Over 50 charging stations now in JEA territory due to partnerships with TPO, Nissan and others. In partnership now with COJ to apply for Volkswagen Mitigation Trust Fund for additional workplace chargers and additional public Fast Chargers.	Payson Tilden /TBD	NA	Transportation PO	56	56			
Off Road Electrification	Providing incentives to commercial customers to switch mechanical equipment from natural gas, propane or diesel to electric battery operation	8/12/2016-8/12/2017	Program ahead of target - will reach end of contract at 105-107% of goal. Contract with Procurement and request for one year extension to be approved by Awards 8/3/2017	Payson Tilden /TBD	ICF	Commercial AE's	150	304			
RESIDENTIAL IRRIGATON BACKFLOW PREVENTION TESTING	To meet State Compliance, all residential customers with irrigation meters are required to have backflow preventers and to have them tested every two years. JEA is implementing a program to help customers meet this requirement as easily as possible.	10/1/2017-9/30/2022	2 to 3 Certified Backflow Prevention Testers will be awarded a 5 year contract and the some 32,000 residential customers will be divided among them so that 4000 homes are tested each quarter to meet State Compliance within two years. A substantial customer communication plan will be implemented by 9/15 to ensure all customers are aware of the process.	Payson Tilden/TBD	TBD - RFP being issued by 8/15 for back flow tester	Pollution Prevention Division of Waste Water Dept.	16,000 per year beginning 1001/2017		$320,000 for FY18		
DEMAND RATE											
Demand Rate Pilot/SmartSavings	Introducing a Demand Rate process to JEA customers over a period of years, beginning with a JEA employee and volunteer customer pre-pilot 3/2017 - 12/2017 to be followed by a Opt-Out Pilot for 2000 randomly chosen customers beginning 1/1/2018 or possibly 7/1/2018	NA	Pre-Pilot began with 80 JEA employees who received four months of a shadow bill showing what demand rate would be. Began true demand rate invoice on July 1, 2017. Joined by 70 volunteer JEA customers on 7/1/2017 who will receive shadow bills for four months and then begin regular demand rate invoices. Currently considering delay of full pilot until 7/1/2018 to ensure full technical services and billing processes in place.	Steve Selders/TBD	NA	Technical Services	Launch Pre-Pilot	Pre-Pilot in Process			
Enabling Technologies	Working with 4 vendors to develop products that will help customers control their demand and better understand the demand rate.		"Proof of Concept" RFP awarded to Dencor, Landis & Gyr, and a partnership between ESMart and Sensitect to complete development of a DR control product that will be tested in JEA labs. Successful products will be posted for customer awareness as potential products for helping to control demand.	Troy Tremble/TBD	Dencor/L&G/Esmart&	Technical Services	Complete Proof of Concept RFP	Project awarded to 4 vendors.			
Non-Standard Meters/Support	Developing a JEA policy to resolve issues with customers refusing to accept new two-way meter system.			Support for Maritza Rivera-Clapp	NA	Supporting Meter Team in this project.	Develop JEA policy for non-standard meters	In progress			
SOLAR											
Net Metering	Processing of applications for net metering from new PV Solar Panels on residential and commercial properties	NA	New PV systems must apply to JEA for net metering which requires no more than a maximum size and the installation of a new meter to enroll in net metering receiving credit for solar energy sold to JEA.	Edgar Gutierrez/Dennis Fleming	NA						
SolarSmart	JEA has opened the first of nine solar fields for JEA customers to subscribe to solar power without having to install a PV system on their property.	NA	Any residential or commercial customer may subcribe to 1% to 100% solar power for the utility invoice. A slight premium is paid per kWh for the process.	Edgar Gutierrez/Dennis Fleming	NA	Electric Generation Planning Dept. Steve McInall	Launch first Solar Field	51 subscribers			
Battery Storage Incentives	To offset changes in the net metering policy, JEA will offer PV Solar Panel customers an incentive on the purchase of a 7KW battery storage system	NA	Instead of net metering, PV customers will be offered a 7KW Battery to offset the retail payment for solar energy sold back to JEA.	Edgar Gutierrex	TBD	Electric Generation Planning Dept. Steve McInall	Gain Board Approval	In progress	TBD	Program most likely beginning in FY18	



JEA has earned the *Tree-Line-USA* designation by the Arbor Day Foundation and the National Association of State Foresters for a number of consecutive years. Currently, JEA joins 149 utilities across the country that qualify for the program – and only one of 8 Florida utilities that qualify.

The program is largely administered through JEA's Vegetative Management group and is the foundation for the majority of our community provided/support services, outside of our core, daily responsibilities when providing safe and reliable utility service. The *Tree-Line-USA* program provides a snapshot of our cumulative total of community philanthropic, volunteerism, contributions, and benefits - directed toward the enhancement and welfare of Jacksonville's urban tree canopy and tree-related benefits - that adds to JEA's contribution to building a better community.

The *Tree-Line-USA* designation requires the qualifying utility to allocate an annual expenditure of at least 10 cents per customer for use in community tree-planting programs throughout the service area. Also, JEA has been able to demonstrate that it makes annual contact with all homeowners and customers for the purpose of providing educational information regarding tree-related utility issues. This is in keeping with JEA's commitment to customers to keep them comfortable, connected, and knowledgeable about their utility.

Qualifying activities include, but not limited to, tree planting events through a *GreenReleaf* partnership with Greenscape-of-Jacksonville, hours dedicated to the Florida Urban Forestry Council, public speaking engagements, workshops, and collaborative activities with the City of Jacksonville's public works and parks department.

What is Tree-Line-USA:

The Arbor Day Foundation collaborates with the National Association of State Foresters to create the Tree-Line-USA® program. The Tree-Line-USA program balances the benefits of reliable utility services with proper tree care for a sustainable urban tree canopy.

The Tree-Line-USA program exists to recognize best practices in public and private utility arboriculture, demonstrating how trees and utilities can co-exist for the benefit of communities and citizens.

Five Core Standards

1. Quality Tree Care — Industry standards for pruning, planting, removals, trenching, and tunneling near trees are consistently followed.

2. Annual Worker Training — Utility employees and contract workers are trained at least annually in best practices.

3. Tree Planting and Public Education — Tree planting and public education programs are available to the public and paying customers, demonstrating proper tree planting, placement, and pruning while expanding the tree canopy in the community.

4. Tree-Based Energy Conservation Program — A formal tree-based energy conservation program is in place, putting special consideration on the value of trees in conserving energy.
5. Arbor Day Celebration — Sponsorship of or participation in annual Arbor Day events at the community level are documented, including collaboration with community groups whenever possible.

Want to learn more about the Tree-Line USA program, visit,
https://www.arborday.org/programs/treeLineUSA/

Dollarized Value To The Community:

2018:

Community Tree Planting Expenditures:	$21,557.70
Public Education Expenditures:	$20,771.50
Tree-based Energy Conservation Expenditures:	$ 2,000.00
Total Expenditures:	$44,329.20
Divided by 416,000 utility customers =	10.66 cents per customer

2017:

Community Tree Planting Expenditures:	$46,323.00
Public Education Expenditures:	$ 5,000.00
Tree-based Energy Conservation Expenditures:	$ 5,000.00
Total Expenditures:	$56,323.00
Divided by 416,000 utility customers =	13 cents per customer

2016:

Community Tree Planting Expenditures:	$38,195.00
Public Education Expenditures:	$ 7,000.00
Tree-based Energy Conservation Expenditures:	$ 640.00
Total Expenditures:	$45,835.00
Divided by 416,000 utility customers =	11 cents per customer

2015:

Community Tree Planting Expenditures:	$45,666.00
Public Education Expenditures:	$ 1,000.00
Tree-based Energy Conservation Expenditures:	$ 500.00
Total Expenditures:	$47,166.00
Divided by 416,000 utility customers =	11 cents per customer

2014:

Community Tree Planting Expenditures:	$80,608
Public Education Expenditures:	$10,000
Tree-based Energy Conservation Expenditures:	$
Total Expenditures:	$90,608
Divided by 416,000 utility customers =	21 cents per customer

5 year Average:

Community Tree Planting Expenditures:	**$46,469.94**
Public Education Expenditures:	**$ 8,754.30**
Tree-based Energy Conservation Expenditures:	**$ 1,628.00**
Total Expenditures:	**$56,852.24**
Divided by 416,000 utility customers =	**13 cents per customer**

Support Documentation:

- *Tree-Line-USA* Application Expenditure Worksheet Pages

TREE LINE USA® APPLICATION – *continued* –

Chief Executive Officer

First Name Paul Last Name McElroy
Title Managing Director - CEO
Address 21 W. Church St
City Jacksonville State Florida Zip Code 32065
Email Address mcelpe@jea.com
Phone Number (904) 665-4396 Fax Number

Public Relations/Information Contact

First Name Jane Last Name Upton
Title Director Customer & Community Relations
Address 21 W. Church St
City Jacksonville State FL Zip Code 32202
Email Address uptonjm@jea.com
Phone Number (904) 665-6167 Fax Number

Utility Forestry/Vegetation Management Contact

First Name Joseph Last Name Anderson
Title Vegetative Management Specialist (Forester)
Address 2325 Emerson St
City Jacksonville State Florida Zip Code 32207
Email Address andejs@jea.com
Phone Number (904) 738-2391 Fax Number

Certification (To Be Completed by the State Forester)

_____
Utility

The above named utility has made formal application to this office. I am pleased to advise you that we reviewed the application and have concluded that, based on the information contained herein, said utility is eligible to be recognized and designated as a TREE LINE USA Utility, for the _____ calendar year, having in my opinion met the five requirements for protection and enhancement of community trees. The $150 first year or $75 subsequent year application fee is enclosed.

_____
Signature of State Forester

Person in State Forester's Office who should receive recognition material:

Name: _____
Title: _____
Agency: _____
Address: _____
City, State, Zip: _____
Phone: _____
Email: _____

Tree Line USA Expenditure Worksheet

Community Tree Planting Expenditures:		$21,557.70
Public Education Expenditures:		$20,771.50
Tree-based Energy Conservation Program Expenditures:	+	$2,000
Total Expenditures	=	$44,329.20
Divided by total number of utility customers:	÷	416,000
Must be equal to or greater than 10 cents/customer	=	10.66

☐ My utility is exempted as a transmission or hybrid utility. (See Standard 3A)

TREE LINE USA® APPLICATION – *continued* –

TREE LINE USA

Chief Executive Officer

First Name Paul Last Name McElroy
Title Managing Director - CEO
Address 21 W. Church St
City Jacksonville State Florida Zip Code 32065
Email Address mcelpe@jea.com
Phone Number (904) 665-4396 Fax Number

Public Relations/Information Contact

First Name Jane Last Name Upton
Title Director Customer & Community Relations
Address 21 W. Church St
City Jacksonville State FL Zip Code 32202
Email Address uptonjm@jea.com
Phone Number (904) 665-6167 Fax Number

Utility Forestry/Vegetation Management Contact

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Address 2325 Emerson St
City Jacksonville State Florida Zip Code 32207
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Phone Number (904) 738-2391 Fax Number

Certification (To Be Completed by the State Forester)

_____
Utility

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_____
Signature of State Forester

Person in State Forester's Office who should receive recognition material:

Name: _____
Title: _____
Agency: _____
Address: _____
City, State, Zip: _____
Phone: _____
Email: _____

Tree Line USA Expenditure Worksheet

Community Tree Planting Expenditures:		$46,323.00
Public Education Expenditures:		$5,000.00
Tree-based Energy Conservation Program Expenditures:	+	$5,000.00
Total Expenditures	=	$56,323.00
Divided by total number of utility customers:	÷	416,000
Must be equal to or greater than 10 cents/customer	=	$0.13

☐ My utility is exempted as a transmission or hybrid utility. (See Standard 3A)

TREE LINE USA® APPLICATION - continued -

TREE LINE USA

Chief Executive Officer

First Name Paul Last Name McELROY
Title MANAGING DIRECTOR CEO
Address 21 W. CHURCH ST
City Jacksonville State FL Zip Code 32065
Email Address MCELPE@JEA.COM
Phone Number (904) 665-4396 Fax Number

Public Relations/Information Contact

First Name JANE Last Name UPTON
Title DIRECTOR CUSTOMER & Community RELATIONS
Address 21 W. CHURCH ST
City Jacksonville State FL Zip Code 32202
Email Address UPTOJM@JEA.COM
Phone Number (904) 665-6167 Fax Number

Utility Forestry/Vegetation Management Contact

First Name JOSEPH Last Name ANDERSON
Title FORESTER
Address 2325 EMERSON ST
City Jacksonville State FL Zip Code 32207
Email Address ANDETS@JEA.COM
Phone Number (904) 738-2391 Fax Number

Certification (To Be Completed by the State Forester)

Utility

The above named utility has made formal application to this office. I am pleased to advise you that we reviewed the application and have concluded that, based on the information contained herein, said utility is eligible to be recognized and designated as a TREE LINE USA Utility, for the _____ calendar year, having in my opinion met the five requirements for protection and enhancement of community trees. The $150 first year or $75 subsequent year application fee is enclosed.

Signature of State Forester

Person in State Forester's Office who should receive recognition material:

Name:
Title:
Agency:
Address:
City, State, Zip:
Phone:
Email:

Tree Line USA Expenditure Worksheet

Community Tree Planting Expenditures:		# 38,195
Public Education Expenditures:		# 7,000
Tree-based Energy Conservation Program Expenditures:	+	# 640
Total Expenditures	=	45,835
Divided by total number of utility customers:	÷	41,600
Must be equal to or greater than 10 cents/customer	=	# .11

☐ My utility is exempted as a transmission or hybrid utility. (See Standard 3A)

50000607

TREE LINE USA® APPLICATION – continued –

TREE LINE USA

Chief Executive Officer

First Name PAUL Last Name McELROY

Title MANAGING DIRECTOR CEO

Address 21 W. CHURCH ST.

City Jacksonville State FL Zip Code 32202

Email Address MCELPE@JEA.COM

Phone Number (904) 665-4396 Fax Number

Public Relations/Information Contact

First Name JANE Last Name UPTON

Title DIRECTOR CUSTOMER & COMMUNITY RELATIONS

Address 21 W. CHURCH ST

City Jacksonville State FL Zip Code 32202

Email Address UPTOJM@JEA.COM

Phone Number (904) 665-6167 Fax Number

Utility Forestry/Vegetation Management Contact

First Name JOSEPH Last Name ANDERSON

Title FORESTER

Address JEA 2325 EMERSON STREET

City Jacksonville State FL Zip Code 32207

Email Address ANDEJS@JEA.COM

Phone Number (904) 738-2391 Fax Number

Certification (To Be Completed by the State Forester)

JEA

Utility

The above named utility has made formal application to this office. I am pleased to advise you that we reviewed the application and have concluded that, based on the information contained herein, said utility is eligible to be recognized and designated as a TREE LINE USA Utility, for the 2015 calendar year, having in my opinion met the five requirements for protection and enhancement of community trees. The $150 first year or $75 subsequent year application fee is enclosed.

Signature of State Forester

Person in State Forester's Office who should receive recognition material:

Name:

Title:

Agency:

Address:

City, State, Zip:

Phone:

Email:

Tree Line USA Expenditure Worksheet

Community Tree Planting Expenditures:		45,666
Public Education Expenditures:		1,000
Tree-based Energy Conservation Program Expenditures:	+	500
Total Expenditures	=	47,166
Divided by total number of utility customers:	÷	416,000
Must be equal to or greater than 10 cents/customer	=	.11

☐ My utility is exempted as a transmission or hybrid utility. (See Standard 3A)

TREE LINE USA APPLICATION - *continued*

Chief Executive Officer

Name: Paul McElroy

Title: Chief Executive Officer

Address: 21 W. Church Street

Jacksonville, FL 32202

Phone: 904 - 665-4396 Email: mcelpe@jea.com

Public Relations/Information Contact

Name: Jane Upton

Title: Director of Communications & Community Relations

Address: 21 W. Church Street

Jacksonville, FL 32202

Phone: (904) 665-6167 Email: uptojm@jea.com

Utility Forestry/Vegetation Management Contact

Name: Joseph S. Anderson

Title: JEA Arborist

Address: 2325 Emerson St.

Jacksonville, FL 32207

Phone: (904) 738-2391 Email: andejs@jea.com

Certification (To Be Completed by the State Forester)

_____

Utility

The above named utility has made formal application to this office. I am pleased to advise you that we reviewed the application and have concluded that, based on the information contained herein, said utility is eligible to be recognized and designated as a TREE LINE USA Utility, for the _____ calendar year, having in my opinion met the five requirements for protection and enhancement of community trees. The $150 first year or $75 subsequent year application fee is enclosed.

_____

Signature of State Forester

Person in State Forester's Office who should receive recognition material:

Name: _____

Title: _____

Agency: _____

Address: _____

City, State, Zip: _____

Phone: _____

Email: _____

Tree Line USA Expenditure Worksheet

Community Tree Planting Expenditures:		80,608
Public Education Expenditures:		10,000
Tree-based Energy Conservation Program Expenditures:	+	
Total Expenditures	=	90,608
Divided by total number of utility customers:	÷	416,000
Must be equal to or greater than 10 cents/customer	=	.2178

☐ My utility is exempted as a transmission or hybrid utility. (See Standard 3A)

Return to Agenda

Jacksonville Small and Emerging Business Program

Board of Directors Meeting
March 20, 2018

John McCarthy, Senior Director
Supply Chain Management and Operations Support

Background

- COJ established the JSEB Program in 2004 by City Ordinance after legal issues challenged its existing Minority Business Enterprise (MBE) Program
- JSEB is a local small business program which allows:

- COJ manages the application process for JSEB certification
  - 252 JSEBs currently certified

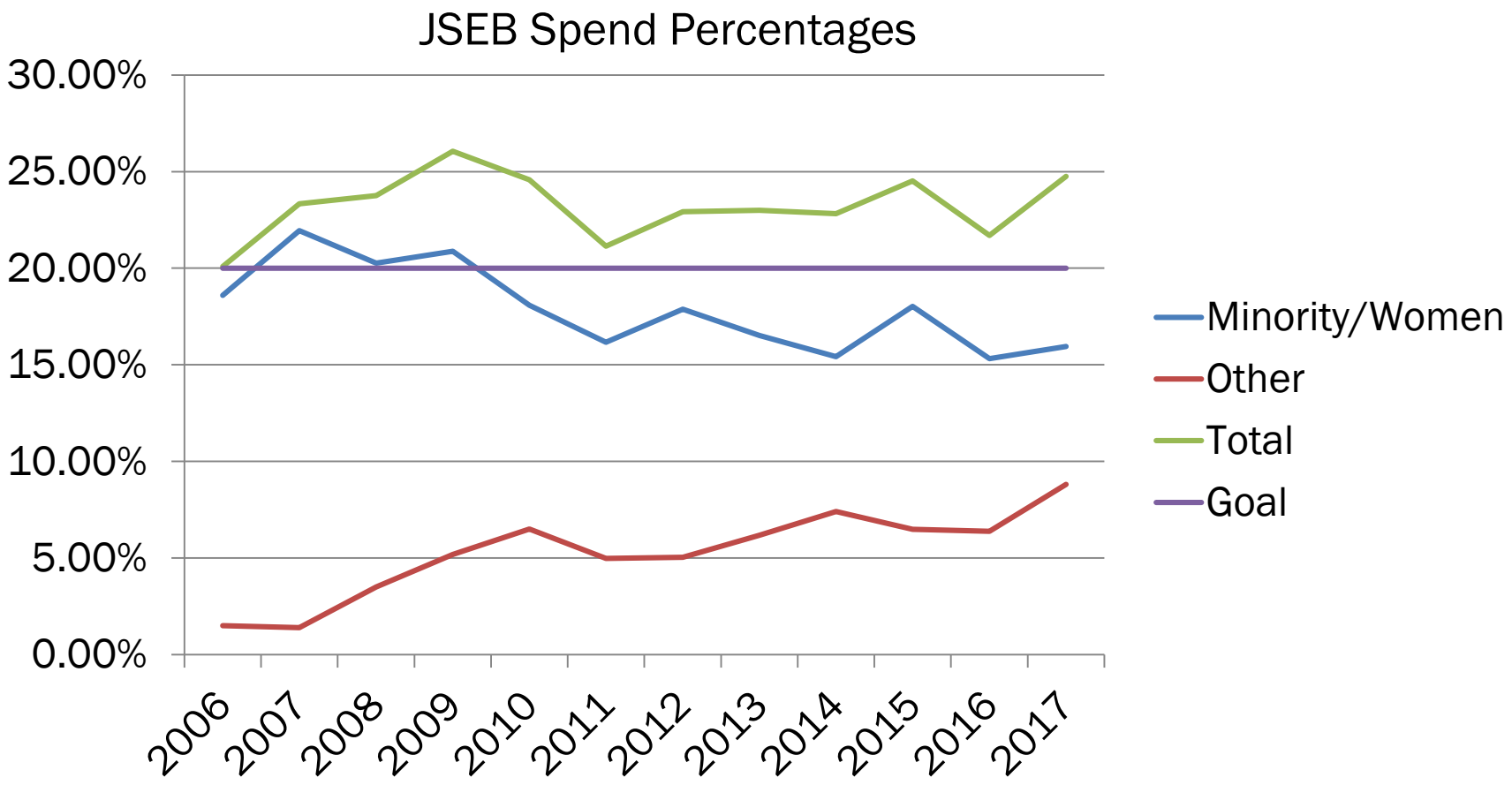
Background

- JSEB Program City Ordinance Amendments have kept the basic program in tact

2004-602-e	2005-944-e	2013-209-e
2013-209-e	2016-140-e	2017-288-e

- Most recent amendment enacted May 9, 2017
  - Increased Personal Net Worth and Annual Revenue thresholds
  - Established Seven Member JSEB Monitoring Committee with quarterly reporting requirements to the Mayor and City Council
  - Added Continuing Education and Mentoring programs with support from Florida State College at Jacksonville and Edward Waters College
  - Restarted number of years in the program for current certified JSEB Contractors

Annual Report



FY17 Highlights

JSEBs awarded 24.76% of available spend – Exceeding 20% JSEB Goal

Professional Services spend increased by 45%

Overall JSEB spend increased by $3.4 Million

Overall MBE spend increased by $4 Million

- Approximately 55% of JSEB spend to prime contractors
- 66 JSEB firms currently performing work

Program Successes

JEA Leading City's Vision

- Initiated City-Wide Supplier Diversity Joint Agency Task Force in 2013
- Successful Collaboration

New JSEB Team

- Rita Scott replaced Nadine Carswell
- Jenny McCollum providing added leadership

Category Management Synergies

- Earlier involvement in Procurement process significantly improves JSEB outreach activities

- Senior Leadership Team engaged and critical to success

What We Are Doing Now/Future

In 2013, JEA participated in a City-Wide Disparity Study

Three tasks came from the study:

TASK FORCE

Initiated a Supplier Diversity Joint Agency Task Force

JSEB ENGAGEMENT

Working to get the word out

JSEB MAJOR PROJECTS

Incorporating JSEB in major projects

What We Are Doing Now/Future

Joint Agency Task Force (JATF)

- Members: COJ, JTA, JAA, JPA, JEA, DCPS
- Provides “one-stop shopping” for all Jacksonville small businesses
- Linked websites, jointly-sponsored outreach events, quarterly newsletter
- Focusing on Disparity Study findings/opportunities, e.g. unbundling contracts, developing non-traditional markets

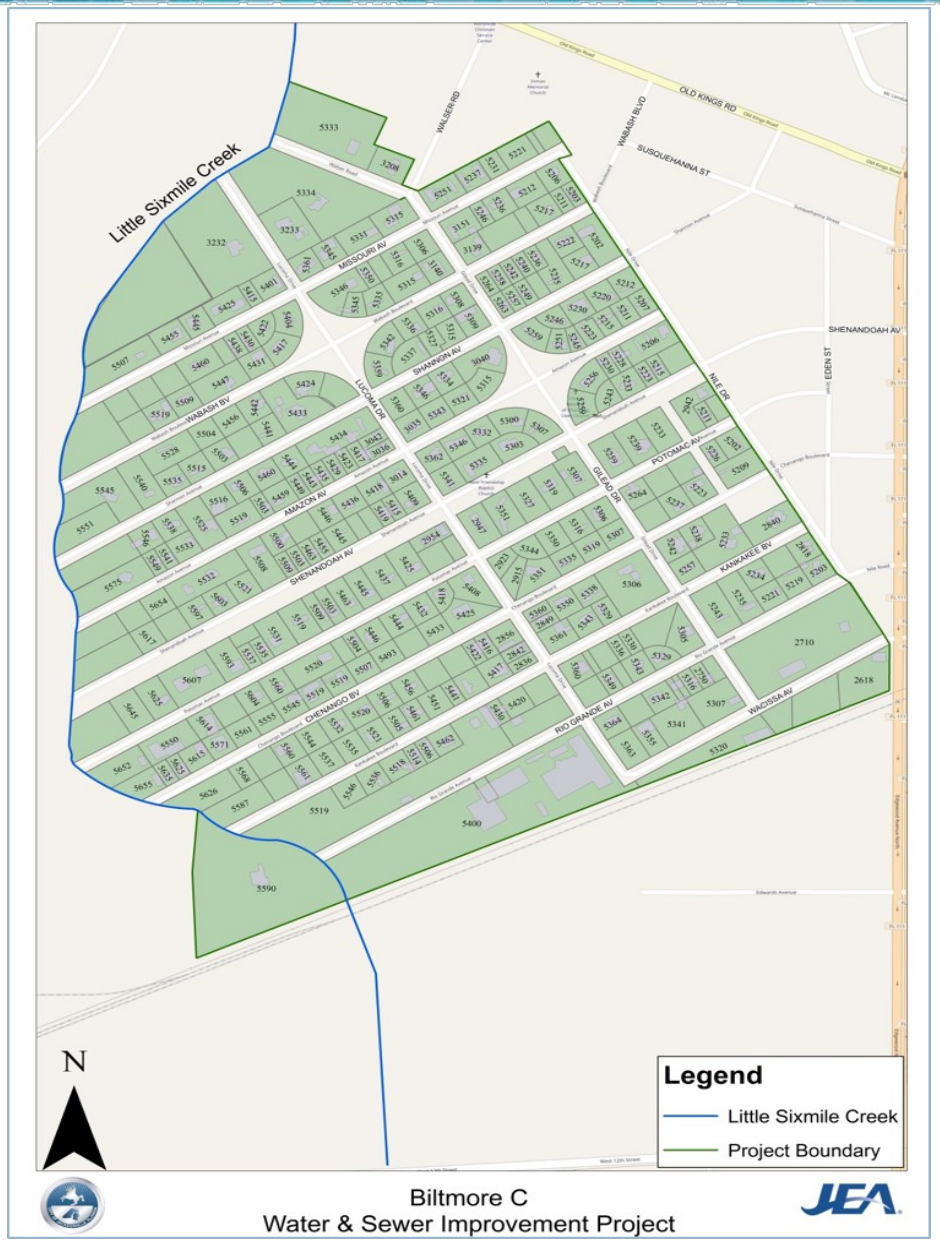
JSEB Engagement

- Engaging COJ Leadership and City Council
- JATF City Council Committee Meeting Presentations
- Following up with City Council members

JSEB Major Projects

- Septic Tank Phase Out - $30M project
- JEA is committed to ensuring the vendor workforce is reflective of the community being impacted

Septic Tank Phase Out (STPO)



- Biltmore C
  - 1st STPO Project
  - 358 eligible properties
  - Engineering Services RFP published on March 21, 2017 with strong JSEB participation goals
  - Achieved 45% JSEB participation resulting in ~ $500K of JSEB work
  - Construction solicitation planned for early 2019
  - Targeted JSEB outreach activities will begin in September 2018
- Beverly Hills
  - Planning for next STPO Project
  - 751 eligible properties
  - Engineering Services RFP in May 2018

Targeted JSEB Outreach

- Monthly New Vendor & JSEB Seminar
  - Hosted on the 3rd Thursday of the month
- Workshop: "*Contracting Opportunities with JEA*"
  - Hosted at Pastor Newbill's First Timothy Baptist Church on February 8, 2018
  - Approximately 50 people attended representing Jacksonville's small businesses
- Small Business Workshop: "*I Got the Contract, Now What?*"
  - Hosted by Manson and Jaxport at FDOT on February 22, 2018
  - JEA hosted a booth and participated on the panel discussion

Summary

- FY17 JSEB spend at near record levels in terms of spend percentage and total spend
- JSEB vendor capacity increases in “non-traditional” work made during FY17 provides new opportunity to “grow the pie”
- City-wide collaboration and targeted outreach will drive further gains going forward

Environmental Outreach Events

Water Education Festival (Water Day)

Location: MOSH

Date: February 7th, 10:00 am – 4:00 pm

Topics: Water conservation, drinking water sources and treatment

Participants: Katie Bizub, Tom Rauth, Gunar McKendree, Jaclyn Taricska, Kim Neumann

Estimated 2,000 people attended

Florida Coastal School of Law Environmental Summit

Location: Florida Coastal School of Law

Date: February 26th, 8:30 am to 4:45 pm

Topics: air emissions, renewables, climate change

Participants: David Norse, Ed Cordova, Nay Hlaing, Jason Compton, Katie Bizub

Estimated 100 people from the law school and the public attended.

2015 Mayor's Environmental Awards

Location: Jacksonville Zoo and Gardens

Date: March 5th, noon

The 23rd Annual Mayor's Environmental Awards will honor companies, groups and individuals who've made positive impacts on Northeast Florida's environment. This year's theme is "Advancing Environmental Stewardship" with a focus on encouraging others to take a positive role in preserving the environment.

Participants: Tom Rauth, Kim Neumann, Michelle Carte, Bud Para

St. Johns River Cleanup

Location: Various locations

Date: March 20, 9:00 am – 3:00 pm

Participants: Matt McClure, Jaclyn Taricska, Katie Bizub, Andrew Sears, Ed Cordova, Dave McKee, Dave Norse, Christina Jacobs

Jacksonville Earth Day

Location: Jacksonville Landing

Date: April 18th, 10:00 am to 4:00 pm

Topics: Water and energy conservation, reclaimed water

Participants: Tom Rauth, Shannon Sprinkle, Loan Carley, and Matt McClure

Estimated 2,000 people attended

JEA Earth Day

Location: JEA Lobby
Date: April 23rd, 9:00 am to 11:00 am
Topics: Recycling
Participants: Tom Rauth, Jaclyn Taricska, Carolyn Costa, and Dave McKee

COJ EPB Environmental Symposium

Location: UNF
Date: August 14th, 8:00 am to 4:30 pm
Topics: Water usage, reduction of nitrogen to the SJR, and reclaimed water
Participants: Michelle Carte, Kim Neumann, Jaclyn Taricska, Katie Bizub
Estimated 150 people attended

Presentations:

Title: Embracing Water Supply Sustainability, Collaboration on Complex Regional Issues
Location: 29th Chamber Environmental Summer School
Date: July 2015?
Presenter: Paul Steinbrecher

Title: Public Water Use Trends in JEA Service Territory
Date: November 2014
Presenter: Paul Steinbrecher

Title: Water Policy Update
Date: May 2015
Presenter: Paul Steinbrecher

Title: Overview of JEA's Industrial Pretreatment Program
Location: Department of Environmental Protection's Hospital Waste Training
Date: June 2015
Presenter: Tom Rauth

Title: Preferred Vendor Programs: A data driven approach to IP Management
Location: Florida Industrial Pretreatment Association (FIPA) workshop
Date: October 24, 2014
Presenter: Gunar McKendree

Awards:
2015 David W. York Reuse Award, the State's most prestigious reuse award, for JEA's south grid reclaimed water system.

Environmental Achievement Award presented by the COJ Environmental Protection Board for JEA's south grid reclaimed water system.

Industrial Pretreatment Awards – Annual awards are given to JEA permitted industries that have no permit violations

2015 Albert B Herndon Award - Presented to an FWEA member (Gary Christiansen) who has excelled in the field of industrial pretreatment

Other collaborations:
COJ Environmental Protection Board
– Development of Environmental Symposium in August 2015

Staff to write brand management environmental communication

Food service permitting agencies, Department of Business and Professional Regulation, Department of Agriculture and Consumer Services - Food Services, and Department of Environmental Protection
-Discussion about food service waste management and bacteria loading to the creeks

Department of Environmental Protection, City of Jacksonville, FDOT, and Duval County Health Department, Mayport, City of Neptune/Atlantic Beach, etc.

- Several tributaries have been identified as impaired for fecal coliform bacteria contamination. The goal of this team is to identify and eliminate sources of fecal coliform bacteria such as illicit discharges and sewer infrastructure issues.

EVALUATION RESULTS

of the

Non-Road Electrification Program

6.7.17

prepared by

GDS Associates, Inc.
ENGINEERS & CONSULTANTS
gdsassociates.com

TABLE OF CONTENTS

1 Executive Summary 1

1.1 Background/Objectives 1

1.1.1 Approach 1

1.1.2 Summary of Findings 1

2 Review of Deemed Savings & Studies 3

2.1 JEA Market Assessment Comparison 4

The following sections contain the results and recommendation of GDS' review of each individual NRE technology considered for the study. 6

2.2 Forklifts 6

2.3 Ground Support Equipment 6

2.4 Truck Refrigeration Units (TRUs) 7

2.5 Heavy Duty Truck Stop Electrification (H-D TSE) 7

2.6 Golf Carts 8

2.7 Shore Power 8

2.8 Cranes 9

2.9 Custom Project Review 9

2.10 Review of Cost-Benefit Assumptions—Deemed Energy Calculations 10

3 Narrative on Review of Original NRE RFP & Suggestions of Language to Incorporate in Re-Bid 11

4 Results of Interviews with Implementation Contractor & Suggestions for Improvement 12

4.1 Non-Road Electrification Rebate Processing 12

4.2 Program Implementation / Quality Assurance 13

4.2.1 Findings 13

4.2.2 Strengths 13

4.2.3 Areas for Improvements 13

4.2.4 Recommendations 14

5 Conclusions and Recommendations 15

APPENDIX A Non-Road Electrification Implementation Contractor RFP Review Memo ..... A

APPENDIX B JEA NRE Survey Instrument ..... B

1 Executive Summary

1.1 BACKGROUND/OBJECTIVES

JEA implemented the Non-Road Electrification Program ("NRE") in August of 2014. The goal of the NRE program is to build load growth by offering financial incentives to encourage customers to choose electric equipment over fossil fuel based equipment. Using electrical equipment helps customers save money and reduce emissions. Both prescriptive and custom incentives are available for equipment upgrade & replacement. JEA seeks an NRE portfolio of projects that results in a higher percentage of Off-Peak load utilization. The NRE program has an annual budget of $1M per year and went live in the JEA service territory in August of 2014. ICF Resources, LLC (ICF) was awarded the initial NRE contract for two (2) years to serve as the Implementation Contractor ("IC") and subsequently received a one year extension through August of 2017.

GDS Associates, Inc. ("GDS" or "GDS Team") has been contracted by JEA to validate current assumptions for deemed energy calculations for peak and non-peak values in use by the IC for the NRE program. Additionally, GDS was asked to review the existing NRE program documents, interview key JEA and IC stakeholders, review the original Request for Proposals (RFP), and suggest adjustments to improve the overall effectiveness of the program.

1.1.1 Approach

GDS completed the following tasks to evaluate the NRE program. More detail for the main task is provided in the following sections.

[1] A Project Kick-off and Data Gathering Meeting was held at JEA on March 21, 2017. Attendees included the following:
   a. **JEA** • Peter King, Dan Copeland, Don Wucker
   b. **GDS** • Josh Duckwall, Jeff Davis, Dick Spellman (on phone)
   c. **Draper & Associates** • Ralph Draper (on phone)

[2] GDS reviewed deemed savings values currently being used by the IC and two metering studies that were completed as part of the program. GDS sent detailed data requests to JEA and the IC to collect history on past program performance, current operating procedures and NRE program material. Additionally, GDS obtained access to the IC Tracking system and downloaded available information for all projects completed since the start of the program. This assessment included review of measure level kWh and kW savings values for forklifts (conventional and rapid charge), airport ground support equipment (aircraft tractors/pushbacks, baggage/tow tractors, belt loaders, and ground power units), truck refrigeration units, heavy-duty truck stop electrification, golf carts, Shore Power, and cranes (ship-to-shore, wide-span, and rubber tired gantry).

[3] GDS reviewed the Request for Proposals issued by JEA for the Non-Road Electrification Program (NRE) dated April 17, 2014. GDS provided JEA with a redlined copy of the RFP with comments from the GDS Team review staff. The marked-up copy of the RFP which contained suggested changes to the next NRE program RFP release.

[4] GDS interviewed the JEA program staff and the IC team to develop a process analysis for the NRE program. This section of the report reviews the findings from the interviews and contains a documentation of program successes and opportunities for improvements of the NRE program.

1.1.2 Summary of Findings

The GDS Team was successful in performing a detailed technical review, as well as an in-depth process review, for the NRE program. As these two areas are traditionally evaluated separately, certain key findings are listed below for both categories.

IMPACT

[1] Of the 13 individual measures evaluated for Deemed Savings Impacts through a review of the Cost/Benefit assumptions and compared to auxiliary sources, only one measure (Golf Carts) proved to have substantially different savings values in the Ex Ante and the Ex Post. Additionally, one measure (Rapid-Charge Forklifts) is using a deemed impact savings value that is lower than the GDS Team estimate. It is recommended that the savings values be examined further by JEA.

[2] A number of deemed savings values being used by the IC, either gleaned from the market assessments or otherwise developed internally, are not readily sourced to publicly available documents or studies. While the majority of the deemed values or supporting variables that were made available to the GDS Team seemed reasonable, it is recommended that the sources used for savings values come from established national studies or publicly available evaluation reports only.

[3] The load shapes used to create the deemed savings impacts have a substantial impact on the savings estimates. As the NRE industry evolves and more data becomes available for load shape information, it is recommended that the NRE program develop more facility specific load shape information per technology.

PROCESS

[1] With evidence of positive uptake and steady growth of the program, the primary processes used are sufficient in nature. As part of a larger strategic growth plan, it is recommended that JEA or the IC increase dedicated staff to promote the measures with no or low subscription.

[2] It is recommended that the NRE Program augment the present marketing campaign with more local outreach personnel or create a similar position to assist in the service, at a minimum, of the targeted strategic growth areas or larger potential customers.

[3] The incentive structure for equipment dealers, as described in Section 4 of this report, needs attention to improve incentive tracking and applicability.

2 Review of Deemed Savings & Studies

This section of the report presents the findings from the GDS review of deemed savings and metering studies provided by JEA. Additionally, recommendations for deemed savings revisions and calculations are also included.

As this is a fuel-switching program, the use of the term "savings" is a misnomer carried over from implementation and evaluation of traditional DSM programs. What is being evaluated is the kW and kWh load impact that results from traditionally fossil-fuel powered machinery being converted to electric machinery. The primary objective is to validate current assumptions for deemed energy calculations for peak and non-peak values in use by the current implementation contractor.

Table 2-1 below shows the realization factors that GDS determined for each NRE technology measure.

Table 2-1. Comparison of Deemed Impacts from JEA Market Assessment, Tracking Database, Cost/Benefit Analysis, and Evaluated Impacts

	Tracking Database and Cost/Benefit Analysis Deemed Impacts		*Evaluated Impacts*		*Realization Rates*	
Technology Type	kW	kWh/yr	kW	kWh/yr	kW Realization Rate	kWh/yr Realization Rate
Rapid Charge Forklifts	17.1	27,195	**20.5**	**32,603**	**120%**	**120%**
Conventional Forklifts	7.1	31,468	**7.1**	**31,468**	**100%**	**100%**
Aircraft Tractors / Pushbacks	76.0	61,424	**76.0**	**61,423**	**100%**	**100%**
Baggage / Tow Tractors	32.0	23,360	**32.0**	**23,360**	**100%**	**100%**
Belt Loaders	16.8	12,264	**16.8**	**12,264**	**100%**	**100%**
Ground Powered Units	81.1	148,008	**81.1**	**148,008**	**100%**	**100%**
TRU (Truck Refrigeration Unit)	11.5	14,991	**11.5**	**14,991**	**100%**	**100%**
H-D TSE (H. duty truck stop electrification)	7.1	22,213	**7.1**	**22,213**	**100%**	**100%**
Golf Carts	4.2	5,475	**1.2**	**1,564**	**29%**	**29%**
Shore Power (docked ship electrification)	3,000.0	722,700	**3,000.0**	**722,700**	**100%**	**100%**
Ship-to-Shore Cranes	204.4	373,030	**204.4**	**373,030**	**100%**	**100%**
Wide-Span Cranes	21,625.0	39,465,625	**21,625.0**	**39,465,625**	**100%**	**100%**
Rubber Tired Gantry Cranes	337.9	616,741	**337.9**	**616,741.0**	**100%**	**100%**

2.1 JEA MARKET ASSESSMENT COMPARISON

The Implementation Contractor completed an NRE market assessment in December of 2014 to characterize the fossil fuel equipment in the marketplace that could be replaced by electric equivalents. This assessment included measure level kWh and kW savings values for forklifts (conventional and rapid charge), airport ground support equipment (aircraft tractors/pushbacks, baggage/tow tractors, belt loaders, and ground power units), truck refrigeration units, heavy-duty truck stop electrification, golf carts, Shore Power, and cranes (ship-to-shore, wide-span, and rubber tired gantry). As the program was implemented, the IC developed new kWh savings estimates based upon operation characteristics in the field. Table 2-2 below shows a comparison of deemed kW and kWh savings between the NRE Market Assessment and the tracking database and cost/benefit analysis.

Table 2-2. Comparison of Deemed Impacts from JEA Market Assessment, Tracking Database, and Cost/Benefit Analysis

		Market Assessment Deemed Impacts		*Tracking Database and Cost/Benefit Analysis Deemed Impacts*	
In tracking database?	Technology Type	kW Mkt. Assess.	kWh/yr Mkt. Assess.	kW	kWh/yr
Y	**Rapid Charge Forklifts**	17.1	15,117	17.1	27,195
Y	**Conventional Forklifts**	7.1	14,493	7.1	31,468
N	**Aircraft Tractors / Pushbacks**	76.0	71,039	76.0	61,424
N	**Baggage / Tow Tractors**	32.0	28,035	32.0	23,360
N	**Belt Loaders**	16.8	13,596	16.8	12,264
Y	**Ground Powered Units**	81.1	64,577	81.1	148,008
Y	**TRU (Truck Refrigeration Unit)**	11.5	19,742	11.5	14,991
N	**H-D TSE (H. duty truck stop electrification)**	7.1	14,910	7.1	22,213
Y	**Golf Carts**	4.2	3,390	4.2	5,475
N	**Shore Power (docked ship electrification)**	7,040.0	4,280,320	3,000.0	722,700
N	**Ship-to-Shore Cranes**	204.4	232,127	204.4	373,030
N	**Wide-Span Cranes**	21,625.0	51,900,000	21,625.0	39,465,625
N	**Rubber Tired Gantry Cranes**	337.9	383,773	337.9	616,741

All deemed kW values are identical between the assessment and tracker except Shore Power but all the kWh values differ. The variation in kWh is due to the IC's use of different load shapes and corresponding hours-of-use when calculating kWh for the tracker (shown in Table 2-3 below). All the load shapes are from the IC's technology library. GDS investigated the sources behind all available deemed values, with the results presented below. A significant focus was put on the technologies which were implemented during this evaluation period and recorded in the tracking database (shown as technologies with Y next to them in Table 2-2 above).

As mentioned above, the following table presents the load shapes or corresponding hours of use from the IC.

Table 2-3. Implementer Load Shapes and Corresponding Hours of Use for Each NRE Technology

	LOAD PROFILES																									CAPACITY FACTOR (% operational during week)	ESTIMATED ANNUAL OPERATING HOURS
Technology/Time of Day	12:00 AM	1:00 AM	2:00 AM	3:00 AM	4:00 AM	5:00 AM	6:00 AM	7:00 AM	8:00 AM	9:00 AM	10:00 AM	11:00 AM	12:00 PM	1:00 PM	2:00 PM	3:00 PM	4:00 PM	5:00 PM	6:00 PM	7:00 PM	8:00 PM	9:00 PM	10:00 PM	11:00 PM	HOURS/ WEEKDAY	HOURS/ WEEKDAY	TOTAL HOURS/ WEEK		
Rapid Charge Forklifts							0.5			0.5			1			0.5			1			1			4.5	8	30.5	18%	1,590.4
Conventional Charge Forklifts	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1								17		85	51%	4,432.1
Aircraft Tractors / Pushbacks					0.5								0.5								0.5				1.5	8	15.5	9%	808.2
Baggage / Tow Tractors					0.4								0.4								0.4				1.2	8	14	8%	730.0
Belt Loaders					0.4								0.4								0.4				1.2	8	14	8%	730.0
GPUs		0.5		0.5		0.5			1		0.5		1		0.5		0.5		0.5		1		0.5		7		35	21%	1,825.0
TRU	1	1	1	1	1																				5		25	15%	1,303.6
H-D TSE	1	1	1	1	1	1	1															1	1	1	10	10	60	36%	3,128.6
Golf Carts	1	1																				1	1	1	5		25	15%	1,303.6
Shore Power										0.14	0.14	0.14	0.14	0.14	0.14										0.84	0.42	4.62	3%	240.9
Ship-to-Shore Cranes									1	1	1	1				1	1	1							7		35	21%	1,825.0
Wide-Span Cranes									1	1	1	1				1	1	1							7		35	21%	1,825.0
Rubber Tired Gantry Cranes									1	1	1	1				1	1	1							7		35	21%	1,825.0
ON PEAK:	0%	0%	0%	0%	0%	0%	42%	42%	42%	42%	0%	0%	58%	58%	58%	58%	58%	58%	100%	100%	100%	42%	0%	0%					

The following sections contain the results and recommendation of GDS' review of each individual NRE technology considered for the study.

2.2 FORKLIFTS

The Implementer provided the results of a forklift metering study as the source for the deemed impacts. Unfortunately, the entire dataset and origin could not be obtained, so the PowerPoint overview of results was what was reviewed. A screenshot of the summary page is shown in Figure 2-1.

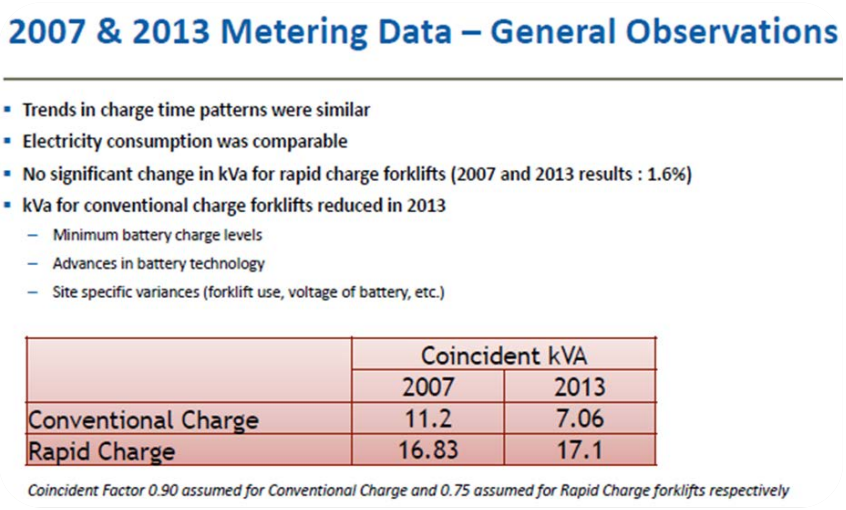


Figure 2-1. Screenshot from Forklift Metering Study PowerPoint

GDS made some modifications to the kW impact based on the results of the metering study, presented in Table 2-4. Specifically, GDS noted that the kVA presented in the metering results above is coincident kVA which must be converted to non-coincident kW using the reported coincidence factors and assumed power factors. The resulting deemed kW for conventional and rapid charge forklifts are 7.1 kW and 20.5 kW, respectively. The larger kW impact for rapid charge forklifts also increased the kWh/yr for that technology to 32,603.2. The conventional charge forklift values were unaffected.

Table 2-4. Forklift Evaluated Deemed Impacts

Technology Type	kVA (CP)	CF	kVA (NCP)	Power Factor*	kW (NCP)	Hours per Year	kWh/yr
Conventional Charge	7.06	90%	7.84	0.9	**7.1**	4,432.1	**31,467.9**
Rapid Charge	17.1	75%	22.80	0.9	**20.5**	1,590.4	**32,603.2**

**Typical from online*

2.3 GROUND SUPPORT EQUIPMENT

The Implementer provided links to their source for the Ground Support Equipment deemed savings in the JEA NRE Market Assessment. The main source was an EPA airport emissions guidance document[1] from 1999 with the additional notations:

- Refer to pdf tab 52/144 for horsepower of fossil fuel engines. This was compared with the available horsepower in the marketplace.
- Refer to pdf tab 54/144 for load factors.
- Refer to pdf tab 126-127/144 for operating hours per year.

The JEA NRE Market assessment also notes that *"…the deemed values shown above were obtained with the help of a technical reference document from the EPA in conjunction with discussions with manufacturers of the electric GSE and other prior metering studies."* GDS was unable to verify these values exactly from only the EPA document referenced above, due in part to documentation on manufacturer discussions and prior metering studies. However, from the resources available, the deemed kW impacts appear reasonable from an engineering standpoint. Only the Ground Powered Unit was implemented during this evaluation period.

[1] http://www.epa.gov/otaq/stateresources/policy/transp/airports/r99007.pdf

Table 2-5. Ground Support Equipment Evaluated Deemed Impacts

Technology Type	kW (NCP)	Hours per year	kWh/yr
Aircraft Tractors / Pushbacks	**76.0**	808.2	**61,423.2**
Baggage / Tow Tractors	**32.0**	730.0	**23,360.0**
Belt Loaders	**16.8**	730.0	**12,264.0**
Ground Powered Units	**81.1**	1,825.0	**148,008.0**

2.4 TRUCK REFRIGERATION UNITS (TRUS)

The IC provided the results of a TRU metering study as the source for the deemed impacts. Unfortunately, the entire dataset could not be obtained, so the PowerPoint overview of results served as the focus of the savings disaggregation. A screenshot of the summary page is shown in Figure 2-2.

After reviewing the metering results and the power factor supplied by the implementer, GDS confirms that the current deemed kW and kWh are the best available values.

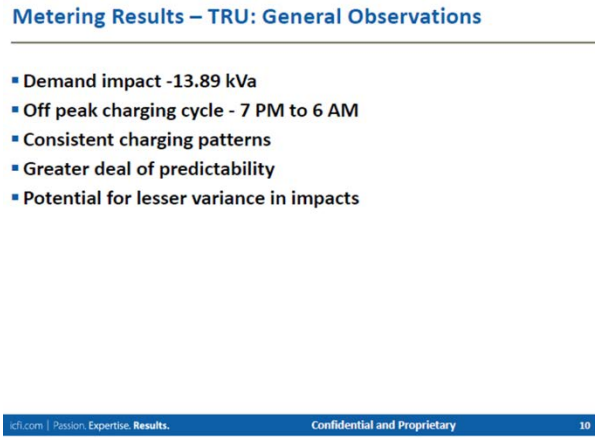


Figure 2-2. Screenshot from TRU Metering Study PowerPoint

Table 2-6. TRU Evaluated Deemed Impacts

Technology Type	kVA (NCP)	Power Factor	kW (NCP)	Hours per year	kWh/yr
TRU	13.89	0.83	11.5	1,303.6	14,991.4

2.5 HEAVY DUTY TRUCK STOP ELECTRIFICATION (H-D TSE)

The IC provided links to their source for the H-D TSE deemed savings in the JEA NRE Market Assessment. The deemed kW come from a PowerPoint presented at the Alternatives to Truck Idling Workshop titled "The 21st Century Truck Partnership, Fuel Cell Technologies for Auxiliary Power" on June 22, 2004 by Jud Virden with Pacific Northwest National Laboratory and Ken Howden with U.S DOE. Key slides are provided in Figure 2-3 and Figure 2-4.

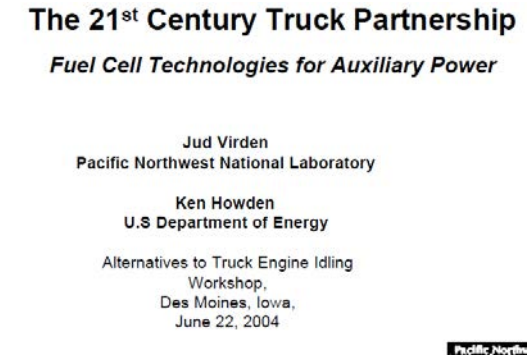


Figure 2-3. Screenshot from Alternatives to Truck Idling Workshop PowerPoint

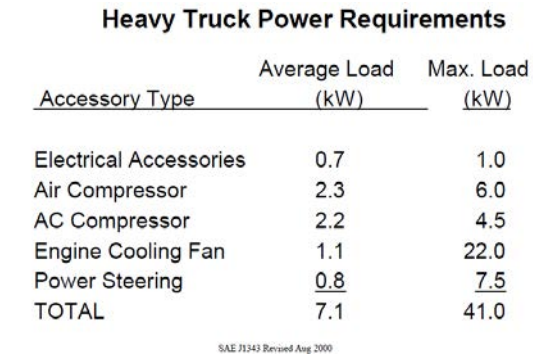


Figure 2-4. Screenshot from Alternatives to Truck Idling Workshop PowerPoint

The hours of use come from page 3 of "Truck Stop Electrification as a Strategy to Reduce Greenhouse Gases, Fuel Consumption and Pollutant Emissions" by Josias Zietsman, et al.

After reviewing the sources and calculations, GDS approves of the deemed kW and kWh impacts provided by the Implementer. There were no projects of this technology type implemented during this evaluation period.

Table 2-7. H-D TSE Evaluated Deemed Impacts

Technology Type	kW (NCP)	Hours per year	kWh/yr
H-D TSE	7.1	3,128.6	22,213.1

2.6 GOLF CARTS

The source for the golf cart deemed impact of 4.2 kW is cited as "Environ 2013 Report – National Inventory of Off-Road Electric Equipment" in the JEA Market Assessment. This source could not be located by either the IC or GDS.

GDS performed an Electric Energy Efficiency Potential Study for Central Electric Power Cooperative, Inc. in South Carolina[2] which included a detailed analysis of electric golf cart charging options. Data provided by E-Z-Go indicates that a golf cart charging bay consumes 1208 watts. Information obtained from a local golf course indicated that during peak summer days, zero carts are on charge at 1:00 PM, 25% are on charge by 4:00 PM, and 100% are on charge by 9:00 PM. The analysis also assumed that an individual bay would be operational 30% of summer weekday on-peak hours. Therefore, 288 hours are utilized for charging during the summer months. Over the 288 hours, approximately 362 kWh per bay would be shifted to off-peak by moving all charging operations off-peak. The number of bays at a golf course varies based on several factors, but a typical golf course would likely have between 50 and 75 bays, based on discussion with a local golf course management firm. Based upon this analysis from another regional power provider, GDS recommends that a value of 1.2 kW be used to report future savings for NRE golf cart additions or replacements. Using the load profile from the JEA Tracking Database, it is assumed that the golf cart chargers will operate 1303.6 hours per year.

Table 2-8. Golf Cart Evaluated Deemed Impacts

Technology Type	kW	Hours per year	kWh/yr
Golf Carts	1.2	1,303.6	1,564.3

2.7 SHORE POWER

The IC provided links to their source for the Shore Power deemed savings in the JEA NRE Market Assessment. The kW impact source can be found at http://epa.gov/ttnchie1/conference/ei15/session1/browning.pdf. The schedule and hours of use source can be found here: http://www.carnival.com/cruise-ships/carnival-fascination.aspx.

The Deemed kW and kWh impacts in the cost/benefit analysis were lower and appeared to be adjusted from the Market Assessment values. When GDS inquired about the new savings values, the IC responded that given conversations with the cruise company/the limited opportunity with only one, they didn't think this was a realistic option for JEA to pursue in a short program and decided to be more conservative with the estimate.

GDS agrees with this assessment, but recommends that due to the large kW and kWh impacts and the high levels of uncertainty with both demand and operating hours involved, this should be a custom project if ever performed. The deemed kW and kWh impacts used in the Cost/Benefit Analysis are appropriate as round values for purposes of a placeholder, but for a program evaluation this should be evaluated as a custom project.

Table 2-9. Shore Power Evaluated Deemed Impacts

Technology Type	kW	Hours per year	kWh/yr
Shore Power	**3,000**	240.9	**722,700.0**

[2] http://www.cepci.org/sites/cepci/files/images/PDF/E2.pdf

2.8 CRANES

In the JEA Market Assessment, the IC states the following concerning crane deemed savings:

> *Since ICF was unable to meet with or speak to a representative from the port, data regarding the crane energy usage, horsepower, and uses were unable to be obtained. Container cranes most likely refer to ship-to-shore (STS) cranes. Whirly cranes can rotate 360 degrees but can often be replaced or compared to wide-span ship-to-shore cranes. At this time, there is not an electric alternative for container stackers. ICF used the following deemed values in Table 40 for estimating the technical potential for the cranes at JAXPORT in Table 41.*

Table 40 – Deemed Values - Crane

Deemed Values	Demand (kW)	Electricity (kWh)
Ship-to-Shore	204.4	232,127
Wide-Span	21,625	51,900,000
Rubber Tired Gantry	337.94	383,773

GDS could not determine the source of the deemed impact for all crane types, and recommends these be updated with values from this and future evaluations. GDS also recommends that all cranes be "custom" projects as opposed to deemed, due to the large impact associated with them. This is how all cranes were implemented and evaluated up to this point and we recommend this practice continue. The deemed kW and kWh impacts used in the Cost/Benefit Analysis are appropriate as rounded values for purposes of placeholders, but for program evaluation these should be evaluated as custom projects.

Table 2-10. Crane Evaluated Deemed Impacts

Technology Type	kW	Hours per year	kWh/yr
Ship-to-Shore Cranes	204.4	1,825.0	373,030.0
Wide-Span Cranes	21,625.0	1,825.0	39,465,625.0
Rubber Tired Gantry Cranes	337.94	1,825.0	616,741.0

2.9 CUSTOM PROJECT REVIEW

GDS performed a file review of 13 custom projects. GDS reviewed the custom project spreadsheet developed by the IC for each of these projects and compared the equipment designation, quantities, model and serial numbers and other operating characteristics. The 13 custom projects reviewed had 93 total installed measures. Table 2-11 below contains a list of custom measure types reviewed and the percent of the total custom measures evaluated in the sample.

Table 2-11. Custom Measures Reviewed

Custom Project Type	Total Custom Measures Installed	Measures Reviewed in Sample	Percent of Total Measures Reviewed
Platform	4	2	50%
Crane	27	8	30%
Motor	1	1	100%
Welder	178	82	46%
Total	210	93	44%

Overall, GDS found no major issues with the review and approval process for custom projects. GDS notes however that some equipment data discrepancies were found between the tracking system and the custom files. The IC uses a custom project spreadsheet to determine savings for all new custom projects. The projects

are evaluated with the custom spreadsheets before the actual equipment is purchased and installed. As such, GDS found that model numbers and equipment specifications were often different in the custom spreadsheet than what was installed and tracked in the database. Several of the custom project spreadsheets had multiple equipment options listed, but none of these were installed. For future custom project evaluations GDS recommends that the evaluated equipment that will be installed to will be evaluated in the custom spreadsheet. This will ensure that custom project savings match the installed equipment and that JEA can verify the savings reported for each project.

2.10 REVIEW OF COST-BENEFIT ASSUMPTIONS—DEEMED ENERGY CALCULATIONS

In addition to deemed impact, GDS reviewed other assumptions that are used in the IC's cost/benefit analysis. Other items reviewed were measure count, measure life, capital cost, fuel cost, and model logic. While this analysis did not equal the intensity of investigation used for the deemed impact value research, we did note several issues with the cost/benefit model:

From a high-level perspective, the available cost/benefit model used in our analysis contains only the estimated number of installs, not the actual number of installs per the tracking database. This should be a relatively easy update and should not have a large effect on the final cost/benefit values. As this is a program focused primarily on time of sale/replace on burnout fuel switching technologies, it is more appropriate that the capital costs used in the PCT and TRC are the *incremental costs* of purchasing the electric equipment, not the total cost of the electric equipment. Additionally, for the TRC calculation, the net fuel cost savings should be included under "End User Savings" and the "Additional Revenue" should not be included as a benefit, but rather the wholesale gas savings gained from switching to electric equipment.

For the PCT calculation, it is our recommendation that the Costs include the added electric cost incurred from adding electric load with the new equipment. GDS reviewed the measure lives and capital costs used at a high level only and while we encourage an additional review of the details supporting the calculations, we believe all these values appear reasonable.

3 Narrative on Review of Original NRE RFP & Suggestions of Language to Incorporate in Re-Bid

GDS has reviewed the Request for Proposals issued by JEA for the Non-Road Electrification Program (NRE) dated April 17, 2014, with the intended result of providing impartial and constructive feedback to the authors and management of the NRE program. GDS provided JEA a redlined copy of the RFP with comments from the GDS Team review staff. Appendix A contains GDS' Non-Road Electrification – Implementation Contractor RFP Review Memo, the full redlined RFP is not attached due to size.

The purpose of this memorandum is to provide a summary of the most pertinent findings by the GDS Team during the review of the RFP, while the redlined copy will include both the substantial and minor-level comments by the team. Further, as most the RFP language appears to be standard contract terms and conditions, our Team did not perform a detailed review of that portion of the RFP, but is available to do that upon request.

At a high level, we present the following key recommendations for the RFP:

[1] It is our opinion that the Implementation Contractor should not be the same party that performs the market potential study analysis. While it is not a distinct conflict of interest, certain bias may enter the activities of either side.

[2] It is recommended that the M&V activities, measure cost-effectiveness, and outreach/implementation services be performed by separate parties (including in-house JEA staff) whenever possible.

[3] The market study request language covers a broad range of potential study possibilities; it is recommended that the particular cost/benefit test desired should be specified. Additionally, it is recommended that an achievable program scenario and sensitivity analysis be added to the desired cost-effectiveness screening.

[4] In regards to qualifying the bidders, the minimum number of contracts in the RFP language for both the implementation contractor and market potential study contractor seems notably low at 2. Additionally, we suggest adding a statement of preference for bidders with experience in NRE programs.

4 Results of Interviews with Implementation Contractor & Suggestions for Improvement

This section of the report will review the findings from interviews completed with JEA Staff and the Implementation Contractors, as well as provide JEA with documentation of program successes and opportunities for improvements of the NRE program.

GDS interviewed the following program staff and contractors in developing a process analysis for the NRE program:

[1] **Dan Copeland**, JEA, Customer Solutions Associate

[2] **Robert (Bob) Scammell**, ICF, Senior Associate, Outreach Manager

[3] **Ambika Melville**, ICF, Associate, Operations Manager

Peter King (JEA) served as the Program Manager overseeing the JEA NRE program for the evaluation period. Mr. King worked closely with Dan Copeland (JEA) to perform quality assurance site visits of every NRE project. Mr. Scammell (ICF) served as the main customer point of contact for the project. His work included finding new customers to participate in the program, following up leads from vendors and assisting customers in filing out the rebate application forms. Ambika Melville (ICF) served as the operational support manager for the program. Her main tasks included rebate processing and approval, monthly reporting and administration of the VISION Online Rebate system.

The following sections provide an overview of the NRE rebate process, a review of process and quality actions taken by the IC to ensure accurate rebate process, overall interview findings and recommendation for future program improvements.

4.1 NON-ROAD ELECTRIFICATION REBATE PROCESSING

The IC developed the JEA Non-Road Electrification Program Manual in 2014 to guide and direct the start-up and everyday operation of the NRE program. Figure 4-1 from the NRE Program Manual, provides an overview of the NRE incentive payment process flow. The GDS review of the IC rebate processing methods and procedures do not indicate any specific areas of major concern. The IC Outreach Coordinator assists customers interested in receiving a rebate to fill out the online application. The 2014 Program Manual specifies that the "participating end-users or dealers will submit to the ICF team an online based application." The Outreach Coordinator has determined that if he can fill out the application form for the customer, the rebate approval and payment processing time can be greatly reduced. The Outreach Coordinator now fills out all applications for the program. GDS has seen similar practices by implementers in other energy efficiency programs and agrees that the Outreach Coordinator involvement with the process provides quicker rebate processing and drives the high customer satisfaction survey results achieved by the program.

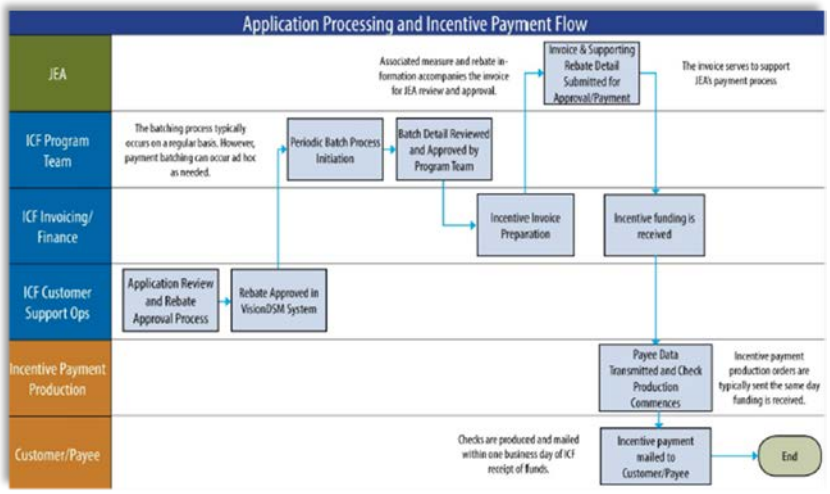


Figure 4-1. JEA NRE Incentive Payment Process Flow

4.2 PROGRAM IMPLEMENTATION / QUALITY ASSURANCE

JEA Staff and the IC implemented a quality assurance process to verify qualified projects, specifications of installed equipment and accurate rebate processing. The Outreach Coordinator, along with a JEA Staff Member, visits 100% of project sites to inspect NRE installations. The quality assurance visit verifies the following items for the installed NRE equipment: that the project has appropriate equipment specifications to receive a rebate, the quantity of installs, the equipment model and serial numbers and proper equipment installation. JEA Staff keeps a log book of the visit findings and provides regular reports regarding the quality assurance findings. JEA Staff did not report any significate issues or reoccurring problems with the installation or rebate verification process.

4.2.1 Findings

The GDS Interview included several questions about the strengths and areas for improvement of the JEA NRE Program. The respondents mentioned similar areas of the strength for the program and identified improvement opportunities from both the utility and implementer perspectives. Following is a summary of the responses. A copy of the Survey Instrument used for this task is included in Appendix B.

4.2.2 Strengths

All three respondents noted that the NRE Program was very effective in helping JEA account managers build better relationships with their assigned customers and cross-sell other JEA energy efficiency services. As part of the program, Robert Scammell would make a contact with a customer looking to purchase NRE technology. He would then arrange a site visit for both he and the account manager to discuss NRE options for a given project. This site-visit allowed a face-to-face contact between JEA and the customer. Additionally, Dan Copeland mentioned that the on-site visits also provide a good opportunity to cross-sell other JEA programs that could be beneficial to the customer. The IC identified many energy efficiency opportunities during these visits that were reported to the Commercial Program Implementer, and in the monthly JEA NRE Program Update presentation reports.

The inclusion of a custom project option was also mentioned as a strength in in the NRE Program design. Specifically, several large cranes, welders, platform lifts and motors projects were evaluated and approved as custom projects. Ambika Melville noted that the inclusion of a custom rebate option increases the number of applications for larger equipment and that JEA was flexible in meeting the needs of customers by offering a diversity of technology solutions.

4.2.3 Areas for Improvements

The program took a long-time to become operational, as identifying local dealers and customers interested in purchasing NRE equipment took longer than expected. The IC Outreach Manger, Robert Scammell, noted that it would be best for future programs if his position was manned locally. Mr. Scammell worked out of another state and had to travel to Jacksonville for JEA and client visits. A local manager could have possibly decreased the time it took the program to become effective. Dan Copeland mentioned that a more direct and earlier connection between the implementation team and the account managers would be helpful for future programs. Once the relationships were established between the IC and the account managers, they worked together effectively to engage new customers and help them participate in the program.

Marketing and communication of NRE program options to increase customer program awareness can be improved in future roll-outs. The NRE Program operates in a “niche” market for customers working in transportation or similar industries. As such, program materials and outreach should be directed at this “niche” group of customers. One responder mentioned that this low customer awareness could have been associated with the lengthy program roll-out referenced above. It was also noted that the process to link the account managers, the IC Outreach coordinator and customers was slowed by not having a clear communication channel for sharing information between all involved parties. Specifically, account managers often did not know who at a company to contact if they wanted to discuss NRE technology options.

The NRE Forklift Dealer Incentive terms and conditions do not provide enough detail to ensure that dealer rebates are being accurately processed. The NRE Program offers incentives for both customers and dealers in regards to installation of electric forklifts. A customer can receive a $300 rebate for purchasing an electric forklift and a dealer can receive a $100 rebate for connecting the customer directly with JEA's NRE Outreach Coordinator. Over 170 dealer promotional rebates have been awarded since the inception of the program. The process and method that is used by the IC to validate the accuracy and applicability of these dealer rebates is provided in the "Customer Terms and Conditions for Participation in the JEA Non-Road Electrotechnology Program", as shown below:

> ***Forklift Dealer Incentive.*** *For all forklift applications submitted after January 4, 2016, the equipment dealer can apply for a separate forklift dealer incentive of $100 if the dealer was involved with the applications process and/or provided the lead to ICF. Should the equipment dealer like to defer this incentive to the customer, they may and this would result in a $400 incentive per forklift instead of $300 per forklift for the end-user customer. If the Forklift Dealer Incentive is to be paid to the specific employee rather than the dealership company, the employee must provide a copy of their W-9 form for taxpayer identification. All Customer Terms and Conditions for Participation in the JEA Non-Road Electrotechnology Program apply when applicable.*

JEA expressed concern on how this process works and how to verify the rebates are correctly paid. In reviewing the applicability for the dealer incentives, a more structured process of identifying dealer leads and associated sales associates to receive incentives would bring more transparency to this rebate process. A final issue that clouds the proper use of rebates is related to JEA accounting regulations. Dealer rebates are paid out of a marketing budget and do not have to come out of the program incentive budget, as does the customer rebates. Incentives are limited by a program planning budget, but it is uncertain what the actual budget is for the dealer rebates. A more transparent process for funding and identification of target spending levels would simplify the dealer rebate process.

4.2.4 Recommendations

GDS recommends that future program roll-outs specify a locally staffed Outreach Coordinator. This will allow quicker response to customer inquiries and help to speed the connections between the account managers and customer's technical staffs who make decision regarding NRE equipment.

GDS recommends that the Forklift Dealer Incentive guidelines be rewritten to make the process more transparent and easier for JEA Staff to track. Additionally, GDS recommends that both incentive and marketing budgets be set and shared with the ICF Staff so that it is clear which budget is being used for the Forklift Dealer Incentives.

5 Conclusions and Recommendations

Based upon the findings described in detail in the previous sections, the GDS Team believes that the program is performing well overall and maintains that minor program adjustments will improve the efficiency and growth of the program. As stated in our introductory section, the key recommendations include:

- **A review of the deemed savings sources** used for the measure savings calculations, with a focus on switching to more publicly available sources.
- **Perform a new market assessment** or **study** to analyze the viable measure technologies currently being offered and where new strategic load growth opportunities exist for technologies not currently being offered.
- **Implement research to help determine free-ridership**, ideally during the rebate application or approval process. Particular technologies, such as electric welders, may have high free-ridership due to the circumstances that require the particular technology, and further work to identify the reasons for market uptake should be investigated. As the program is already surveying the participants to gather program feedback, we recommend that the following questions be asked of every participant at a minimum:
    - In the absence of this incentive program, would you have purchased or switched to an electric version of the technology anyway? If no, why not?
    - Did the NRE program influence your decision to purchase the technology on the date that you did?

As the acceptable level of free-ridership can vary, the formal approach to calculating free-ridership should stem from a collaborative effort between JEA program administration and evaluation professionals, with defined thresholds and an agreed upon set of participant questions. Following the collection of free-ridership information, the survey results should clearly indicate if any part of the program is operating under high free-ridership conditions. Subsequent application of free-ridership results against the NRE program's cost effectiveness should be examined further at this point.

- **Increase the local outreach** through either JEA or the Implementation Contractor staff adjustments.
- **Investigate the applicability of facility load shapes by technology** and using an alternative approach to hours of use in the cost-benefit calculations.

APPENDIX A Non-Road Electrification Implementation Contractor RFP Review Memo

Memorandum

To: JEA

From: GDS Associates, Inc.

Date: April 21, 2017

Re: Non-Road Electrification – Implementation Contractor RFP Review

---

GDS has reviewed the Request for Proposals issued by JEA for the Non-Road Electrification Program (NRE) dated April 17, 2014, with the intended result of providing impartial and constructive feedback to the authors and management of the NRE program. Included with this memorandum is a redlined copy of the RFP with comments from the GDS Team review staff, designated by person.

The purpose of this memorandum is to provide a summary of the most pertinent findings by the GDS Team during the review of the RFP, while the redlined copy will include both the substantial and minor-level comments by the team. Further, as the majority of the RFP language appears to be standard contract terms and conditions, our Team did not perform a detailed review of that portion of the RFP, but can upon request.

At a high level, we present the following key issues with the RFP:

1. It is our opinion that the Implementation Contractor should not be the same party that performs the market potential study analysis. While it is not a distinct conflict of interest, certain bias may enter into the activities of either side.
2. It is recommended that the M&V activities, measure cost-effectiveness, and outreach/implementation services be performed by separate parties (including in-house JEA staff) whenever possible.
3. The market study request language covers a broad range of potential study possibilities; it is recommended that the particular cost-benefit test desired should be specified. Additionally, it is recommended that an achievable program scenario and sensitivity analysis be added to the desired cost-effectiveness screening.
4. In regards to qualifying the bidders, the minimum number of contracts in the RFP language for both the implementation contractor and market potential study contractor seems notably low at 2. Additionally, we suggest adding a statement of preference for bidders with experience in NRE programs.

At the request of JEA, we would be more than happy to expand on the comments mentioned above or to expand on the redlined changes and comments to the RFP document below, or to create a formal version with our changes implemented.

Please contact me directly with any questions or concerns.

Josh Duckwall, Project Manager
GDS ASSOCIATES INC
770.799.2437 ● Josh.duckwall@gdsassociates.com

APPENDIX B JEA NRE Survey Instrument

JEA Non-Road Electrification (NRE)
Interview Guide

Date:_____

Interviewers: _____

Name: _____

Title: _____

Phone:_____

Email: _____

I. PROGRAM IMPLEMENTATION

1. What is your role in the NRE program? Is this your full-time responsibility?
2. Can you provide any program process or flow charts that are available to help document the implementation process? If not, please briefly explain the process?
3. Are there aspects of the program that are not currently working as well as originally expected? Are there aspects that are working better than expected?
4. Can you identify any specific program barriers and bottlenecks from either the implementation side or from the customer's point of view?
5. Please provide any suggested improvements to the current program.

II. DATA TRACKING & REPORTING

6. What data is currently collected? (pre-/post installation, baseline, etc.)
7. Where is this data input?
8. How is this data used?
9. What data is currently collected?
10. Are there any current QA/QC procedures in place? If so, please describe.

III. REBATE VALIDATION

11. What rebates are available for this program?
12. How do you verify that an application is qualified for a rebate? What percentage of application rebates do you estimate are not approved?

IV. PROGRAM MARKETING AND RESOURCES

13. Please describe the marketing efforts. How do you find new participants?
14. Please describe the education and outreach efforts of this program.
15. Are these efforts productive (please site examples)?

V. COMMUNICATIONS

16. How would you characterize the adequacy of internal and external communications regarding the program?
17. What (if anything) would you suggest be done to improve communications?

VI. CONCLUSIONS

18. What do you think are the greatest strengths of the program initiative?
19. What are the major weaknesses?
20. What improvements can be made to address these weaknesses?

VII. OTHER

21 West Church Street
Jacksonville, Florida 32202-3139

February 28, 2014

Steve Garl
Public Utilities Analyst
Division of Economics
Florida Public Service Commission
2540 Shumard Oak Boulevard
Tallahassee, Florida 32399-0850
Phone: (850) 413-6676

Re: Demand Side Management Plan, 2013 FEECA Annual Report

ELECTRIC

WATER

SEWER

Dear Mr. Garl:

Enclosed is JEA's 2013 FEECA annual report on Demand Side Management activities.

The data confirms that JEA has met all of its FEECA goals for 2013.

If you have any questions, please do not hesitate to contact me at (904) 665-6764.

Sincerely,

Richard Vento
Director, Customer Solutions & Market Development

Encl: 2013 FEECA Annual Report

cc: Paul McElroy
Mike Brost
Melissa Dykes
Monica Whiting
Bud Para

JEA
Demand Side Management (DSM) FEECA Annual Report for 2013

Public Service Commission (PSC) Goals

Sections 366.S0 through 366.S5, and 403.519, Florida Statutes (F.S.), are collectively known as the Florida Energy Efficiency and Conservation Act (FEECA). Section 366.82(2), (F.S.), requires the Florida PSC to adopt appropriate goals designed to increase the conservation of expensive resources, such as petroleum fuels, to reduce and control the growth rates of electric consumption and weather-sensitive peak demand.

In accordance with the FEECA sections noted above, JEA's goals were established in DOCKET NO. 080413-EG, ORDER NO. PSC-10-0198-FOF-EG, ISSUED: March 31, 2010.

DSM Plan 2010 – 2019

Pursuant to Sections 366.81 and 366.82, F.S., Rule 25-17.0021, Florida Administrative Code (F.A.C.), JEA petitioned the Florida PSC to approve the DSM plan filed on March 30, 2010. Subsequently, JEA's plan was approved on October 28, 2010 under docket number: 100157-EG.

DSM Reporting Requirements

In accordance with Section 366.82 (10), F.S., Rule 25-17.0021(5), F.A.C., each utility shall submit an annual report no later than March 1 of each year summarizing its DSM plan and the total actual achieved results for its approved DSM plan in the preceding calendar year.

2013 Total Actual Achieved Results

JEA met all PSC goals as established in DOCKET NO. 080413-EG, ORDER NO. PSC-10-0198-FOF-EG, ISSUED: March 31, 2010. The attached summary contains the relevant details.

As a not-for-profit, community-owned utility, JEA will continue to review and adjust its investment in energy and efficiency.

JEA's DSM FEECA Portfolio

JEA's FEECA portfolio consists of six (6) residential programs, four (4) commercial programs as described below.

A. Residential Programs

- **Residential Energy Audit Program** uses auditors to examine homes, educate customers and make recommendations on low-cost or no-cost energy-saving practices and measures.

- **Residential Energy Efficient Products** promotes the use of energy efficient lighting and other energy efficient products in homes by offering a financial incentive. JEA includes messaging concerning the proper disposal of bulbs containing mercury.

- **Green Built Homes of Florida** encourages the application of energy efficient construction and products in new homes by offering a financial incentive to builders and developers.

- **Residential Solar Water Heating** pays a financial incentive to customers to encourage the use of solar water heating technology.

- **Residential Solar Net Metering** promotes the use of solar photovoltaic systems by purchasing excessive power from residential customers implementing these systems.

- **Neighborhood Efficiency Program** offers education concerning the efficient use of energy & water as well as the direct installation of an array of energy & water efficient measures at no cost to income qualified customers.

B. Commercial Programs

- **Commercial Energy Audit Program** uses auditors to examine businesses, educate customers and make recommendations on low-cost or no-cost energy-saving practices and measures.

- **Commercial Energy Efficient Products** promotes the use of energy efficient lighting and other energy efficient products in businesses by offering a financial incentive. JEA includes messaging concerning the proper disposal of bulbs containing mercury.

- **District Chilled Water Program** utilizes district chilled water to reduce energy costs, other operating costs as well as capital costs.

- **Commercial Solar Net Metering** promotes the use of solar photovoltaic systems by purchasing excessive power from commercial customers implementing these systems.

JEA

Comparison of Achieved kW and kWH Reductions
with Annual Target Included in Public Service Commission Approved Goals
Report Period: 2013

Residential

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2010 *	2.7	1.0	172%	2.3	1.2	91%	15.9	5.4	194%
2011 *	6.3	2.1	198%	5.3	2.4	119%	37.1	10.8	243%
2012	9.4	3.1	205%	7.8	3.6	117%	56.3	16.1	250%
2013	12.1	4.1	194%	10.1	4.8	111%	72.8	21.5	239%
2014		5.2			6.1			26.9	
2015		6.2			7.3			32.3	
2016		7.2			8.5			37.7	
2017		8.2			9.7			43.0	
2018		9.3			10.9			48.4	
2019		10.3			12.1			53.8	

Commercial/Industrial

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2010 *	1.2	0.4	205%	0.9	0.6	53%	11.1	10.1	10%
2011 *	3.3	0.8	315%	2.4	1.3	84%	30.2	20.3	49%
2012	5.4	1.2	346%	4.0	1.9	111%	48.9	30.4	61%
2013	7.1	1.6	341%	5.2	2.6	101%	64.5	40.6	59%
2014		2.0			3.2			50.7	
2015		2.4			3.8			60.9	
2016		2.8			4.5			71.0	
2017		3.2			5.1			81.2	
2018		3.6			5.8			91.3	
2019		4.0			6.4			101.5	

* - 2010 and 2011 filing numbers have been corrected to more accurately reflect Energy Efficient Products savings per Dec. '12 phone discussion with Stephen Garl

** - Variance calculated based on unrounded values

JEA

Program Name: REA: Residential Energy Audits
Program Start Date: 1978
Reporting Period: **2013**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	368,783	368,783	2,800	0.8%	4,112	4,112	1.1%	1,312
2011	372,471	372,471	5,600	1.5%	4,906	9,018	2.4%	3,418
2012	376,196	376,196	8,400	2.2%	3,337	12,355	3.3%	3,955
2013	379,958	379,958	11,200	2.9%	3,644	15,999	4.2%	4,799
2014	383,758	383,758	14,000	3.6%				
2015	387,595	387,595	16,800	4.3%				
2016	391,471	391,471	19,600	5.0%				
2017	395,386	395,386	22,400	5.7%				
2018	399,340	399,340	25,200	6.3%				
2019	403,333	403,333	28,000	6.9%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.100	0.104	364.4	379.3
Winter kW Reduction	0.100	0.104	364.4	379.3
kWH Reduction	200	208	728,800	758,681

Utility Cost per Installation	$ 103
Total Program Cost of the Utility (Administration and Incentives)	$ 374,603
Net Benefits of Measures Installed During Reporting Period	$ 13,697

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: REEP: Residential Energy Efficient Products
Program Start Date: 2007
Reporting Period: **2013**

a	b	c	d	e	f	g	h	I
Year	*Total Number of Customers	*Total Number of Eligible Customers	*Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants**	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
***2010	1,843,918	1,843,918	13,590	0.7%	14,690	14,690	0.8%	1,100
***2011	1,862,357	1,862,357	23,871	1.3%	20,960	33,127	1.8%	9,256
2012	1,880,981	1,880,981	34,152	1.8%	18,902	54,552	2.9%	20,400
2013	1,899,791	1,899,791	44,433	2.3%	16,723	71,275	3.8%	26,842
2014	1,918,789	1,918,789	54,714	2.9%				
2015	1,937,977	1,937,977	64,995	3.4%				
2016	1,957,356	1,957,356	75,276	3.8%				
2017	1,976,930	1,976,930	85,557	4.3%				
2018	1,996,699	1,996,699	95,838	4.8%				
2019	2,016,666	2,016,666	106,119	5.3%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.066	0.069	1,114.1	1,159.8
Winter kW Reduction	0.089	0.092	1,498.8	1,560.2
kWH Reduction	789.8	822.2	13,208,074	13,749,605

Utility Cost per Installation	$ 44
Total Program Cost of the Utility (Administration and Incentives)	$ 730,964
Net Benefits of Measures Installed During Reporting Period	$ (145,858)

**Customers & eligible participants are equivalent to the number of filed DSM measures per customer*

*** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

***2010 and 2011 filing numbers have been corrected to more accurately reflect Energy Efficient Products savings per Dec. '12 phone discussion with Stephen Garl

JEA

Program Name: GBHF: Green Built Homes of Florida (Energy Star) (Residential New Construction)
Program Start Date: 2006
Reporting Period: **2013**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	*Projected ~~Cumulative~~ Penetration Level % ~~(d/cx100)~~	Actual Annual Number of Program Participants**	Actual Cumulative Number of Program Participants	*Actual ~~Cumulative~~ Penetration Level % ~~(g/cx100)~~	Actual Participation Over (Under) Projected Participants (g-d)
2010	368,783	3,688	350	9.5%	363	363	9.8%	13
2011	372,471	3,725	700	9.4%	658	1021	17.7%	321
2012	376,196	3,762	1,050	9.3%	630	1651	16.7%	601
2013	379,958	3,800	1,400	9.2%	188	1839	4.9%	439
2014	383,758	3,838	1,750	9.1%				
2015	387,595	3,876	2,100	9.0%				
2016	391,471	3,915	2,450	8.9%				
2017	395,386	3,954	2,800	8.9%				
2018	399,340	3,993	3,150	8.8%				
2019	403,333	4,033	3,500	8.7%				

Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.510	0.531	249.3	259.5
Winter kW Reduction	0.750	0.781	168.4	175.3
kWH Reduction	2,021	2,104	379,992	395,572

Utility Cost per Installation	$	395
Total Program Cost of the Utility (Administration and Incentives)	$	74,260
Net Benefits of Measures Installed During Reporting Period	$	1,147

** Cumulative participation levels are not applicable where the target refreshes annually (i.e. new construction)*
*** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: RSWH: Residential Solar Water Heating
Program Start Date: 2002
Reporting Period: **2013**

a	b	c	d	e	f	g	h	l
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	368,783	368,783	250	0.1%	138	138	0.0%	(112)
2011	372,471	372,471	500	0.1%	107	245	0.1%	(255)
2012	376,196	376,196	750	0.2%	95	340	0.1%	(410)
2013	379,958	379,958	1,000	0.3%	36	376	0.1%	(624)
2014	383,758	383,758	1,250	0.3%				
2015	387,595	387,595	1,500	0.4%				
2016	391,471	391,471	1,750	0.4%				
2017	395,386	395,386	2,000	0.5%				
2018	399,340	399,340	2,250	0.6%				
2019	403,333	403,333	2,500	0.6%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.420	0.437	15.1	15.7
Winter kW Reduction	0.475	0.494	25.2	26.2
kWH Reduction	2,322	2,417	82,728	86,120

Utility Cost per Installation	$ 1,000
Total Program Cost of the Utility (Administration and Incentives)	$ 36,000
Net Benefits of Measures Installed During Reporting Period	$ (15,422)

* Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant

JEA

Program Name: RSNM: Residential Solar Net Metering
Program Start Date: 2009
Reporting Period: **2013**

a	b	c	d	e	f	g	h	l
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	368,783	368,783	38	0.01%	29	29	0.01%	(9)
2011	372,471	372,471	76	0.02%	8	37	0.01%	(39)
2012	376,196	376,196	114	0.03%	25	62	0.02%	(52)
2013	379,958	379,958	152	0.04%	42	104	0.03%	(48)
2014	383,758	383,758	190	0.05%				
2015	387,595	387,595	228	0.06%				
2016	391,471	391,471	266	0.07%				
2017	395,386	395,386	304	0.08%				
2018	399,340	399,340	342	0.09%				
2019	403,333	403,333	380	0.09%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.70	0.73	29.4	30.6
Winter kW Reduction	0.00	0.00	0.0	0.0
kWH Reduction	5,900	6,142	247,800	257,960

Utility Cost per Installation	$ 260
Total Program Cost of the Utility (Administration and Incentives)	$ 10,920
Net Benefits of Measures Installed During Reporting Period	$ (178,633)

* Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant

JEA

Program Name: NEE: Neighborhood Energy Efficiency
Program Start Date: 2008
Reporting Period: **2013**

a	b	c	d	e	f	g	h	l
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	368,783	110,635	1,350	1.2%	1,564	1,564	1.4%	214
2011	372,471	111,741	2,700	2.4%	1,539	3,103	2.8%	403
2012	376,196	112,859	4,050	3.6%	1,534	4,637	4.1%	587
2013	379,958	113,987	5,400	4.7%	1,459	6,096	5.3%	696
2014	383,758	115,127	6,750	5.9%				
2015	387,595	116,279	8,100	7.0%				
2016	391,471	117,441	9,450	8.0%				
2017	395,386	118,616	10,800	9.1%				
2018	399,340	119,802	12,150	10.1%				
2019	403,333	121,000	13,500	11.2%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.359	0.374	455.0	473.6
Winter kW Reduction	0.359	0.374	455.0	473.6
kWH Reduction	817	850	1,191,969	1,240,840

Utility Cost per Installation	$ 199
Total Program Cost of the Utility (Administration and Incentives)	$ 290,443
Net Benefits of Measures Installed During Reporting Period	$ 64,712

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: CEA: Commercial Energy Audits
Program Start Date: 1978
Reporting Period: **2013**

a	b	c	d	e	f	g	h	l
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	45,925	45,925	410	0.9%	171	171	0.4%	(239)
2011	46,383	46,383	820	1.8%	34	205	0.4%	(615)
2012	46,848	46,848	1,230	2.6%	9	214	0.5%	(1,016)
2013	47,316	47,316	1,640	3.5%	5	219	0.5%	(1,421)
2014	47,789	47,789	2,050	4.3%				
2015	48,267	48,267	2,460	5.1%				
2016	48,750	48,750	2,870	5.9%				
2017	49,237	49,237	3,280	6.7%				
2018	49,730	49,730	3,690	7.4%				
2019	50,227	50,227	4,100	8.2%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.120	0.125	0.6	0.6
Winter kW Reduction	0.120	0.125	0.6	0.6
kWH Reduction	540	562	2,700	2,811

Utility Cost per Installation	$	260
Total Program Cost of the Utility (Administration and Incentives)	$	1,300
Net Benefits of Measures Installed During Reporting Period	$	63

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: CEEP: Commercial Energy Efficient Products
Program Start Date: 2007
Reporting Period: **2013**

a	b	c	d	e	f	g	h	I
Year	*Total Number of Customers	*Total Number of Eligible Customers	*Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants**	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
***2010	229,623	229,623	17,297	7.5%	12,962	12,962	5.6%	(4,335)
***2011	231,919	231,919	30,382	13.1%	23,100	38,585	16.6%	8,203
2012	234,238	234,238	40,663	17.4%	21,675	57,737	24.6%	17,074
2013	236,580	236,580	50,944	21.5%	18,885	76,622	32.4%	25,678
2014	238,946	238,946	61,225	25.6%				
2015	241,336	241,336	71,506	29.6%				
2016	243,749	243,749	81,787	33.6%				
2017	246,187	246,187	92,068	37.4%				
2018	248,648	248,648	102,349	41.2%				
2019	251,135	251,135	112,630	44.8%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.066	0.069	1,144.5	1,191.4
Winter kW Reduction	0.089	0.092	1,642.9	1,710.3
kWH Reduction	789.8	822.2	14,915,337	15,526,866

Utility Cost per Installation	$ 44
Total Program Cost of the Utility (Administration and Incentives)	$ 825,462
Net Benefits of Measures Installed During Reporting Period	$ (164,714)

**Customers & eligible participants are equivalent to the number of filed DSM measures per customer*

*** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

***2010 and 2011 filing numbers have been corrected to more accurately reflect Energy Efficient Products savings per Dec. '12 phone discussion with Stephen Garl

JEA

Program Name: DCW: District Chilled Water
Program Start Date: 2002
Reporting Period: **2013**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	45,925	455	0	0.0%	0	0	0.0%	0
2011	40,400	400	0	0.0%	0	0	0.0%	0
2012	40,800	404	1	0.2%	1	1	0.2%	0
2013	41,200	408	0	0.0%	0	1	0.2%	1
2014	41,600	412	0	0.0%				
2015	42,000	416	0	0.0%				
2016	42,400	420	0	0.0%				
2017	42,800	424	0	0.0%				
2018	43,200	428	0	0.0%				
2019	43,600	432	0	0.0%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	240.0	249.8	0.0	0.0
Winter kW Reduction	72.0	75.0	0.0	0.0
kWH Reduction	840,000	874,440	0.0	0.0

Utility Cost per Installation	$	282,000
Total Program Cost of the Utility (Administration and Incentives)	$	-
Net Benefits of Measures Installed During Reporting Period	$	-

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: CSNM: Commercial Solar Net Metering
Program Start Date: 2009
Reporting Period: **2013**

a	b	c	d	e	f	g	h	l
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	45,925	45,925	8	0.02%	5	5	0.01%	(3)
2011	46,383	46,383	16	0.03%	4	9	0.02%	(7)
2012	46,848	46,848	24	0.05%	0	9	0.02%	(15)
2013	47,316	47,316	32	0.07%	10	19	0.04%	(13)
2014	47,789	47,789	40	0.08%				
2015	48,267	48,267	48	0.10%				
2016	48,750	48,750	56	0.11%				
2017	49,237	49,237	64	0.13%				
2018	49,730	49,730	72	0.14%				
2019	50,227	50,227	80	0.16%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	1.50	1.562	15.0	15.6
Winter kW Reduction	0.00	0.000	0.0	0.0
kWH Reduction	10,000	10,410	100,000	104,100

Utility Cost per Installation	$ 650
Total Program Cost of the Utility (Administration and Incentives)	$ 6,500
Net Benefits of Measures Installed During Reporting Period	$ (94,809)

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

21 West Church Street
Jacksonville, Florida 32202-3139

March 2, 2015

Shevie Brown
Economic Analyst
Division of Economics
Florida Public Service Commission
2540 Shumard Oak Boulevard
Tallahassee, Florida 32399-0850
Phone: (850) 413-6638

ELECTRIC

WATER

SEWER

Re: Demand Side Management Plan, 2014 FEECA Annual Report

Dear Mr. Brown:

Enclosed is JEA's 2014 FEECA annual report on Demand Side Management activities.

The data confirm that JEA has met its FEECA goals for 2014.

If you have any questions, please do not hesitate to contact me at (904) 665-6764.

Sincerely,

Richard Vento
Director, Customer Solutions & Market Development

Encl: 2014 FEECA Annual Report

cc: Paul McElroy
Mike Brost
Melissa Dykes
Monica Whiting
Bud Para

JEA
Demand Side Management (DSM) FEECA Annual Report for 2014

Public Service Commission (PSC) Goals

Sections 366.S0 through 366.S5, and 403.519, Florida Statutes (F.S.), are collectively known as the Florida Energy Efficiency and Conservation Act (FEECA). Section 366.82(2), (F.S.), requires the Florida PSC to adopt appropriate goals designed to increase the conservation of expensive resources, such as petroleum fuels, to reduce and control the growth rates of electric consumption and weather-sensitive peak demand.

In accordance with the FEECA sections noted above, JEA's goals were established in DOCKET NO. 080413-EG, ORDER NO. PSC-10-0198-FOF-EG, ISSUED: March 31, 2010.

DSM Plan 2010 – 2019

Pursuant to Sections 366.81 and 366.82, F.S., Rule 25-17.0021, Florida Administrative Code (F.A.C.), JEA petitioned the Florida PSC to approve the DSM plan filed on March 30, 2010. Subsequently, JEA's plan was approved on October 28, 2010 under docket number: 100157-EG.

DSM Reporting Requirements

In accordance with Section 366.82 (10), F.S., Rule 25-17.0021(5), F.A.C., each utility shall submit an annual report no later than March 1 of each year summarizing its DSM plan and the total actual achieved results for its approved DSM plan in the preceding calendar year.

2014 Total Actual Achieved Results

JEA met all PSC goals as established in DOCKET NO. 080413-EG, ORDER NO. PSC-10-0198-FOF-EG, ISSUED: March 31, 2010. The attached summary contains the relevant details.

As a not-for-profit, community-owned utility, JEA will continue to review and adjust its investment in energy and efficiency.

JEA's DSM FEECA Portfolio

JEA's FEECA portfolio consists of six (6) residential programs, four (4) commercial programs as described below.

A. Residential Programs

- **Residential Energy Audit Program** uses auditors to examine homes, educate customers and make recommendations on low-cost or no-cost energy-saving practices and measures.

- **Residential Energy Efficient Products** promotes the use of energy efficient lighting and other energy efficient products in homes by offering a financial incentive. JEA includes messaging concerning the proper disposal of bulbs containing mercury.

- **Green Built Homes of Florida** encourages the application of energy efficient construction and products in new homes by offering a financial incentive to builders and developers.

- **Residential Solar Water Heating** pays a financial incentive to customers to encourage the use of solar water heating technology.

- **Residential Solar Net Metering** promotes the use of solar photovoltaic systems by purchasing excessive power from residential customers implementing these systems.

- **Neighborhood Efficiency Program** offers education concerning the efficient use of energy & water as well as the direct installation of an array of energy & water efficient measures at no cost to income qualified customers.

B. Commercial Programs

- **Commercial Energy Audit Program** uses auditors to examine businesses, educate customers and make recommendations on low-cost or no-cost energy-saving practices and measures.

- **Commercial Energy Efficient Products** promotes the use of energy efficient lighting and other energy efficient products in businesses by offering a financial incentive. JEA includes messaging concerning the proper disposal of bulbs containing mercury.

- **District Chilled Water Program** utilizes district chilled water to reduce energy costs, other operating costs as well as capital costs.

- **Commercial Solar Net Metering** promotes the use of solar photovoltaic systems by purchasing excessive power from commercial customers implementing these systems

JEA

Comparison of Achieved kW and kWH Reductions
with Annual Target Included in Public Service Commission Approved Goals
Report Period: **2014**

Residential

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2010 *	2.7	1.0	172%	2.3	1.2	91%	15.9	5.4	194%
2011 *	6.3	2.1	198%	5.3	2.4	119%	37.1	10.8	243%
2012	9.4	3.1	205%	7.8	3.6	117%	56.3	16.1	250%
2013	12.1	4.1	194%	10.1	4.8	111%	72.8	21.5	239%
2014	14.1	5.2	171%	12.2	6.1	99%	83.0	26.9	209%
2015		6.2			7.3			32.3	
2016		7.2			8.5			37.7	
2017		8.2			9.7			43.0	
2018		9.3			10.9			48.4	
2019		10.3			12.1			53.8	

Commercial/Industrial

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2010 *	1.2	0.4	205%	0.9	0.6	53%	11.1	10.1	10%
2011 *	3.3	0.8	315%	2.4	1.3	84%	30.2	20.3	49%
2012	5.4	1.2	346%	4.0	1.9	111%	48.9	30.4	61%
2013	7.1	1.6	341%	5.2	2.6	101%	64.5	40.6	59%
2014	7.8	2.0	292%	5.8	3.2	80%	71.4	50.7	41%
2015		2.4			3.8			60.9	
2016		2.8			4.5			71.0	
2017		3.2			5.1			81.2	
2018		3.6			5.8			91.3	
2019		4.0			6.4			101.5	

* - 2010 and 2011 filing numbers have been corrected to more accurately reflect Energy Efficient Products savings per Dec. '12 phone discussion with Stephen Garl

** - Variance calculated based on unrounded values

JEA

Program Name: REEP: Residential Energy Efficient Products
Program Start Date: 2007
Reporting Period: **2014**

a	b	c	d	e	f	g	h	l
Year	*Total Number of Customers	*Total Number of Eligible Customers	*Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants**	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	1,843,918	1,843,918	13,590	0.7%	14,690	14,690	0.8%	1,100
2011	1,862,357	1,862,357	23,871	1.3%	20,960	33,127	1.8%	9,256
2012	1,880,981	1,880,981	34,152	1.8%	18,902	54,552	2.9%	20,400
2013	1,899,791	1,899,791	44,433	2.3%	16,723	71,275	3.8%	26,842
2014	1,918,789	1,918,789	54,714	2.9%	8,157	79,432	4.1%	24,718
2015	1,937,977	1,937,977	64,995	3.4%				
2016	1,957,356	1,957,356	75,276	3.8%				
2017	1,976,930	1,976,930	85,557	4.3%				
2018	1,996,699	1,996,699	95,838	4.8%				
2019	2,016,666	2,016,666	106,119	5.3%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.066	0.069	592.5	616.8
Winter kW Reduction	0.089	0.092	753.0	783.9
kWH Reduction	789.8	822.2	6,442,375	6,706,512

Utility Cost per Installation	$ 44
Total Program Cost of the Utility (Administration and Incentives)	$ 356,543
Net Benefits of Measures Installed During Reporting Period	$ (74,900)

**Customers & eligible participants are equivalent to the number of filed DSM measures per customer*
*** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: REA: Residential Energy Audits
Program Start Date: 1978
Reporting Period: **2014**

a	b	c	d	e	f	g	h	l
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	368,783	368,783	2,800	0.8%	4,112	4,112	1.1%	1,312
2011	372,471	372,471	5,600	1.5%	4,906	9,018	2.4%	3,418
2012	376,196	376,196	8,400	2.2%	3,337	12,355	3.3%	3,955
2013	379,958	379,958	11,200	2.9%	3,644	15,999	4.2%	4,799
2014	383,758	383,758	14,000	3.6%	6,506	22,505	5.9%	8,505
2015	387,595	387,595	16,800	4.3%				
2016	391,471	391,471	19,600	5.0%				
2017	395,386	395,386	22,400	5.7%				
2018	399,340	399,340	25,200	6.3%				
2019	403,333	403,333	28,000	6.9%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.100	0.104	650.6	677.3
Winter kW Reduction	0.100	0.104	650.6	677.3
kWH Reduction	200	208	1,301,200	1,354,549

Utility Cost per Installation	$	103
Total Program Cost of the Utility (Administration and Incentives)	$	668,817
Net Benefits of Measures Installed During Reporting Period	$	27,084

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: GBHF: Green Built Homes of Florida (Energy Star) (Residential New Construction)
Program Start Date: 2006
Reporting Period: **2014**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	*Projected ~~Cumulative~~ Penetration Level % ~~(d/cx100)~~	Actual Annual Number of Program Participants**	Actual Cumulative Number of Program Participants	*Actual ~~Cumulative~~ Penetration Level % ~~(g/cx100)~~	Actual Participation Over (Under) Projected Participants (g-d)
2010	368,783	3,688	350	9.5%	363	363	9.8%	13
2011	372,471	3,725	700	9.4%	658	1021	17.7%	321
2012	376,196	3,762	1,050	9.3%	630	1651	16.7%	601
2013	379,958	3,800	1,400	9.2%	188	1839	4.9%	439
2014	383,758	3,838	1,750	9.1%	108	1947	2.8%	197
2015	387,595	3,876	2,100	9.0%				
2016	391,471	3,915	2,450	8.9%				
2017	395,386	3,954	2,800	8.9%				
2018	399,340	3,993	3,150	8.8%				
2019	403,333	4,033	3,500	8.7%				

Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.510	0.531	160.5	167.1
Winter kW Reduction	0.750	0.781	97.4	101.4
kWH Reduction	2,021	2,104	219,026	228,006

Utility Cost per Installation	$	395
Total Program Cost of the Utility (Administration and Incentives)	$	42,660
Net Benefits of Measures Installed During Reporting Period	$	1,100

** Cumulative participation levels are not applicable where the target refreshes annually (i.e. new construction)*
*** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: RSWH: Residential Solar Water Heating
Program Start Date: 2002
Reporting Period: **2014**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	368,783	368,783	250	0.1%	138	138	0.0%	(112)
2011	372,471	372,471	500	0.1%	107	245	0.1%	(255)
2012	376,196	376,196	750	0.2%	95	340	0.1%	(410)
2013	379,958	379,958	1,000	0.3%	36	376	0.1%	(624)
2014	383,758	383,758	1,250	0.3%	17	393	0.1%	(857)
2015	387,595	387,595	1,500	0.4%				
2016	391,471	391,471	1,750	0.4%				
2017	395,386	395,386	2,000	0.5%				
2018	399,340	399,340	2,250	0.6%				
2019	403,333	403,333	2,500	0.6%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.420	0.437	7.1	7.4
Winter kW Reduction	0.475	0.494	11.9	12.4
kWH Reduction	2,322	2,417	39,066	40,668

Utility Cost per Installation	$ 1,000
Total Program Cost of the Utility (Administration and Incentives)	$ 17,000
Net Benefits of Measures Installed During Reporting Period	$ (7,203)

* Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant

JEA

Program Name: RSNM: Residential Solar Net Metering
Program Start Date: 2009
Reporting Period: **2014**

a	b	c	d	e	f	g	h	l
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	368,783	368,783	38	0.01%	29	29	0.01%	(9)
2011	372,471	372,471	76	0.02%	8	37	0.01%	(39)
2012	376,196	376,196	114	0.03%	25	62	0.02%	(52)
2013	379,958	379,958	152	0.04%	42	104	0.03%	(48)
2014	383,758	383,758	190	0.05%	103	207	0.05%	17
2015	387,595	387,595	228	0.06%				
2016	391,471	391,471	266	0.07%				
2017	395,386	395,386	304	0.08%				
2018	399,340	399,340	342	0.09%				
2019	403,333	403,333	380	0.09%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.70	0.73	72.1	75.1
Winter kW Reduction	0.00	0.00	0.0	0.0
kWH Reduction	5,900	6,142	607,700	632,616

Utility Cost per Installation	$	260
Total Program Cost of the Utility (Administration and Incentives)	$	26,780
Net Benefits of Measures Installed During Reporting Period	$	(436,848)

* Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant

JEA

Program Name: NEE: Neighborhood Energy Efficiency
Program Start Date: 2008
Reporting Period: **2014**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	368,783	110,635	1,350	1.2%	1,564	1,564	1.4%	214
2011	372,471	111,741	2,700	2.4%	1,539	3,103	2.8%	403
2012	376,196	112,859	4,050	3.6%	1,534	4,637	4.1%	587
2013	379,958	113,987	5,400	4.7%	1,459	6,096	5.3%	696
2014	383,758	115,127	6,750	5.9%	1,468	7,564	6.6%	814
2015	387,595	116,279	8,100	7.0%				
2016	391,471	117,441	9,450	8.0%				
2017	395,386	118,616	10,800	9.1%				
2018	399,340	119,802	12,150	10.1%				
2019	403,333	121,000	13,500	11.2%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.359	0.374	457.7	476.5
Winter kW Reduction	0.359	0.374	457.7	476.5
kWH Reduction	817	850	1,199,043	1,248,204

Utility Cost per Installation	$ 199
Total Program Cost of the Utility (Administration and Incentives)	$ 292,235
Net Benefits of Measures Installed During Reporting Period	$ 67,535

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: CEA: Commercial Energy Audits
Program Start Date: 1978
Reporting Period: **2014**

a	b	c	d	e	f	g	h	l
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	45,925	45,925	410	0.9%	171	171	0.4%	(239)
2011	46,383	46,383	820	1.8%	34	205	0.4%	(615)
2012	46,848	46,848	1,230	2.6%	9	214	0.5%	(1,016)
2013	47,316	47,316	1,640	3.5%	5	219	0.5%	(1,421)
2014	47,789	47,789	2,050	4.3%	280	499	1.0%	(1,551)
2015	48,267	48,267	2,460	5.1%				
2016	48,750	48,750	2,870	5.9%				
2017	49,237	49,237	3,280	6.7%				
2018	49,730	49,730	3,690	7.4%				
2019	50,227	50,227	4,100	8.2%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.120	0.125	33.6	35.0
Winter kW Reduction	0.120	0.125	33.6	35.0
kWH Reduction	540	562	151,200	157,399

Utility Cost per Installation	$	260
Total Program Cost of the Utility (Administration and Incentives)	$	72,800
Net Benefits of Measures Installed During Reporting Period	$	3,845

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: CEEP: Commercial Energy Efficient Products
Program Start Date: 2007
Reporting Period: **2014**

a	b	c	d	e	f	g	h	I
Year	*Total Number of Customers	*Total Number of Eligible Customers	*Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants**	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	229,623	229,623	17,297	7.5%	12,962	12,962	5.6%	(4,335)
2011	231,919	231,919	30,382	13.1%	23,100	38,585	16.6%	8,203
2012	234,238	234,238	40,663	17.4%	21,675	57,737	24.6%	17,074
2013	236,580	236,580	50,944	21.5%	18,885	76,622	32.4%	25,678
2014	238,946	238,946	61,225	25.6%	8,124	84,746	35.5%	23,521
2015	241,336	241,336	71,506	29.6%				
2016	243,749	243,749	81,787	33.6%				
2017	246,187	246,187	92,068	37.4%				
2018	248,648	248,648	102,349	41.2%				
2019	251,135	251,135	112,630	44.8%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.066	0.069	496.4	516.8
Winter kW Reduction	0.089	0.092	708.2	737.2
kWH Reduction	789.8	822.2	6,416,582	6,679,662

Utility Cost per Installation	$ 44
Total Program Cost of the Utility (Administration and Incentives)	$ 355,100
Net Benefits of Measures Installed During Reporting Period	$ (74,597)

JEA

Program Name: DCW: District Chilled Water
Program Start Date: 2002
Reporting Period: **2014**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	45,925	455	0	0.0%	0	0	0.0%	0
2011	40,400	400	0	0.0%	0	0	0.0%	0
2012	40,800	404	1	0.2%	1	1	0.2%	0
2013	41,200	408	0	0.0%	0	1	0.2%	1
2014	41,600	412	0	0.0%	0	1	0.2%	1
2015	42,000	416	0	0.0%				
2016	42,400	420	0	0.0%				
2017	42,800	424	0	0.0%				
2018	43,200	428	0	0.0%				
2019	43,600	432	0	0.0%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	240.0	249.8	0.0	0.0
Winter kW Reduction	72.0	75.0	0.0	0.0
kWH Reduction	840,000	874,440	0.0	0.0

Utility Cost per Installation	$	282,000
Total Program Cost of the Utility (Administration and Incentives)	$	-
Net Benefits of Measures Installed During Reporting Period	$	-

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: CSNM: Commercial Solar Net Metering
Program Start Date: 2009
Reporting Period: **2014**

a	b	c	d	e	f	g	h	l
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2010	45,925	45,925	8	0.02%	5	5	0.01%	(3)
2011	46,383	46,383	16	0.03%	4	9	0.02%	(7)
2012	46,848	46,848	24	0.05%	0	9	0.02%	(15)
2013	47,316	47,316	32	0.07%	10	19	0.04%	(13)
2014	47,789	47,789	40	0.08%	2	21	0.04%	(19)
2015	48,267	48,267	48	0.10%				
2016	48,750	48,750	56	0.11%				
2017	49,237	49,237	64	0.13%				
2018	49,730	49,730	72	0.14%				
2019	50,227	50,227	80	0.16%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	1.50	1.562	3.0	3.1
Winter kW Reduction	0.00	0.000	0.0	0.0
kWH Reduction	10,000	10,410	20,000	20,820

Utility Cost per Installation	$	650
Total Program Cost of the Utility (Administration and Incentives)	$	1,300
Net Benefits of Measures Installed During Reporting Period	$	(18,921)

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

21 West Church Street
Jacksonville, Florida 32202-3139

March 1, 2016

Shevie Brown
Economic Analyst
Division of Economics
Florida Public Service Commission
2540 Shumard Oak Boulevard
Tallahassee, Florida 32399-0850
Phone: (850) 413-6638

ELECTRIC

WATER

SEWER

Re: Demand Side Management Plan, 2015 FEECA Annual Report

Dear Mr. Brown:

Enclosed is JEA's 2015 FEECA annual report on Demand Side Management activities.

The data confirms that JEA has exceeded its total FEECA goals for 2015; the attached summary contains the relevant details.

If you have any questions, please do not hesitate to contact me at (904) 665-6764.

Sincerely,

Richard Vento
Director, Customer Solutions & Market Development

Encl: 2015 FEECA Annual Report

cc: Paul McElroy
Mike Brost
Melissa Dykes
Monica Whiting
Mike Hightower

JEA
Demand Side Management (DSM) FEECA Annual Report for 2015

Public Service Commission (PSC) Goals

Sections 366.S0 through 366.S5, and 403.519, Florida Statutes (F.S.), are collectively known as the Florida Energy Efficiency and Conservation Act (FEECA). Section 366.82(2), (F.S.), requires the Florida PSC to adopt appropriate goals designed to increase the conservation of expensive resources, such as petroleum fuels, to reduce and control the growth rates of electric consumption and weather-sensitive peak demand.

In accordance with the FEECA sections noted above, JEA's goals were established in DOCKET NO. 130203-EM, ORDER NO. PSC-14-0696-FOF-EG, ISSUED: December 16, 2014.

DSM Plan 2015 – 2024

Pursuant to Sections 366.81 and 366.82, F.S., Rule 25-17.0021, Florida Administrative Code (F.A.C.), JEA petitioned the Florida PSC to approve the DSM plan filed on March 16, 2015. Subsequently, JEA's plan was approved on August 11, 2015 under docket number: 150087-EG.

DSM Reporting Requirements

In accordance with Section 366.82 (10), F.S., Rule 25-17.0021(5), F.A.C., each utility shall submit an annual report no later than March 1 of each year summarizing its DSM plan and the total actual achieved results for its approved DSM plan in the preceding calendar year.

2015 Total Actual Achieved Results

JEA met PSC goals as established in DOCKET NO. 130203-EM, ORDER NO. PSC-14-0696-FOF-EG, ISSUED: December 16, 2014 with the exception of the summer peak goal in the commercial/industrial sector. This was not achieved due to a lower than anticipated participation in the commercial solar net metering program. However, when considering JEA additional non-RIM DSM programs the summer peak goal is easily exceeded.

JEA is submitting 2015 annual performance values for its non-RIM (i.e. not part of FEECA) DSM programs consistent with form EIA-861 as required by the U.S. Energy Information Administration (EIA).

As a not-for-profit, community-owned utility, JEA will continue to review and adjust its investment in energy and efficiency.

JEA's DSM FEECA Portfolio

JEA's FEECA portfolio consists of four (4) residential programs, two (2) commercial programs as described below. Achieved kW and kWh reductions are found on page 5.

A. Residential FEECA Programs

- **Residential Energy Audit Program** uses auditors to examine homes, educate customers and make recommendations on low-cost or no-cost energy-saving practices and measures.

- **Residential Solar Water Heating** pays a financial incentive to customers to encourage the use of solar water heating technology.

- **Residential Solar Net Metering** promotes the use of solar photovoltaic systems by purchasing excessive power from residential customers implementing these systems.

- **Neighborhood Efficiency Program** offers education concerning the efficient use of energy & water as well as the direct installation of an array of energy & water efficient measures at no cost to income qualified customers.

B. Commercial FEECA Programs

- **Commercial Energy Audit Program** uses auditors to examine businesses, educate customers and make recommendations on low-cost or no-cost energy-saving practices and measures.

- **Commercial Solar Net Metering** promotes the use of solar photovoltaic systems by purchasing excessive power from commercial customers implementing these systems.

JEA's DSM Non-RIM Portfolio

JEA's non-RIM portfolio consists of three (3) residential programs, three (3) commercial programs as described below. Achieved kW and kWh reductions are summarized on page 4.

A. Residential Non-RIM Programs

- **Residential Efficiency Upgrade** pays a financial incentive to encourage the use of high efficiency HVAC and water heating products and services.

- **Energy Efficient Products** pays a financial incentive to encourage the use of high efficiency lighting and appliance products.

- **Residential New Build** promotes the use high efficiency HVAC, water heating, lighting and appliances in the new construction market.

B. Commercial Non-RIM Programs

- **Commercial Prescriptive Program** pays a financial incentive to encourage the use of high efficiency HVACR, lighting, cooking and water heating products and services.

- **Small Business Direct Install Program** promotes the use high efficiency HVAC, water heating, lighting and appliances in the small business sector.

- **Custom Commercial Program** promotes the use of custom efficiency measures based on specific applications for each customer.

JEA's 2015 Non-RIM Portfolio	Winter Peak MW Reduction	Summer Peak MW Reduction	GWh Energy Reduction
Total	3.59	4.63	26.34
Residential	2.31	1.92	12.33
Commercial	1.28	2.71	14.01

JEA

Comparison of Achieved kW and kWH Reductions
with Annual Target Included in Public Service Commission Approved Goals
Report Period: **2015**

Total

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	2.529	0.967	162%	3.305	1.080	206%	7397.488	2.58	187%
2016		1.934			2.160			5.16	
2017		2.901			3.240			7.74	
2018		3.868			4.320			10.32	
2019		4.835			5.400			12.90	
2020		5.802			6.480			15.48	
2021		6.769			7.560			18.06	
2022		7.736			8.640			20.64	
2023		8.703			9.720			23.22	
2024		9.670			10.800			25.80	

Residential

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	2.499	0.960	160%	3.259	0.940	247%	7.2	2.50	189%
2016		1.920			1.880			5.00	
2017		2.880			2.820			7.50	
2018		3.840			3.760			10.00	
2019		4.800			4.700			12.50	
2020		5.760			5.640			15.00	
2021		6.720			6.580			17.50	
2022		7.680			7.520			20.00	
2023		8.640			8.460			22.50	
2024		9.600			9.400			25.00	

Commercial/Industrial

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	0.031	0.007	338%	0.05	0.140	-67%	0.18	0.08	124%
2016		0.014			0.280			0.16	
2017		0.021			0.420			0.24	
2018		0.028			0.560			0.32	
2019		0.035			0.700			0.40	
2020		0.042			0.840			0.48	
2021		0.049			0.980			0.56	
2022		0.056			1.120			0.64	
2023		0.063			1.260			0.72	
2024		0.070			1.400			0.80	

** - Variance calculated based on unrounded values

JEA

Program Name: REA: Residential Energy Audits
Program Start Date: 1978
Reporting Period: **2015**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	4,500	1.2%	20,171	20,171	5.2%	15,671
2016	397,057	397,057	9,000	2.3%				
2017	403,655	403,655	13,500	3.3%				
2018	409,756	409,756	18,000	4.4%				
2019	415,662	415,662	22,500	5.4%				
2020	421,331	421,331	27,000	6.4%				
2021	426,984	426,984	31,500	7.4%				
2022	432,669	432,669	36,000	8.3%				
2023	438,312	438,312	40,500	9.2%				
2024	443,879	443,879	45,000	10.1%				

Estimated Annual Demand and Energy Savings

	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.100	0.106	2,017.1	2,138.1
Winter kW Reduction	0.100	0.105	2,017.1	2,118.0
kWH Reduction	200	208	4,034,200.0	4,195,568.0

Utility Cost per Installation	$ 103
Total Program Cost of the Utility (Administration and Incentives)	$ 2,073,579
Net Benefits of Measures Installed During Reporting Period	$ (24,662)

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: RSWH: Residential Solar Water Heating
Program Start Date: 2002
Reporting Period: **2015**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	20	0.01%	20	20	0.0%	0
2016	397,057	397,057	40	0.01%				
2017	403,655	403,655	60	0.01%				
2018	409,756	409,756	80	0.02%				
2019	415,662	415,662	100	0.02%				
2020	421,331	421,331	120	0.03%				
2021	426,984	426,984	140	0.03%				
2022	432,669	432,669	160	0.04%				
2023	438,312	438,312	180	0.04%				
2024	443,879	443,879	200	0.05%				

Estimated Annual Demand and Energy Savings

	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.420	0.443	8.4	8.9
Winter kW Reduction	0.475	0.496	9.5	9.9
kWH Reduction	2,322	2,417	46,445.2	48,340.0

Utility Cost per Installation	$ 1,130
Total Program Cost of the Utility (Administration and Incentives)	$ 22,600
Net Benefits of Measures Installed During Reporting Period	$ (10,061)

* Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant

JEA

Program Name: RSNM: Residential Solar Net Metering
Program Start Date: 2009
Reporting Period: **2015**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	41	0.01%	250	250	0.06%	209
2016	397,057	397,057	82	0.02%				
2017	403,655	403,655	123	0.03%				
2018	409,756	409,756	164	0.04%				
2019	415,662	415,662	205	0.05%				
2020	421,331	421,331	246	0.06%				
2021	426,984	426,984	287	0.07%				
2022	432,669	432,669	328	0.08%				
2023	438,312	438,312	369	0.08%				
2024	443,879	443,879	410	0.09%				

Estimated Annual Demand and Energy Savings

	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	2.80	2.95	700.0	737.5
Winter kW Reduction	0.00	0.00	0.0	0.0
kWH Reduction	7,982	8,309	1,995,500.0	2,077,250.0

Utility Cost per Installation	$ 770.88
Total Program Cost of the Utility (Administration and Incentives)	$ 192,720
Net Benefits of Measures Installed During Reporting Period	$ (662,261)

* Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant

JEA

Program Name: NEE: Neighborhood Energy Efficiency
Program Start Date: 2008
Reporting Period: **2015**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	368,783	117,113	1,500	1.3%	1,005	1,005	0.9%	(495)
2016	372,471	119,117	3,000	2.5%				
2017	376,196	121,097	4,500	3.7%				
2018	379,958	122,927	6,000	4.9%				
2019	383,758	124,699	7,500	6.0%				
2020	387,595	126,399	9,000	7.1%				
2021	391,471	128,095	10,500	8.2%				
2022	395,386	129,801	12,000	9.2%				
2023	399,340	131,494	13,500	10.3%				
2024	403,333	133,164	15,000	11.3%				

Estimated Annual Demand and Energy Savings

	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.353	0.373	354.8	374.9
Winter kW Reduction	0.353	0.369	354.8	370.8
kWH Reduction	858	893	862,290.0	897,465.0

Utility Cost per Installation	$ 331
Total Program Cost of the Utility (Administration and Incentives)	$ 332,655
Net Benefits of Measures Installed During Reporting Period	$ 9,602

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: CEA: Commercial Energy Audits
Program Start Date: 1978
Reporting Period: **2015**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	50,506	50,506	200	0.4%	245	245	0.5%	45
2016	51,136	51,136	400	0.8%				
2017	51,698	51,698	600	1.2%				
2018	52,187	52,187	800	1.5%				
2019	52,639	52,639	1,000	1.9%				
2020	53,069	53,069	1,200	2.3%				
2021	53,492	53,492	1,400	2.6%				
2022	53,908	53,908	1,600	3.0%				
2023	54,321	54,321	1,800	3.3%				
2024	54,735	54,735	2,000	3.7%				

Estimated Annual Demand and Energy Savings

	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.120	0.127	29.4	31.1
Winter kW Reduction	0.120	0.125	29.4	30.6
kWH Reduction	540	562	132,300.0	137,690.0

Utility Cost per Installation	$ 221
Total Program Cost of the Utility (Administration and Incentives)	$ 54,145
Net Benefits of Measures Installed During Reporting Period	$ 1,071

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

JEA

Program Name: CSNM: Commercial Solar Net Metering
Program Start Date: 2009
Reporting Period: **2015**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants*	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	50,506	50,506	8	0.02%	1	1	0.00%	(7)
2016	51,136	51,136	16	0.03%				
2017	51,698	51,698	24	0.05%				
2018	52,187	52,187	32	0.06%				
2019	52,639	52,639	40	0.08%				
2020	53,069	53,069	48	0.09%				
2021	53,492	53,492	56	0.10%				
2022	53,908	53,908	64	0.12%				
2023	54,321	54,321	72	0.13%				
2024	54,735	54,735	80	0.15%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	14.10	14.900	14.1	14.9
Winter kW Reduction	0.00	0.000	0.0	0.0
kWH Reduction	39,553	41,175	39,553.0	41,175.0

Utility Cost per Installation	$ 2,300
Total Program Cost of the Utility (Administration and Incentives)	$ 2,300
Net Benefits of Measures Installed During Reporting Period	$ (14,735)

** Participant counts are determined by taking savings values and dividing by the filed, deemed kWh savings per participant*

REPORT
March 1, 2017

21 West Church Street
Jacksonville, Florida 32202-3139

JEA

ELECTRIC

WATER

SEWER

March 1, 2017

Tripp Coston
Economic Supervisor, Conservation
Florida Public Service Commission
2540 Shumard Oak Boulevard
Tallahassee, Florida 32399-0850
Phone: (850) 413-6814

Re: Demand Side Management Plan, 2016 FEECA Annual Report

Dear Mr. Coston:

Enclosed is JEA's 2016 FEECA annual report on Demand Side Management activities.

The data confirms that JEA has exceeded its total FEECA goals for 2016; the attached summary contains the relevant details.

If you have any questions, please do not hesitate to contact me at (904) 665-6187.

Sincerely,

Payson Tilden
Director, Customer Solutions & Market Development

Encl: 2016 FEECA Annual Report

cc: Paul McElroy
Mike Brost
Melissa Dykes
Richard Vento
Mike Hightower

JEA
Demand Side Management (DSM) FEECA Annual Report for 2016

Public Service Commission (PSC) Goals

Sections 366.S0 through 366.S5, and 403.519, Florida Statutes (F.S.), are collectively known as the Florida Energy Efficiency and Conservation Act (FEECA). Section 366.82(2), (F.S.), requires the Florida PSC to adopt appropriate goals designed to increase the conservation of expensive resources, such as petroleum fuels, to reduce and control the growth rates of electric consumption and weather-sensitive peak demand.

In accordance with the FEECA sections noted above, JEA's goals were established in DOCKET NO. 130203-EM, ORDER NO. PSC-14-0696-FOF-EG, ISSUED: December 16, 2014.

DSM Plan 2015 – 2024

Pursuant to Sections 366.81 and 366.82, F.S., Rule 25-17.0021, Florida Administrative Code (F.A.C.), JEA petitioned the Florida PSC to approve the DSM plan filed on March 16, 2015. Subsequently, JEA's plan was approved on August 11, 2015 under docket number: 150087-EG.

DSM Reporting Requirements

In accordance with Section 366.82 (10), F.S., Rule 25-17.0021(5), F.A.C., each utility shall submit an annual report no later than March 1 of each year summarizing its DSM plan and the total actual achieved results for its approved DSM plan in the preceding calendar year.

2016 Total Actual Achieved Results

JEA met PSC goals as established in DOCKET NO. 130203-EM, ORDER NO. PSC-14-0696-FOF-EG, ISSUED: December 16, 2014 with the exception of the summer peak goal in the commercial/industrial sector. This was not achieved due to a lower than anticipated participation in the commercial solar net metering program. However, when considering JEA additional non-RIM DSM programs the summer peak goal is easily exceeded.

JEA is submitting 2016 annual performance values for its non-RIM (i.e. not part of FEECA) DSM programs consistent with form EIA-861 as required by the U.S. Energy Information Administration (EIA).

As a not-for-profit, community-owned utility, JEA will continue to review and adjust its investment in energy and efficiency.

JEA's DSM FEECA Portfolio

JEA's FEECA portfolio consists of four (4) residential programs, two (2) commercial programs as described below. Achieved kW and kWh reductions are found on page 5.

A. Residential FEECA Programs

- **Residential Energy Audit Program** uses auditors to examine homes, educate customers and make recommendations on low-cost or no-cost energy-saving practices and measures.

- **Residential Solar Water Heating** pays a financial incentive to customers to encourage the use of solar water heating technology.

- **Residential Solar Net Metering** promotes the use of solar photovoltaic systems by purchasing excessive power from residential customers implementing these systems.

- **Neighborhood Efficiency Program** offers education concerning the efficient use of energy & water as well as the direct installation of an array of energy & water efficient measures at no cost to income qualified customers.

B. Commercial FEECA Programs

- **Commercial Energy Audit Program** uses auditors to examine businesses, educate customers and make recommendations on low-cost or no-cost energy-saving practices and measures.

- **Commercial Solar Net Metering** promotes the use of solar photovoltaic systems by purchasing excessive power from commercial customers implementing these systems.

JEA's DSM Non-RIM Portfolio

JEA's non-RIM portfolio consists of three (3) residential programs, three (3) commercial programs as described below. Achieved kW and kWh reductions are summarized on page 4.

A. Residential Non-RIM Programs

- **Residential Efficiency Upgrade** pays a financial incentive to encourage the use of high efficiency HVAC and water heating products and services.

- **Energy Efficient Products** pays a financial incentive to encourage the use of high efficiency lighting and appliance products.

- **Residential New Build** promotes the use high efficiency HVAC, water heating, lighting and appliances in the new construction market.

B. Commercial Non-RIM Programs

- **Commercial Prescriptive Program** pays a financial incentive to encourage the use of high efficiency HVACR, lighting, cooking and water heating products and services.

- **Small Business Direct Install Program** promotes the use high efficiency HVAC, water heating, lighting and appliances in the small business sector.

- **Custom Commercial Program** promotes the use of custom efficiency measures based on specific applications for each customer.

JEA's 2016 NON-RIM PORTFOLIO	**Winter Peak MW Reduction**	**Summer Peak MW Reduction**	**GWh Energy Reduction**
Total	2.56	2.61	23.38
Residential	0.90	0.70	8.88
Commercial	1.60	1.91	14.50

JEA

Comparison of Achieved kW and kWH Reductions
with Annual Target Included in Public Service Commission Approved Goals
Report Period: **2016**

Total

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	2.530	0.967	162%	3.305	1.080	206%	7.4	2.58	186%
2016	4.873	1.934	152%	6.973	2.160	223%	16.0	5.16	210%
2017		2.901			3.240			2300.24	
2018		3.868			4.320			9936.32	
2019		4.835			5.400			-103026.60	
2020		5.802			6.480			-103024.02	
2021		6.769			7.560			-103021.44	
2022		7.736			8.640			-103018.86	
2023		8.703			9.720			-103016.28	
2024		9.670			10.800			-103013.70	

Residential

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	2.499	0.960	160%	3.259	0.940	247%	7.2	2.50	188%
2016	4.816	1.920	151%	6.797	1.880	262%	15.4	5.00	208%
2017		2.880			2.820			2300.00	
2018		3.840			3.760			9936.00	
2019		4.800			4.700			-103027.00	
2020		5.760			5.640			-103024.50	
2021		6.720			6.580			-103022.00	
2022		7.680			7.520			-103019.50	
2023		8.640			8.460			-103017.00	
2024		9.600			9.400			-103014.50	

Commercial/Industrial

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	0.031	0.007	343%	0.046	0.140	-67%	0.18	0.08	122%
2016	0.057	0.014	306%	0.177	0.280	-37%	0.58	0.16	264%
2017		0.021			0.420			0.24	
2018		0.028			0.560			0.32	
2019		0.035			0.700			0.40	
2020		0.042			0.840			0.48	
2021		0.049			0.980			0.56	
2022		0.056			1.120			0.64	
2023		0.063			1.260			0.72	
2024		0.070			1.400			0.80	

** - Variance calculated based on unrounded values

JEA

Program Name: REA: Residential Energy Audits
Program Start Date: 1978
Reporting Period: **2016**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	4,500	1.2%	20,171	20,171	5.2%	15,671
2016	397,057	397,057	9,000	2.3%	16,730	36,901	9.3%	27,901
2017	403,655	403,655	13,500	3.3%				
2018	409,756	409,756	18,000	4.4%				
2019	415,662	415,662	22,500	5.4%				
2020	421,331	421,331	27,000	6.4%				
2021	426,984	426,984	31,500	7.4%				
2022	432,669	432,669	36,000	8.3%				
2023	438,312	438,312	40,500	9.2%				
2024	443,879	443,879	45,000	10.1%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.100	0.106	1,673.0	1,773.4
Winter kW Reduction	0.100	0.105	1,673.0	1,756.7
kWH Reduction	200	208	3,346,000.0	3,479,840.0

Utility Cost per Installation	$ 102.80
Total Program Cost of the Utility (Administration and Incentives)	$ 1,719,844
Net Benefits of Measures Installed During Reporting Period	$ (14,739)

JEA

Program Name: RSWH: Residential Solar Water Heating
Program Start Date: 2002
Reporting Period: **2016**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	20	0.01%	20	20	0.0%	0
2016	397,057	397,057	40	0.01%	1	21	0.0%	(19)
2017	403,655	403,655	60	0.01%				
2018	409,756	409,756	80	0.02%				
2019	415,662	415,662	100	0.02%				
2020	421,331	421,331	120	0.03%				
2021	426,984	426,984	140	0.03%				
2022	432,669	432,669	160	0.04%				
2023	438,312	438,312	180	0.04%				
2024	443,879	443,879	200	0.05%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.420	0.443	0.4	0.4
Winter kW Reduction	0.475	0.496	0.5	0.5
kWH Reduction	2,322	2,417	2,322.3	2,417.0

Utility Cost per Installation	$	1,130
Total Program Cost of the Utility (Administration and Incentives)	$	1,130
Net Benefits of Measures Installed During Reporting Period	$	(499)

JEA

Program Name: RSNM: Residential Solar Net Metering
Program Start Date: 2009
Reporting Period: **2016**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	41	0.01%	250	250	0.06%	209
2016	397,057	397,057	82	0.02%	406	656	0.17%	574
2017	403,655	403,655	123	0.03%				
2018	409,756	409,756	164	0.04%				
2019	415,662	415,662	205	0.05%				
2020	421,331	421,331	246	0.06%				
2021	426,984	426,984	287	0.07%				
2022	432,669	432,669	328	0.08%				
2023	438,312	438,312	369	0.08%				
2024	443,879	443,879	410	0.09%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	2.80	2.95	1,136.8	1,197.7
Winter kW Reduction	0.00	0.00	0.0	0.0
kWH Reduction	7,982	8,309	3,240,692.0	3,373,454.0

Utility Cost per Installation	$ 770.88
Total Program Cost of the Utility (Administration and Incentives)	$ 312,977
Net Benefits of Measures Installed During Reporting Period	$ (1,069,976)

JEA

Program Name: NEE: Neighborhood Energy Efficiency
Program Start Date: 2008
Reporting Period: **2016**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	368,783	117,113	1,500	1.3%	1,005	1,005	0.9%	(495)
2016	372,471	119,117	3,000	2.5%	1,518	2,523	2.1%	(477)
2017	376,196	121,097	4,500	3.7%				
2018	379,958	122,927	6,000	4.9%				
2019	383,758	124,699	7,500	6.0%				
2020	387,595	126,399	9,000	7.1%				
2021	391,471	128,095	10,500	8.2%				
2022	395,386	129,801	12,000	9.2%				
2023	399,340	131,494	13,500	10.3%				
2024	403,333	133,164	15,000	11.3%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.353	0.373	535.9	566.2
Winter kW Reduction	0.353	0.369	535.9	560.1
kWH Reduction	858	893	1,302,444.0	1,355,574.0

Utility Cost per Installation	$	331
Total Program Cost of the Utility (Administration and Incentives)	$	502,458
Net Benefits of Measures Installed During Reporting Period	$	16,729

JEA

Program Name: CEA: Commercial Energy Audits
Program Start Date: 1978
Reporting Period: **2016**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	50,506	50,506	200	0.4%	245	245	0.5%	45
2016	51,136	51,136	400	0.8%	207	452	0.9%	52
2017	51,698	51,698	600	1.2%				
2018	52,187	52,187	800	1.5%				
2019	52,639	52,639	1,000	1.9%				
2020	53,069	53,069	1,200	2.3%				
2021	53,492	53,492	1,400	2.6%				
2022	53,908	53,908	1,600	3.0%				
2023	54,321	54,321	1,800	3.3%				
2024	54,735	54,735	2,000	3.7%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.120	0.127	24.8	26.3
Winter kW Reduction	0.120	0.125	24.8	25.9
kWH Reduction	540	562	111,780.0	116,334.0

Utility Cost per Installation	$	221
Total Program Cost of the Utility (Administration and Incentives)	$	45,747
Net Benefits of Measures Installed During Reporting Period	$	1,096

JEA

Program Name: CSNM: Commercial Solar Net Metering
Program Start Date: 2009
Reporting Period: **2016**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	50,506	50,506	8	0.02%	1	1	0.00%	(7)
2016	51,136	51,136	16	0.03%	7	8	0.02%	(8)
2017	51,698	51,698	24	0.05%				
2018	52,187	52,187	32	0.06%				
2019	52,639	52,639	40	0.08%				
2020	53,069	53,069	48	0.09%				
2021	53,492	53,492	56	0.10%				
2022	53,908	53,908	64	0.12%				
2023	54,321	54,321	72	0.13%				
2024	54,735	54,735	80	0.15%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	14.10	14.900	98.7	104.3
Winter kW Reduction	0.00	0.000	0.0	0.0
kWH Reduction	39,553	41,175	276,871.0	288,225.0

Utility Cost per Installation	$ 2,300
Total Program Cost of the Utility (Administration and Incentives)	$ 16,100
Net Benefits of Measures Installed During Reporting Period	$ (103,027)

21 West Church Street
Jacksonville, Florida 32202-3139

JEA

ELECTRIC

WATER

SEWER

March 13, 2018

Tripp Coston
Economic Supervisor, Conservation
Florida Public Service Commission
2540 Shumard Oak Boulevard
Tallahassee, Florida 32399-0850
Phone: (850) 413-6814

Re: Demand Side Management Plan, 2017 FEECA Annual Report

Dear Mr. Coston:

Enclosed is JEA's 2017 FEECA annual report on Demand Side Management activities.

The data confirms that JEA has exceeded its total FEECA goals for 2017; the attached summary contains the relevant details.

If you have any questions, please do not hesitate to contact me at (904) 665-5008.

Sincerely,

Vicki Nichols
Director, Customer Solutions & Market Development

Encl: 2017 FEECA Annual Report

cc: Paul McElroy
Kerri Stewart
Mike Brost
Melissa Dykes
Mike Hightower

JEA
Demand Side Management (DSM) FEECA Annual Report for 2017

Public Service Commission (PSC) Goals

Sections 366.S0 through 366.S5, and 403.519, Florida Statutes (F.S.), are collectively known as the Florida Energy Efficiency and Conservation Act (FEECA). Section 366.82(2), (F.S.), requires the Florida PSC to adopt appropriate goals designed to increase the conservation of expensive resources, such as petroleum fuels, to reduce and control the growth rates of electric consumption and weather-sensitive peak demand.

In accordance with the FEECA sections noted above, JEA's goals were established in DOCKET NO. 130203-EM, ORDER NO. PSC-14-0696-FOF-EG, ISSUED December 16, 2014.

DSM Plan 2015 – 2024

Pursuant to Sections 366.81 and 366.82, F.S., Rule 25-17.0021, Florida Administrative Code (F.A.C.), JEA petitioned the Florida PSC to approve the DSM plan filed on March 16, 2015. Subsequently, JEA's plan was approved on August 11, 2015 under docket number: 150087-EG.

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2017 Total Actual Achieved Results

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JEA is submitting 2017 annual performance values for its non-RIM (i.e. not part of FEECA) DSM programs consistent with form EIA-861 as required by the U.S. Energy Information Administration (EIA).

As a not-for-profit, community-owned utility, JEA will continue to review and adjust its investment in energy and efficiency.

JEA's DSM FEECA Portfolio

JEA's FEECA portfolio consists of four (4) residential programs, two (2) commercial programs as described below. Achieved kW and kWh reductions are on page 5.

A. Residential FEECA Programs

- **Residential Energy Audit Program** uses auditors to examine homes, educate customers and make recommendations on low-cost or no-cost energy-saving practices and measures.

- **Residential Solar Water Heating** pays a financial incentive to customers to encourage the use of solar water heating technology.

- **Residential Solar Net Metering** promotes the use of solar photovoltaic systems by purchasing excessive power from residential customers implementing these systems.

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B. Commercial FEECA Programs

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JEA's DSM Non-RIM Portfolio

JEA's non-RIM portfolio consists of three (3) residential programs, three (3) commercial programs as described below. Achieved kW and kWh reductions are summarized on page 4.

A. Residential Non-RIM Programs

- **Residential Efficiency Upgrade** pays a financial incentive to encourage the use of high efficiency HVAC and water heating products and services.

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- **Small Business Direct Install Program** promotes the use high efficiency HVAC, water heating, lighting and appliances in the small business sector.

- **Custom Commercial Program** promotes the use of custom efficiency measures based on specific applications for each customer.

JEA's 2017 NON-RIM PORTFOLIO	Winter Peak MW Reduction	Summer Peak MW Reduction	GWh Energy Reduction
Total	1.08	2.01	26.8
Residential	0.35	0.21	4.8
Commercial	0.73	1.80	22.0

JEA

Comparison of Achieved kW and kWH Reductions
with Annual Target Included in Public Service Commission Approved Goals
Report Period: **2017**

Total

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	2.530	0.967	162%	3.305	1.080	206%	7.4	2.58	186%
2016	4.873	1.934	152%	6.973	2.160	223%	16.0	5.16	210%
2017	7.077	2.901	144%	11.332	3.240	250%	26.5	7.74	243%
2018		3.868			4.320			10.32	
2019		4.835			5.400			12.90	
2020		5.802			6.480			15.48	
2021		6.769			7.560			18.06	
2022		7.736			8.640			20.64	
2023		8.703			9.720			23.22	
2024		9.670			10.800			25.80	

Residential

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	2.499	0.960	160%	3.259	0.940	247%	7.2	2.50	188%
2016	4.816	1.920	151%	6.797	1.880	262%	15.4	5.00	208%
2017	7.002	2.880	143%	10.034	2.820	256%	22.8	7.50	204%
2018		3.840			3.760			10.00	
2019		4.800			4.700			12.50	
2020		5.760			5.640			15.00	
2021		6.720			6.580			17.50	
2022		7.680			7.520			20.00	
2023		8.640			8.460			22.50	
2024		9.600			9.400			25.00	

Commercial/Industrial

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	0.031	0.007	343%	0.046	0.140	-67%	0.18	0.08	122%
2016	0.057	0.014	306%	0.177	0.280	-37%	0.58	0.16	264%
2017	0.075	0.021	258%	1.298	0.420	209%	3.71	0.24	1446%
2018		0.028			0.560			0.32	
2019		0.035			0.700			0.40	
2020		0.042			0.840			0.48	
2021		0.049			0.980			0.56	
2022		0.056			1.120			0.64	
2023		0.063			1.260			0.72	
2024		0.070			1.400			0.80	

** - Variance calculated based on unrounded values

JEA

Program Name: REA: Residential Energy Audits
Program Start Date: 1978
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	4,500	1.2%	20,171	20,171	5.2%	15,671
2016	397,057	397,057	9,000	2.3%	16,730	36,901	9.3%	27,901
2017	403,655	403,655	13,500	3.3%	16,516	53,417	13.2%	39,917
2018	409,756	409,756	18,000	4.4%				
2019	415,662	415,662	22,500	5.4%				
2020	421,331	421,331	27,000	6.4%				
2021	426,984	426,984	31,500	7.4%				
2022	432,669	432,669	36,000	8.3%				
2023	438,312	438,312	40,500	9.2%				
2024	443,879	443,879	45,000	10.1%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.100	0.106	1,651.6	1,750.7
Winter kW Reduction	0.100	0.105	1,651.6	1,734.2
kWH Reduction	200	208	3,303,200.0	3,435,328.0

Utility Cost per Installation	$ 102.80
Total Program Cost of the Utility (Administration and Incentives)	$ 1,697,845
Net Benefits of Measures Installed During Reporting Period	$ (10,893)

JEA

Program Name: RSWH: Residential Solar Water Heating
Program Start Date: 2002
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	20	0.01%	20	20	0.0%	0
2016	397,057	397,057	40	0.01%	1	21	0.0%	(19)
2017	403,655	403,655	60	0.01%	0	21	0.0%	(39)
2018	409,756	409,756	80	0.02%				
2019	415,662	415,662	100	0.02%				
2020	421,331	421,331	120	0.03%				
2021	426,984	426,984	140	0.03%				
2022	432,669	432,669	160	0.04%				
2023	438,312	438,312	180	0.04%				
2024	443,879	443,879	200	0.05%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.420	0.443	0.0	0.0
Winter kW Reduction	0.475	0.496	0.0	0.0
kWH Reduction	2,322	2,417	0.0	0.0

Utility Cost per Installation	$	1,130
Total Program Cost of the Utility (Administration and Incentives)	$	-
Net Benefits of Measures Installed During Reporting Period	$	-

JEA

Program Name: RSNM: Residential Solar Net Metering
Program Start Date: 2009
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	41	0.01%	250	250	0.06%	209
2016	397,057	397,057	82	0.02%	406	656	0.17%	574
2017	403,655	403,655	123	0.03%	349	1,005	0.25%	882
2018	409,756	409,756	164	0.04%				
2019	415,662	415,662	205	0.05%				
2020	421,331	421,331	246	0.06%				
2021	426,984	426,984	287	0.07%				
2022	432,669	432,669	328	0.08%				
2023	438,312	438,312	369	0.08%				
2024	443,879	443,879	410	0.09%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	2.80	2.95	977.2	1,029.6
Winter kW Reduction	0.00	0.00	0.0	0.0
kWH Reduction	7,982	8,309	2,785,718.0	2,899,841.0

Utility Cost per Installation	$	770.88
Total Program Cost of the Utility (Administration and Incentives)	$	269,037
Net Benefits of Measures Installed During Reporting Period	$	(916,673)

JEA

Program Name: NEE: Neighborhood Energy Efficiency
Program Start Date: 2008
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	368,783	117,113	1,500	1.3%	1,005	1,005	0.9%	(495)
2016	372,471	119,117	3,000	2.5%	1,518	2,523	2.1%	(477)
2017	376,196	121,097	4,500	3.7%	1,225	3,748	3.1%	(752)
2018	379,958	122,927	6,000	4.9%				
2019	383,758	124,699	7,500	6.0%				
2020	387,595	126,399	9,000	7.1%				
2021	391,471	128,095	10,500	8.2%				
2022	395,386	129,801	12,000	9.2%				
2023	399,340	131,494	13,500	10.3%				
2024	403,333	133,164	15,000	11.3%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.353	0.373	432.4	456.9
Winter kW Reduction	0.353	0.369	432.4	452.0
kWH Reduction	858	893	1,051,050.0	1,093,925.0

Utility Cost per Installation	$	331
Total Program Cost of the Utility (Administration and Incentives)	$	405,475
Net Benefits of Measures Installed During Reporting Period	$	14,664

JEA

Program Name: CEA: Commercial Energy Audits
Program Start Date: 1978
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	50,506	50,506	200	0.4%	245	245	0.5%	45
2016	51,136	51,136	400	0.8%	207	452	0.9%	52
2017	51,698	51,698	600	1.2%	146	598	1.2%	(2)
2018	52,187	52,187	800	1.5%				
2019	52,639	52,639	1,000	1.9%				
2020	53,069	53,069	1,200	2.3%				
2021	53,492	53,492	1,400	2.6%				
2022	53,908	53,908	1,600	3.0%				
2023	54,321	54,321	1,800	3.3%				
2024	54,735	54,735	2,000	3.7%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.120	0.127	17.5	18.5
Winter kW Reduction	0.120	0.125	17.5	18.3
kWH Reduction	540	562	78,840.0	82,052.0

Utility Cost per Installation	$	221
Total Program Cost of the Utility (Administration and Incentives)	$	32,266
Net Benefits of Measures Installed During Reporting Period	$	860

JEA

Program Name: CSNM: Commercial Solar Net Metering
Program Start Date: 2009
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	50,506	50,506	8	0.02%	1	1	0.00%	(7)
2016	51,136	51,136	16	0.03%	7	8	0.02%	(8)
2017	51,698	51,698	24	0.05%	74 **	82	0.16%	58
2018	52,187	52,187	32	0.06%				
2019	52,639	52,639	40	0.08%				
2020	53,069	53,069	48	0.09%				
2021	53,492	53,492	56	0.10%				
2022	53,908	53,908	64	0.12%				
2023	54,321	54,321	72	0.13%				
2024	54,735	54,735	80	0.15%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	14.10	14.900	1,043.4	1,102.6
Winter kW Reduction	0.00	0.000	0.0	0.0
kWH Reduction	39,553	41,175	2,926,922.0	3,046,950.0

Utility Cost per Installation	$ 2,300
Total Program Cost of the Utility (Administration and Incentives)	$ 170,200
Net Benefits of Measures Installed During Reporting Period	$ (1,088,327)

** Participant count determined by taking savings values and dividing by the filed, deemed kWh savings per participant

21 West Church Street
Jacksonville, Florida 32202-3139

JEA

ELECTRIC

WATER

SEWER

March 13, 2018

Tripp Coston
Economic Supervisor, Conservation
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Encl: 2017 FEECA Annual Report

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- **Commercial Energy Audit Program** uses auditors to examine businesses, educate customers and make recommendations on low-cost or no-cost energy-saving practices and measures.

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- **Small Business Direct Install Program** promotes the use high efficiency HVAC, water heating, lighting and appliances in the small business sector.

- **Custom Commercial Program** promotes the use of custom efficiency measures based on specific applications for each customer.

JEA's 2017 NON-RIM PORTFOLIO	Winter Peak MW Reduction	Summer Peak MW Reduction	GWh Energy Reduction
Total	1.08	2.01	26.8
Residential	0.35	0.21	4.8
Commercial	0.73	1.80	22.0

JEA

Comparison of Achieved kW and kWH Reductions
with Annual Target Included in Public Service Commission Approved Goals
Report Period: **2017**

Total

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	2.530	0.967	162%	3.305	1.080	206%	7.4	2.58	186%
2016	4.873	1.934	152%	6.973	2.160	223%	16.0	5.16	210%
2017	7.077	2.901	144%	11.332	3.240	250%	26.5	7.74	243%
2018		3.868			4.320			10.32	
2019		4.835			5.400			12.90	
2020		5.802			6.480			15.48	
2021		6.769			7.560			18.06	
2022		7.736			8.640			20.64	
2023		8.703			9.720			23.22	
2024		9.670			10.800			25.80	

Residential

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	2.499	0.960	160%	3.259	0.940	247%	7.2	2.50	188%
2016	4.816	1.920	151%	6.797	1.880	262%	15.4	5.00	208%
2017	7.002	2.880	143%	10.034	2.820	256%	22.8	7.50	204%
2018		3.840			3.760			10.00	
2019		4.800			4.700			12.50	
2020		5.760			5.640			15.00	
2021		6.720			6.580			17.50	
2022		7.680			7.520			20.00	
2023		8.640			8.460			22.50	
2024		9.600			9.400			25.00	

Commercial/Industrial

	Winter Peak MW Reduction			Summer Peak MW Reduction			GWh Energy Reduction		
Year	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**	Cumulative Total Achieved	Cumulative Commission Approved Goal	% Variance**
2015	0.031	0.007	343%	0.046	0.140	-67%	0.18	0.08	122%
2016	0.057	0.014	306%	0.177	0.280	-37%	0.58	0.16	264%
2017	0.075	0.021	258%	1.298	0.420	209%	3.71	0.24	1446%
2018		0.028			0.560			0.32	
2019		0.035			0.700			0.40	
2020		0.042			0.840			0.48	
2021		0.049			0.980			0.56	
2022		0.056			1.120			0.64	
2023		0.063			1.260			0.72	
2024		0.070			1.400			0.80	

** - Variance calculated based on unrounded values

JEA

Program Name: REA: Residential Energy Audits
Program Start Date: 1978
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	4,500	1.2%	20,171	20,171	5.2%	15,671
2016	397,057	397,057	9,000	2.3%	16,730	36,901	9.3%	27,901
2017	403,655	403,655	13,500	3.3%	16,516	53,417	13.2%	39,917
2018	409,756	409,756	18,000	4.4%				
2019	415,662	415,662	22,500	5.4%				
2020	421,331	421,331	27,000	6.4%				
2021	426,984	426,984	31,500	7.4%				
2022	432,669	432,669	36,000	8.3%				
2023	438,312	438,312	40,500	9.2%				
2024	443,879	443,879	45,000	10.1%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.100	0.106	1,651.6	1,750.7
Winter kW Reduction	0.100	0.105	1,651.6	1,734.2
kWH Reduction	200	208	3,303,200.0	3,435,328.0

Utility Cost per Installation	$ 102.80
Total Program Cost of the Utility (Administration and Incentives)	$ 1,697,845
Net Benefits of Measures Installed During Reporting Period	$ (10,893)

JEA

Program Name: RSWH: Residential Solar Water Heating
Program Start Date: 2002
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	20	0.01%	20	20	0.0%	0
2016	397,057	397,057	40	0.01%	1	21	0.0%	(19)
2017	403,655	403,655	60	0.01%	0	21	0.0%	(39)
2018	409,756	409,756	80	0.02%				
2019	415,662	415,662	100	0.02%				
2020	421,331	421,331	120	0.03%				
2021	426,984	426,984	140	0.03%				
2022	432,669	432,669	160	0.04%				
2023	438,312	438,312	180	0.04%				
2024	443,879	443,879	200	0.05%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.420	0.443	0.0	0.0
Winter kW Reduction	0.475	0.496	0.0	0.0
kWH Reduction	2,322	2,417	0.0	0.0

Utility Cost per Installation	$	1,130
Total Program Cost of the Utility (Administration and Incentives)	$	-
Net Benefits of Measures Installed During Reporting Period	$	-

JEA

Program Name: RSNM: Residential Solar Net Metering
Program Start Date: 2009
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	390,376	390,376	41	0.01%	250	250	0.06%	209
2016	397,057	397,057	82	0.02%	406	656	0.17%	574
2017	403,655	403,655	123	0.03%	349	1,005	0.25%	882
2018	409,756	409,756	164	0.04%				
2019	415,662	415,662	205	0.05%				
2020	421,331	421,331	246	0.06%				
2021	426,984	426,984	287	0.07%				
2022	432,669	432,669	328	0.08%				
2023	438,312	438,312	369	0.08%				
2024	443,879	443,879	410	0.09%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	2.80	2.95	977.2	1,029.6
Winter kW Reduction	0.00	0.00	0.0	0.0
kWH Reduction	7,982	8,309	2,785,718.0	2,899,841.0

Utility Cost per Installation	$	770.88
Total Program Cost of the Utility (Administration and Incentives)	$	269,037
Net Benefits of Measures Installed During Reporting Period	$	(916,673)

JEA

Program Name: NEE: Neighborhood Energy Efficiency
Program Start Date: 2008
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	368,783	117,113	1,500	1.3%	1,005	1,005	0.9%	(495)
2016	372,471	119,117	3,000	2.5%	1,518	2,523	2.1%	(477)
2017	376,196	121,097	4,500	3.7%	1,225	3,748	3.1%	(752)
2018	379,958	122,927	6,000	4.9%				
2019	383,758	124,699	7,500	6.0%				
2020	387,595	126,399	9,000	7.1%				
2021	391,471	128,095	10,500	8.2%				
2022	395,386	129,801	12,000	9.2%				
2023	399,340	131,494	13,500	10.3%				
2024	403,333	133,164	15,000	11.3%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.353	0.373	432.4	456.9
Winter kW Reduction	0.353	0.369	432.4	452.0
kWH Reduction	858	893	1,051,050.0	1,093,925.0

Utility Cost per Installation	$	331
Total Program Cost of the Utility (Administration and Incentives)	$	405,475
Net Benefits of Measures Installed During Reporting Period	$	14,664

JEA

Program Name: CEA: Commercial Energy Audits
Program Start Date: 1978
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	50,506	50,506	200	0.4%	245	245	0.5%	45
2016	51,136	51,136	400	0.8%	207	452	0.9%	52
2017	51,698	51,698	600	1.2%	146	598	1.2%	(2)
2018	52,187	52,187	800	1.5%				
2019	52,639	52,639	1,000	1.9%				
2020	53,069	53,069	1,200	2.3%				
2021	53,492	53,492	1,400	2.6%				
2022	53,908	53,908	1,600	3.0%				
2023	54,321	54,321	1,800	3.3%				
2024	54,735	54,735	2,000	3.7%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	0.120	0.127	17.5	18.5
Winter kW Reduction	0.120	0.125	17.5	18.3
kWH Reduction	540	562	78,840.0	82,052.0

Utility Cost per Installation	$	221
Total Program Cost of the Utility (Administration and Incentives)	$	32,266
Net Benefits of Measures Installed During Reporting Period	$	860

JEA

Program Name: CSNM: Commercial Solar Net Metering
Program Start Date: 2009
Reporting Period: **2017**

a	b	c	d	e	f	g	h	I
Year	Total Number of Customers	Total Number of Eligible Customers	Projected Cumulative Number of Program Participants	Projected Cumulative Penetration Level % (d/cx100)	Actual Annual Number of Program Participants	Actual Cumulative Number of Program Participants	Actual Cumulative Penetration Level % (g/cx100)	Actual Participation Over (Under) Projected Participants (g-d)
2015	50,506	50,506	8	0.02%	1	1	0.00%	(7)
2016	51,136	51,136	16	0.03%	7	8	0.02%	(8)
2017	51,698	51,698	24	0.05%	74 **	82	0.16%	58
2018	52,187	52,187	32	0.06%				
2019	52,639	52,639	40	0.08%				
2020	53,069	53,069	48	0.09%				
2021	53,492	53,492	56	0.10%				
2022	53,908	53,908	64	0.12%				
2023	54,321	54,321	72	0.13%				
2024	54,735	54,735	80	0.15%				

Estimated Annual Demand and Energy Savings	Per Installation		Program Total	
	@meter	@generator	@meter	@generator
Summer kW Reduction	14.10	14.900	1,043.4	1,102.6
Winter kW Reduction	0.00	0.000	0.0	0.0
kWH Reduction	39,553	41,175	2,926,922.0	3,046,950.0

Utility Cost per Installation	$ 2,300
Total Program Cost of the Utility (Administration and Incentives)	$ 170,200
Net Benefits of Measures Installed During Reporting Period	$ (1,088,327)

** Participant count determined by taking savings values and dividing by the filed, deemed kWh savings per participant

From:	Tilden, Payson J. - Manager Customer Solutions
To:	Hutchinson, Jasen C. - Mgr Corporate Records Compliance
Cc:	Nichols, Vicki D. - Dir Customer Solutions & Market Development
Subject:	FW: Emailing: JEA_FEECA_Annual_Report_2017_FILED_COPY
Date:	Friday, March 23, 2018 3:01:35 PM
Attachments:	JEA_FEECA_Annual_Report_2017_FILED_COPY.pdf

Jasen,
Here is the FEECA report but it only covers those programs required by FEECA to be included.

Our department covers the following programs:

Energy Efficient Products = Discounted prices for CFLs (2008 to 2015) and then LEDs beginning in 2015, plus some mail-in rebates on ENERGY STAR appliances from 2008 to 2015.
Residential and Commercial Energy Upgrades = providing rebates on a variety of energy-saving upgrades to businesses and homes since 2010.
Neighborhood Energy Efficiency = Door to door Energy education and director install of about 15 electric and water conservation products free of charge to eligible low income customers since 2008.

Back Flow Prevention system testing = to meet Public service Commission compliance begun this year for 32,000 irrigation-metered customers.

Electrification Off Road = Rebates for transition of commercial equipment from diesel, propane or natural gas to electric power since 2015.
Electrification On Road = Rebates for purchse or lease of Electric or hybrid vehicles and support of network of charging stations across JEA territory.

SolarSmart = subscription for JEA customers to buy solar power for JEA's new solar farms since 2017.
SolarMax = specific program for commercial customers wanted to purchase large amounts of solar power from the solar farm since 2017.
Solar battery rebate program = to be launched in 2018, rebates for customers purchases solar roof top panel systems.

Utility Tracker = providing an on -line portal for customers to analyze their electric and water bills and understand and manage their usage.

Energy Efficiency Assessments = procives customers with on-site electric, water, and irrigation assessments to help determine and resolve high bill issues and better understand and manage usage.

Demand Rate and Enabling technologies = under formation for future launch to improve customer experience, understand and manage electric and water usage.

These are all community based programs for all customers. Only the Electrification programs actually are focused on increasing demand. Our initial purpose was energy savings and reducing demand.

These programs change from year to year depending on the market and customer needs. I do not have formal end of year data that is easy to provide. If you want more detail, I will make every effort to provide what you need on Monday.

I hope this works.
Payson

-----Original Message-----
From: Fleming, Dennis J.
Sent: Friday, March 23, 2018 2:44 PM

To: Tilden, Payson J. - Manager Customer Solutions <tildpj@jea.com>
Subject: Emailing: JEA_FEECA_Annual_Report_2017_FILED_COPY

Your message is ready to be sent with the following file or link attachments:

JEA_FEECA_Annual_Report_2017_FILED_COPY

Note: To protect against computer viruses, e-mail programs may prevent sending or receiving certain types of file attachments. Check your e-mail security settings to determine how attachments are handled.

Jasen,

I submitted this email to Melissa Charleroy on January 10th, 2018. I had submitted my annual request for funding for TEAM RESISTANCE, the local FIRST Robotics Competition that JEA has sponsored and I have run for 22 years. Paul asked for back-up information.

I believe that my response to this email (pasted below) condenses what you are looking for into a nutshell. The Excel spreadsheet as some additional facts about how the team has affected its alumni students.

Todd Lovelace
Maintenance (Mechanical) Engineer
JEA Northside Electric Generating Station
904-665-6301
lovejt@jea.com

==========

From: Charleroy, Melissa M. - Executive Assistant
Sent: Monday, December 18, 2017 4:23 PM
To: Lovelace, J. Todd <LoveJT@jea.com>
Cc: Todd Lovelace (T.Lovelace@comcast.net) <T.Lovelace@comcast.net>; Charleroy, Melissa M. - Executive Assistant <charmm@jea.com>
Subject: RE: 2018 JEA-TEAM RESISTANCE Funding Application.doc

Thank you Todd.

Can you tell me if you have records about your program participants? I'm looking for information such as total participants by year, and if possible, the number of participants who are using some of the skills, knowledge and experience gained through the program to progress on to university, employed by engineers, technicians and other related fields within the local economy.

Thank you

Melissa Charleroy
JEA
Executive Assistant to
Paul McElroy, Chief Executive Officer,
Melissa Dykes, Chief Financial Officer
and JEA Board of Directors
21 West Church Street Jacksonville, FL 32202
Ph: 904-665-7313 | Fax: 904-665-4238 | Mobile: 904-616-4219 charmm@jea.com

From: Lovelace, J. Todd
Sent: Wednesday, January 10, 2018 1:40 PM
To: Charleroy, Melissa M. - Executive Assistant <charmm@jea.com>
Cc: Todd Lovelace (T.Lovelace@comcast.net) <T.Lovelace@comcast.net>
Subject: 2018 JEA-TEAM RESISTANCE Funding Application.doc

Hi Melissa!

I have not kept official records on a student-by-student basis. Once kids graduate they often vanish until they pop up one day in a restaurant and say "Remember me?!?"….which happens to Lisa and I a couple of times a month. On Monday, I put out a call to parents and a few alumni and they did a little asking around via social media.

Attached is a spreadsheet with about 30 alumni, their profession, and where they are, what they are doing. It is an interesting lot. A fair number of them are in Jacksonville, and many of them are in technical fields.

I can categorically tell you based on my 22 year experience:

1.) Of the 60-70 high school age students that show up as "newbies" and "returning geeks" every September (at the beginning of our annual Fall shop training sessions), we typically end up with a total of 50-60 **actively** participating students each year. (Quite a few quietly disappear when they find out that considerable WORK and COMMITMENT are involved!) This data is backed up in our activity logbook. For CYA and legal reasons, we keep a sign-in sign-out log of every student at every meeting, shop session, sponsor show off session……just to keep TEAM RESISTANCE, Inc. clear of the attorneys. I have not attempted to do any statistical crunching on this info….but it backs up my estimates…….

2.) We graduate between one-fifth and one-third of that 50-60 students each year. The vast majority of the alumni (way more than 85%, I would be willing to wager 95%!) end up going to college somewhere. A fair number of these students end up in the big-name engineering schools. Every year I write very detailed pictorial resumes for three or four senior students for either school admissions or for scholarship requests. I have been very successful helping many students get accepted into schools and/or receive large scholarships, including several full-ride scholarships to prestigious engineering schools.

3.) In recent months, notable "major success stories" include a nomination to the US Naval Academy, several on the track to attend MIT, one just accepted (with scholarship!) to Stanford University. I would venture that easily 90-95% of those attending college graduate from college.

4.) Of the sporadic contact that I have, most of the students entering colleges do admirably well. Many of these are taking or have taken Masters and Doctoral degrees.

5.) A small number of the students are cherry picked by organizations like CIA and NSA and the FBI and are offered "scholarships with strings".

6.) I know of three young alumni ladies that are presently candidates for the NASA Astronaut Training School.

7.) NOTE: The last time I checked, most of the UNF and UF engineering colleges that have engineering competitions, the student leadership of those teams is a TEAM RESISTANCE alumni. Examples, (NASA-sponsored moon-mining robots (UNF) (ASME-sponsored race car team (UF, UNF)

8.) There is considerable evidence that the TR alumni are being absorbed into local industry. One local high-tech company that designs and builds industrial-military-security drones here in Jacksonville has had at least three TR alumni engineers working under the single roof in the past year.

9.) I know of several alumni that are Microsoft, Apple, and other premier manufacturing firms.

10.) Not all of the TR Alumni go to engineering school. Several I know of are teachers (some locally). There are several attorneys, and two that are now ordained ministers, one locally (!!). One MIT graduate is a very successful stockbroker.

11.) One of the most prolific alumni is Mark McCombs, a UNF engineering graduate, who now is the lead for Renaissance Jax (RJax). http://renaissancejax.org/ RJax is the umbrella non-profit corporation that organizes all of the nearly 300 FIRST LEGO League teams and FIRST TECH Challenge teams here in North Florida. I believe that Mark had nearly a dozen newly graduated TR alumni working with him in one function or another. BTW, JEA's Jason Beber runs one of these 300 FIRST teams.

12.) Mark will be taking the reins of TEAM RESISTANCE when I retire from JEA. Never fear! We'll still have plenty of JEA employees in the wings to continue supporting TEAM RESISTANCE - Fred Kerber, Jacob Plicque, Bill Kearson, Leni Cruise, and Jason Beber.

Hopefully I have answered the questions you asked! Let me know if you need more detail.

Thanks, as always, for your assistance!

Todd Lovelace, Engineer
Maintenance Planning
JEA Northside Electric Generating Station

TEAM Resistance

going against the current

1997

JEA
Building Community

CELEBRATING 20 YEARS

XX 22 YEARS!!!!!

BLACK & VEATCH
Building a world of difference.

Johnson Controls

FIRST STRONGHOLD

2016

Johnson & Johnson
Vision Care, Inc.

TEAM Resistance

going against the current

Started at Stanton College Prep School in 1996

Expanded to other schools.

All NE Florida students (9th to 12th grade) welcome!

TEAM Resistance

going against the current

Fall Training Sessions at Todd's Shop – "Chaos Central"

September through December Every Sunday afternoon 1-5 pm!

Familiarize members with:

- Safety
- Shop equipment
- Fabrication methods
- AutoCAD design software
- Robot control software

Community involvement projects

TEAM Resistance

going against the current

Shop training starts with ruler and caliper tests for everyone.

TEAM Resistance

going against the current

TEAM Resistance

going against the current

Peer-to-peer student instruction

TEAM Resistance

going against the current

TEAM Resistance

going against th rrent

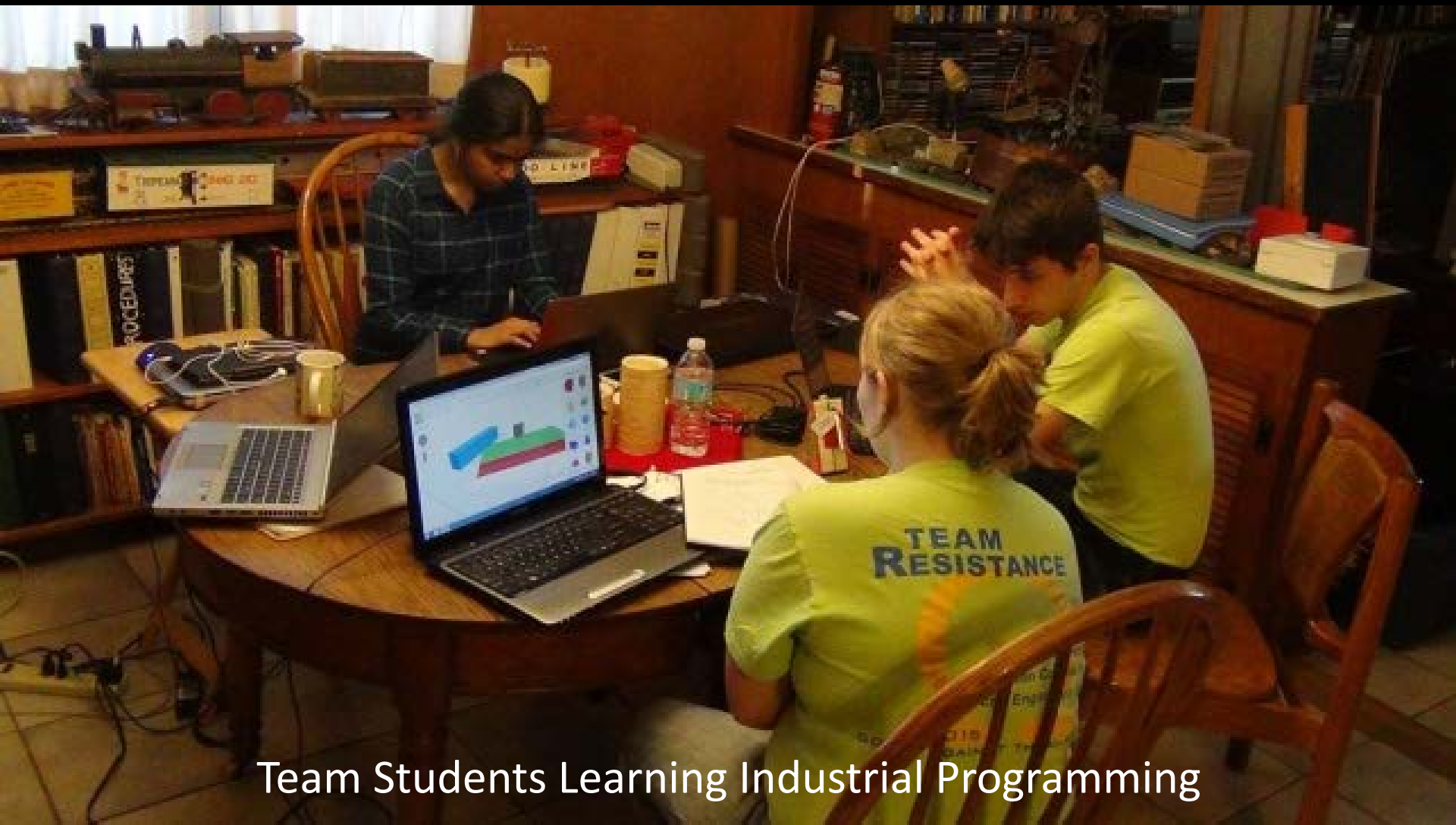
JEA Contractor!

TEAM Resistance

going against the current

TEAM Resistance

going against the current



Team Students Learning Industrial Programming

TEAM Resistance

going against the current

TEAM Resistance

going against the current

TEAM Resistance

going against the current

TEAM Resistance

going against the current

Build Season: January 1 through March 1

Every night (except Friday Nights!)

Saturday afternoon (and night!)

Sunday afternoon (and night!)

TEAM Resistance

going against the current

Season Kickoff Meeting at JEA CC4 Auditorium

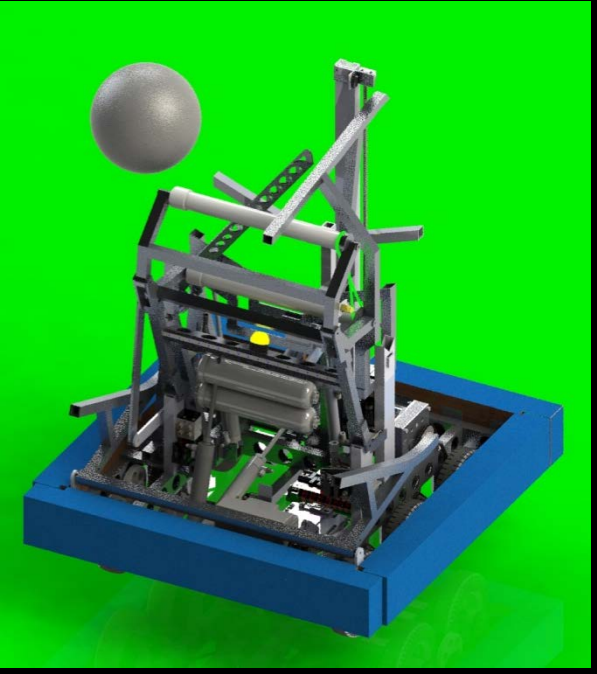
TEAM Resistance

going against the current

TEAM Resistance

going against the current

Student CAD - Computer Assisted Design



Student - Computer Assisted Design –
These are Actual Robot Parts Manufactured by Team Students

TEAM Resistance

going against the current

TEAM Resistance

going against the current

? Prototypes work – CHECK!

? Robot design weight is under the limit – CHECK!

? Design is strong enough - CHECK!

LET'S GET THIS ROBOT BUILT!!

TEAM Resistance

going against the current

Unlike many robot competition teams…..our STUDENTS build our robot!

TEAM Resistance

going against the current

TEAM Resistance

going against the current

TEAM Resistance

going against the current

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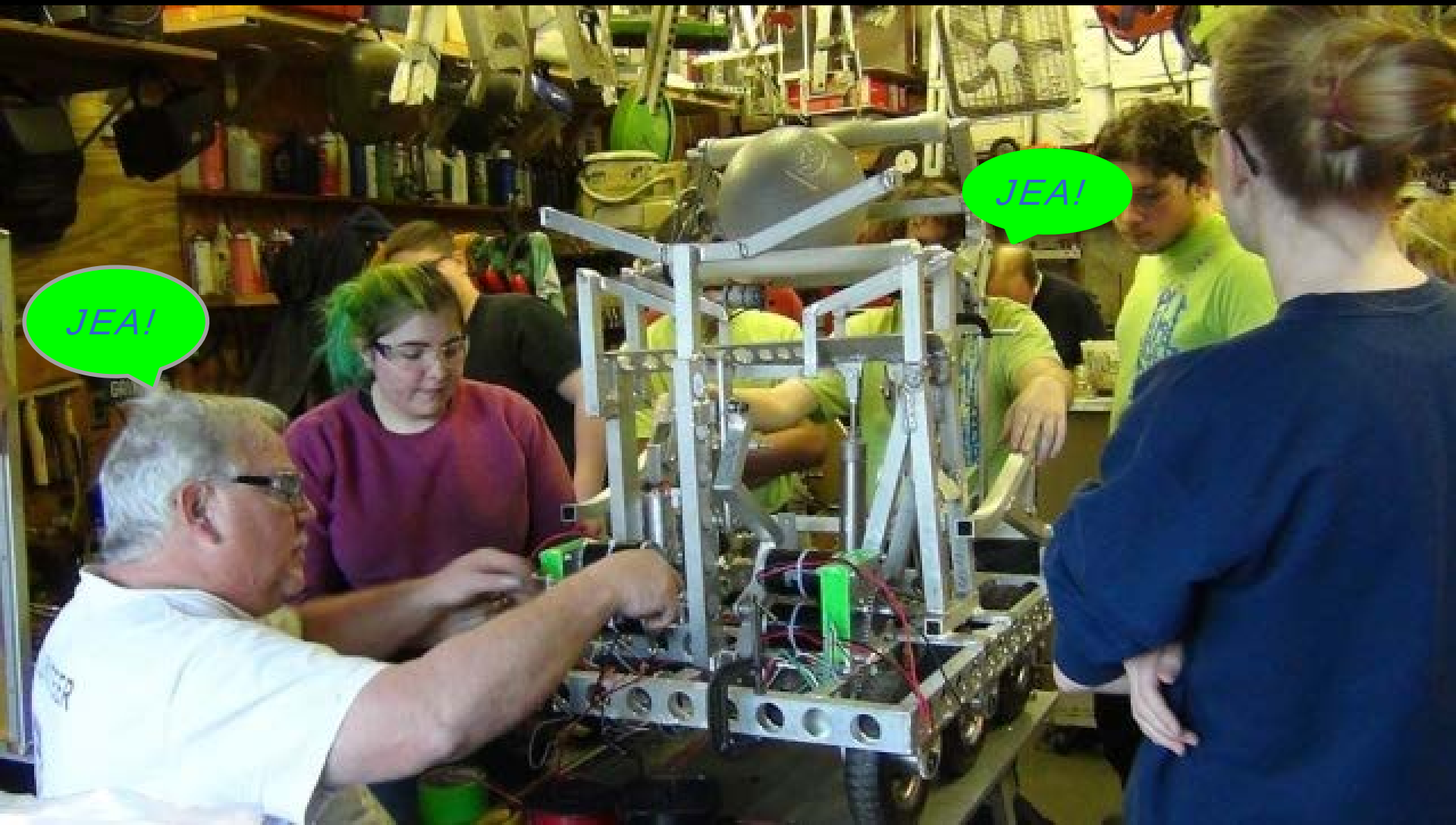
going against the current



TEAM Resistance

going against the current

TEAM Resistance

going against the current

TEAM Resistance

going against the current

TEAM Resistance

going against the current

TEAM Resistance

going against the current

TEAM Resistance

going against the current

Not only do we build a robot……

But we have to build a Playing Field also!

TEAM Resistance

going against the current

TEAM Resistance

going against the current

TEAM Resistance

going against the current

TEAM Resistance

going against the current

TEAM Resistance

going against the current

TEAM Resistance

going against the current

Testing the Mechanical Systems on the Robot.

Programming the Robot Control System!

TEAM Resistance

going against the current

JEA!

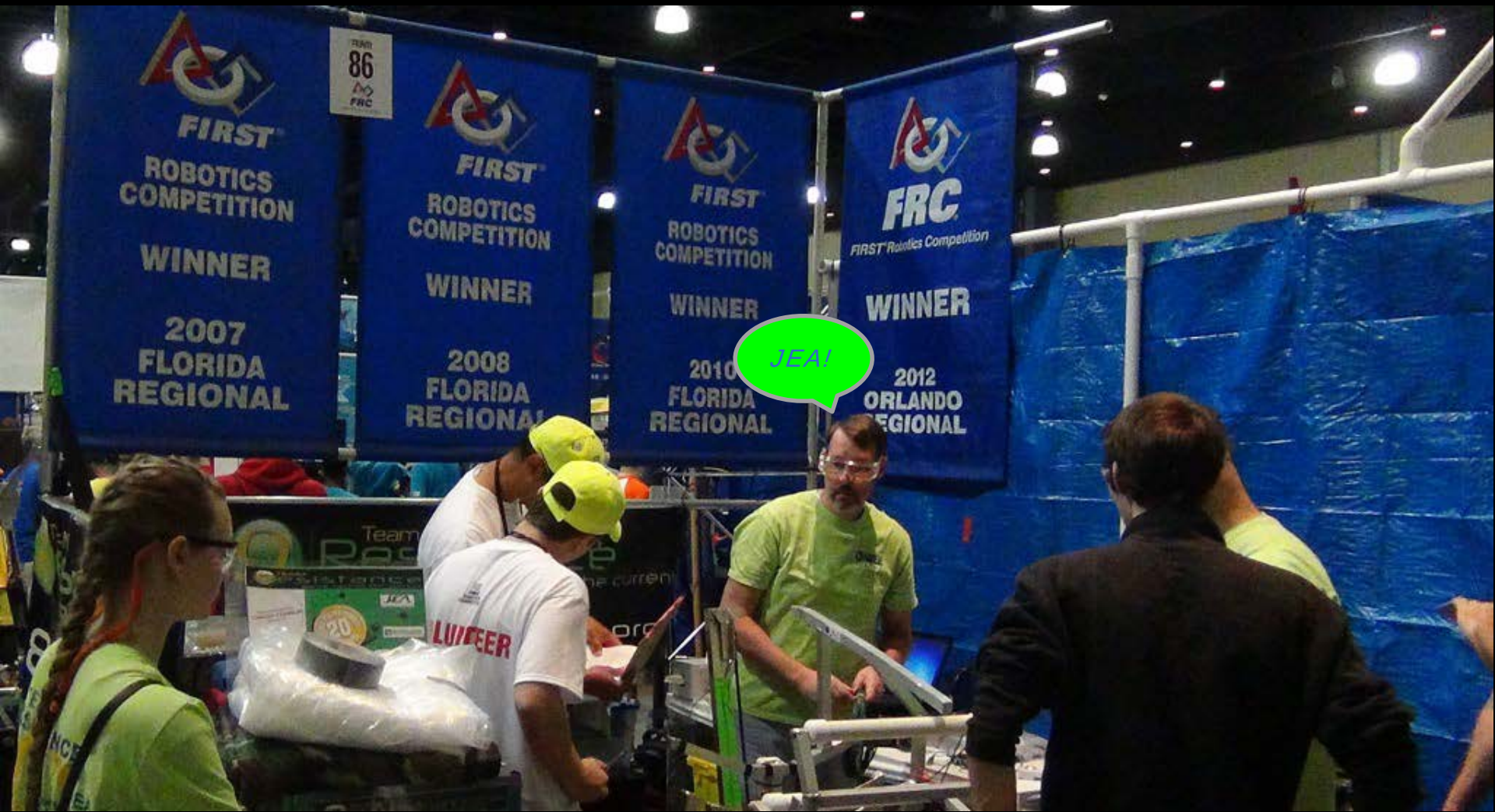
– 2017 Orlando Regional Competition –

University of Central Florida Arena

TEAM

Resistance

going against the current



FIRST
ROBOTICS COMPETITION
WINNER
2008
FLORIDA
REGIONAL
FIRST
ROBOTICS COMPETITION
WINNER
2010
FLORIDA
REGIONAL
FRC
FIRST Robotics Competition
Team
R.O.B.O.T.I.C.S.
Penney
TEAM RESISTANCE
86
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TEAM
Resistance
going against the cur
JEA!
JEA!
JEA!
Contractor
TEAM
FRC
JUDGE
Paul
Casey

In 22 years sponsorship by JEA, TEAM RESISTANCE robotics has won four Regional Championships and has competed at the international level for over fifteen years.

TEAM RESISTANCE Competition Accomplishments

2014 GM Excellence in Engineering
2013 Motorola Quality
2012 GM Excellence in Engineering
2010 GM Excellence in Engineering
2010 Autodesk Excellence in Design
2006 Xerox Creativity
2005 GM Delphi Technology
2003 Regional Finalist
2002 Xerox Creativity
2002 Special Judging Award
2000 "Best Play of the Day"

THANK YOU JEA!

Let’s watch a short video about our competition, then we’ll demonstrate the robot you’ve seen being built!

Roll ‘em!

TEAM RESISTANCE Alumnus	Profession	Company	City
Brian Schubert	Manufacturing engineer, process automation, mold design	Stenner Pump, Inc	Jacksonville, FL
Mark McCombs	Mechanical Engineer, Executive Director	Renaissance Jax, Inc.	Jacksonville, FL
Kevin McCombs	Head of Production	Drone Aviation Corporation	Jacksonville, FL
Lyle Josey	Software Development Engineer	Drone Aviation Corporation	Jacksonville, FL
Thomas Manning	Software Development Engineer	Google	Dublin, Ireland
Josh Simpson	User Experience Programming and Development	Florida Blue	Jacksonville, FL
Corey Hester	Process Automation	Anheuser-Bush	Jacksonville, FL
David Fung - Jax, FL	Engineer (Fiber optics medical tools manufacturing)	SunOptic Technologies	Jacksonville, FL
Robert Lovelace	CNC manufacturing of surgical implant devices	Anjon, Inc.	Jacksonville, FL
Wiley Ammons	Ordained Priest	Local Episcopal Church	Jacksonville, FL
Austin King	Physics/Calculus instructor	Stanton College Preparatory School	Jacksonville, FL
Kara Hester, RN	Registered Nurse		Tampa, FL
Shane Hester, MD	Trauma Surgeon	Shands/UF Health	Jacksonville, FL
Emily Youngberg	Physics/Calculus instructor	Raines High School	Jacksonville, FL
Amy Bolling	Mechanical Engineer, Derailment Forensics	CSX Transportation	Jacksonville, FL
Lisa Meirow	Attorney		Jacksonville, FL
Garima Gupta	Mechanical Engineer, Propulsion Systems	SpaceX	Los Angeles, CA
Matt Goldstein	Mechanical Engineer	US Department of Defense	Unknown
Andrew Drake	Mechanical Engineer	JEA Meter Services	Jacksonville, FL
Goldie Chaudhuri	Electrical Enginer	Microsoft	
Taylor Mars	Electrical Enginer	US Central Intelligence Agency	Unknown
Chris Cruise	Mechanical Engineer, Self-Driving Car project	Ford Motor Company	Dearborn, MI
Elizabeth Cruise	Instructor	Duval County School System	
Sara Farasati-Matson	Instructor	Global Outreach Charter Academy	Jacksonville, FL
Abhinav Sharma	Applications Engineer	Texas Instruments	Santa Clara, CA
Vedant Parikh	Tax Accounting Associate	RSM US	Orlando, FL
Madeline Austin	Product Configuration Developer	Unknown	Tampa, FL
Bennett Gosiker	Infection Disease Epidemiology	Johns Hopkins Graduate School	Baltimore, MD
Kian Nowroozi	Nuclear Fuel Programs and Reactor Engineering Oversight	Entergy Mississippi, Inc	
Clayton Lovelace	Electrical Apprentice	Miller Electric, Inc	Jacksonville, FL
Alyssa Moody	Lead Accounting Manager	Tinseltown	Jacksonville, FL
Neemah Najafi	Assurance Staff	Ernst and Young	Atlanta, GA
Joseph Bolling	Electrical Engineer	Microsoft	San Francisco, CA

SOLICITATION

FOR PARTICIPATION IN

NON-ROAD ELECTRIFICATION PROGRAM

FOR

JEA

JACKSONVILLE, FL

SOLICITATION NUMBER 046-14

OPTIONAL PRE-PROPOSAL MEETING
IN PERSON OR BY TELECONFERENCE

DATE: APRIL 17, 2014
TIME: 9:00 AM
DIAL IN: 1.888.714.6484
PASSCODE: 817050
LOCATION: JEA CUSTOMER CENTER
21 W. CHURCH STREET, 6TH FLOOR NORTH CONFERENCE ROOM
JACKSONVILLE, FL 32202

PROPOSALS ARE DUE NO LATER THAN 12:00 P.M. May 6, 2014

Direct delivery or mail to JEA Bid Section, 21 W. Church Street, Tower Lobby, Suite 103

Jacksonville, FL 32202

JEA will publicly open all Proposals received from qualified Proposers on May 6, 2014, at 2:00 p.m. in the JEA Tower Lobby, 21 W. Church Street, Suite 104, Jacksonville, FL 32202

Table of Contents

1. REQUEST FOR PROPOSALS 6
1.1. SCOPE, BACKGROUND AND INVITATION 6
1.1.1. SCOPE OF WORK 6
1.1.2. BACKGROUND 6
1.1.3. INVITATION - REQUEST FOR PROPOSAL 6
1.1.4. QUESTIONS 7
1.1.5. OPENING OF PROPOSALS 7
1.1.1. OPTIONAL PRE-PROPOSAL MEETING IN PERSON OR BY TELECONFERENCE 7
1.2. SPECIAL INSTRUCTIONS 8
1.2.1. MINIMUM QUALIFICATIONS FOR SUBMISSION 8
1.2.2. EVALUATION METHODOLOGY 8
1.2.3. SELECTION CRITERIA 9
1.2.4. NUMBER OF CONTRACTS TO BE AWARDED 13
1.2.5. REQUIRED FORMS TO SUBMIT WITH PROPOSAL 13
1.2.6. JACKSONVILLE SMALL AND EMERGING BUSINESS (JSEB) PROGRAM REQUIREMENTS 13
1.3. GENERAL INSTRUCTIONS 14
1.3.1. ADDENDA 14
1.3.2. CONFLICT OF INTEREST 14
1.3.3. SUBCONTRACTORS 14
1.3.4. CONTRACT EXECUTION AND START OF WORK 15
1.3.5. DEFINED TERMS 15
1.3.6. EX PARTE COMMUNICATION 15
1.3.7. JEA PUBLICATIONS 16
1.3.8. PROHIBITION AGAINST CONTINGENT FEES 16
1.3.9. RESERVATIONS OF RIGHTS TO JEA 16
1.3.10. AVAILABILITY OF PROPOSALS AFTER OPENING 17
1.3.11. PROTEST OF RFP AND AWARD PROCESS 17
1.3.12. SHIPPING, FREIGHT, AND TRAVEL--F.O.B. DESTINATION 17
1.3.13. SUBMITTING THE PROPOSAL 17
1.3.14. ESTIMATED QUANTITIES 17
1.3.15. ETHICS (RFP) 18
1.3.16. MATHEMATICAL ERRORS 18
1.3.17. MODIFICATION OR WITHDRAWAL OF PROPOSALS 19
1.3.18. CERTIFICATION AND REPRESENTATIONS OF THE COMPANY 19
1.3.19. COMPLETING THE PROPOSAL 20
2. CONTRACT TERMS AND CONDITIONS 20
2.1. CONTRACT DOCUMENT AND TERMS AND CONDITIONS 20
2.2. DEFINITIONS 20
2.2.1. DEFINITIONS 20
2.2.2. ACCEPTANCE 20
2.2.3. ADDENDUM/ADDENDA 20
2.2.4. ANNIVERSARY DATE 21
2.2.5. AWARD 21

2.2.6. BID OR PROPOSAL 21
2.2.7. BID SECTION 21
2.2.8. PROPOSER 21
2.2.9. CHANGE ORDER 21
2.2.10. COMPANY 21
2.2.11. COMPANY REPRESENTATIVE 21
2.2.12. COMPANY SUPERVISOR 22
2.2.13. CONTRACT 22
2.2.14. CONTRACT ADMINISTRATOR 22
2.2.15. CONTRACT DOCUMENTS 22
2.2.16. CONTRACT PRICE 22
2.2.17. CONTRACT TIME 22
2.2.18. CONTRACTOR 22
2.2.19. DEFECT 23
2.2.20. FINAL COMPLETION 23
2.2.21. HOLIDAYS 23
2.2.22. INVOICE 23
2.2.23. JEA 23
2.2.24. JEA REPRESENTATIVES 23
2.2.25. PERFORMANCE - ACCEPTABLE PERFORMANCE/PERFORMER 23
2.2.26. PERFORMANCE - TOP PERFORMANCE/PERFORMER 23
2.2.27. PERFORMANCE - UNACCEPTABLE PERFORMANCE/PERFORMER 24
2.2.28. PROPOSAL 24
2.2.29. PROPOSER 24
2.2.30. PURCHASE ORDER (PO) 24
2.2.31. QUALITY ASSURANCE 24
2.2.32. QUALITY CONTROL 24
2.2.33. REQUEST FOR PROPOSALS 24
2.2.34. SOLICITATION 24
2.2.35. SUBCONTRACTOR 25
2.2.36. TASK ORDER 25
2.2.37. TERM 25
2.2.38. UNIT PRICES 25
2.2.39. WORK OR SCOPE OF SERVICES 25
2.3. CONTRACT DOCUMENTS 25
2.3.1. ORDER OF PRECEDENCE 25
2.3.2. SOFTWARE LICENSE AND MAINTENANCE AGREEMENTS 26
2.4. PRICE AND PAYMENTS 26
2.4.1. PAYMENTS 26
2.4.2. JSEB - INVOICING AND PAYMENT 26
2.4.3. COST SAVINGS PLAN 26
2.4.4. INVOICING AND PAYMENT TERMS 27
2.4.5. OFFSETS 27
2.4.6. TAXES 27
2.5. SCHEDULES, REPORTING REQUIREMENTS AND LIQUIDATED DAMAGES 28
2.5.1. WORK SCHEDULES 28
2.6. WARRANTIES AND REPRESENTATIONS 28
2.6.1. WARRANTY (PROFESSIONAL SERVICES) 28
2.7. INSURANCE, INDEMNITY AND RISK OF LOSS 29

2.7.1. INSURANCE 29
2.7.2. INDEMNIFICATION 30
2.7.3. RISKS AND PROPERTY 31
2.8. ACCEPTANCE 31
2.8.1. ACCEPTANCE OF WORK - RECEIPT, INSPECTION, USAGE AND TESTING 31
2.9. TERM AND TERMINATION 31
2.9.1. TERM 31
2.9.2. TERMINATION FOR CONVENIENCE 32
2.9.3. TERMINATION FOR DEFAULT 32
2.10. CONFIDENTIALITY AND OWNERSHIP OF DOCUMENTATION 33
2.10.1. CONFIDENTIALITY AND PUBLIC RECORD LAWS 33
2.10.2. INTELLECTUAL PROPERTY 34
2.10.3. PROPRIETARY INFORMATION 35
2.10.4. PUBLICITY AND ADVERTISING 35
2.10.5. OWNERSHIP OF DOCUMENTS AND EQUIPMENT 35
2.10.6. PATENTS AND COPYRIGHTS 36
2.10.7. WORK MADE FOR HIRE 36
2.11. LABOR 37
2.11.1. NONDISCRIMINATION 37
2.11.2. LEGAL WORKFORCE 37
2.11.3. PROHIBITED FUTURE EMPLOYMENT 37
2.11.4. HIRING OF OTHER PARTY'S EMPLOYEES 38
2.11.5. PERSONNEL AND CHANGES IN COMPANY'S PROFESSIONAL PERSONNEL 38
2.11.6. COMPANY'S LABOR RELATIONS 38
2.12. COMPANY'S RESPONSIBILITIES AND PERFORMANCE OF THE CONTRACT 39
2.12.1. COMPANY REPRESENTATIVES 39
2.12.2. COMPANY REVIEW OF PROJECT REQUIREMENTS 39
2.12.3. CONDITIONS OF PROVISIONING 39
2.12.4. LICENSES 40
2.12.5. PERFORMANCE OF THE WORK 40
2.12.6. SAFETY AND PROTECTION PRECAUTIONS 40
2.12.7. COMPANY'S KNOWLEDGE OF THE WORK 40
2.12.8. COMPATIBILITY OF PRODUCTS 41
2.12.9. COMPLETION OF WORK (PO) 41
2.13. VENDOR PERFORMANCE EVALUATION 41
2.13.1. RIGHT TO AUDIT AND FINANCIAL REPORTING 41
2.13.2. VENDOR PERFORMANCE EVALUATION 41
2.14. JEA RESPONSIBILITIES 43
2.14.1. COORDINATION OF SERVICES PROVIDED BY JEA 43
2.15. CHANGES IN THE WORK, CONTRACT TIME OR PRICE 43
2.15.1. SUSPENSION OF SERVICES 43
2.16. MISCELLANEOUS PROVISIONS 44
2.16.1. AMBIGUOUS CONTRACT PROVISIONS 44
2.16.2. AMENDMENTS 44
2.16.3. APPLICABLE STATE LAW; VENUE; SEVERABILITY 44
2.16.4. CHANGE IN OWNERSHIP OF COMPANY 44
2.16.5. CUMULATIVE REMEDIES 44
2.16.6. DELAYS 44
2.16.7. ENTIRE AGREEMENT 45

2.16.8. EXPANDED DEFINITIONS....45
2.16.9. HEADINGS....45
2.16.10. INDEPENDENT CONTRACTOR....45
2.16.11. LANGUAGE AND MEASUREMENTS....45
2.16.12. MEETINGS AND PUBLIC HEARINGS....45
2.16.13. NEGOTIATED AGREEMENT....45
2.16.14. NONEXCLUSIVE....46
2.16.15. NONWAIVER....46
2.16.16. PUBLIC RECORDS AND SUNSHINE LAW....46
2.16.17. REFERENCES....46
2.16.18. RELATIONSHIP OF THE PARTIES....46
2.16.19. SEVERABILITY....46
2.16.20. SUBCONTRACTING OR ASSIGNING OF CONTRACT....47
2.16.21. SURVIVAL....47
2.16.22. TIME AND DATE....47
2.16.23. TIME OF ESSENCE....47
2.16.24. TITLE TO MATERIALS FOUND....48
2.16.25. USE OF JEA CONTRACTS BY THE CITY OF JACKSONVILLE....48
2.16.26. WAIVER OF CLAIMS....48
2.16.27. FORCE MAJEURE....48
2.16.28. CHANGE IN SCOPE OF SERVICES....49
3. TECHNICAL SPECIFICATIONS/DETAILED SCOPE OF WORK....49
3.1. TECHNICAL SPECIFICATIONS/DETAILED SCOPE OF WORK (APPENDIX A)....49
4. FORMS....49
4.1. FORMS (APPENDIX B)....49

Solicitation

1. REQUEST FOR PROPOSALS

1.1. SCOPE, BACKGROUND AND INVITATION

1.1.1. SCOPE OF WORK

JEA seeks an experienced Company or implementation contractor (IC) to immediately launch a Non-Road Electrification Program (NRE) for JEA's commercial and industrial customers as well as simultaneously conduct an in-depth market study and assessment. The market study will provide additional opportunities for NRE programs in the JEA service territory. The Services provided by the IC include:

1. Performing Market Outreach Activities to drive NRE project activity,
2. Providing Cost-effectiveness analysis tool,
3. Performing rebate processing services,
4. Providing call center support and monitor call center satisfaction
5. Providing Project management software to track individual NRE projects,
6. Providing engineering support services to qualify/review projects and provide measurement and verification (M&V) for eligibility, and
7. Performing a Technical/Economic Potential Market Study - This market assessment is to quantify the technical and economic potential of available fossil fuel equivalents that can be converted to electric equivalents or have electric chosen as method of fuel for new equipment.

1.1.2. BACKGROUND

JEA owns, operates and manages the electric system established by the City of Jacksonville, Florida in 1895. In June 1997, JEA also assumed operation of the water and sewer system previously managed by the City. JEA is Florida's largest municipally owned utility and the seventh largest municipal in the United States. JEA's electric system currently serves more than 420,000 customers in Jacksonville and parts of three adjacent counties. JEA's water system serves more than 300,000 water customers and 230,000 sewer customers, which is more than 80 percent of all water and sewer utility customers in our service area.

1.1.3. INVITATION - REQUEST FOR PROPOSAL

You are invited to submit a Proposal in response to the Request for Proposals noted below:

Request for Proposals (RFP) Title: NON-ROAD ELECTRIFICATION (NRE) MARKET STUDY AND NRE IMPLEMENTATION SERVICES

To obtain more information about this RFP:

Download a copy of the Solicitation, PDF quality drawings (if applicable, and any required forms at jea.com.

JEA RFP Number: 046-14

Proposal Due Time: 12:00 P.M.EST - **ALL LATE PROPOSALS WILL BE RETURNED UNOPENED.**

Proposal Due Date: May 6, 2014

All Proposals must reference the RFP Title and Number noted above. All Proposals must be made on the appropriate forms as specified within the RFP and placed in an envelope marked to identify the RFP and delivered or mailed to:

JEA Procurement
Bid Section, 21 West Church Street, JEA Tower Suite 103
Jacksonville, FL 32202

The Proposer shall be solely responsible for delivery of its Proposal to the JEA Bid Office. **Please note, JEA employs a third party courier service to deliver its mail from the local U.S. Post Office (USPS) which could cause a delay of Proposal delivery if mailed through the USPS.** Therefore, JEA recommends direct delivery to the JEA Bid Office. Reliance upon the USPS, the courier service employed by JEA to make pick-ups from the local USPS, or public carriers is at the Proposer's risk.

Proposals are due by the time and on the date listed above. **ALL LATE PROPOSALS WILL BE RETURNED UNOPENED.**

1.1.4. QUESTIONS

All questions must be submitted in writing to the JEA Buyer listed below at least (5) five business days prior to the opening date. Questions received within (5) five business days prior to the opening date will not be answered.

For Procurement Related Questions:

Buyer: RENEE' MCQUAIG
E-mail: MCQULR@JEA.COM

Project Manager:

Contact: PETER KING
E-mail: KINGPL@JEA.COM

1.1.5. OPENING OF PROPOSALS

All Proposals received shall be publicly announced and recorded at 2:00 PM on May 6, 2014 in the JEA Tower Lobby, Suite 104, 21 W. Church Street, Jacksonville, FL 32202. At the opening of Proposals, a JEA representative will publicly open each Proposal that was received prior to the announced time for the opening of Proposals, except for those Proposals that have been properly withdrawn. JEA has the right to waive any irregularities or Informalities in the Proposals.

1.1.1. OPTIONAL PRE-PROPOSAL MEETING IN PERSON OR BY TELECONFERENCE

There will be a Pre-Proposal meeting associated with this Solicitation. All interested Companies are strongly encouraged to call-in or attend the Pre-Proposal meeting. Proposers will be required to sign in at the beginning of the meeting and for those calling in a roll call will be held at the start of the meeting. A Proposer shall only sign in representing one company, unless otherwise specified by JEA.

PLEASE BE AWARE DUE TO JEA SECURITY PROCEDURES IT MAY TAKE UP TO FIFTEEN (15) MINUTES TO OBTAIN ACCESS TO A JEA FACILITY. PLEASE PLAN ACCORDINGLY SO AS TO ARRIVE TO THE MEETING ON TIME.

Meeting Time: 9:00 AM
Meeting Date: April 17, 2014
Dial In: 1.888.714.6484
Passcode: 817050
PRE-BID LOCATION: JEA Customer Center, 21 W. Church St., 6th Floor North Conference Room, Jacksonville, FL 32202

PLEASE BE AWARE, JEA RECENTLY REVISED ITS SECURITY PROCEDURES WHICH MAY TAKE UP TO FIFTEEN (15) MINUTES TO OBTAIN ACCESS TO A JEA FACILITY. PLEASE PLAN ACCORDINGLY SO AS TO ARRIVE TO THE PRE-BID MEETING ON TIME.

1.2. SPECIAL INSTRUCTIONS

1.2.1. MINIMUM QUALIFICATIONS FOR SUBMISSION

Company shall have the following minimum qualifications to be considered eligible for submission. **A Minimum Qualification Form which is required to be submitted with the Bid Form/Proposal Form is provided in Appendix B of this Solicitation.** It is the responsibility of the Company to ensure and certify that it meets the minimum qualifications stated below. A Company not meeting all of the following criteria will not have their submissions considered for Award:

- Proposer must demonstrate successful experience with two (2) contracts providing implementation program services for customer incentive programs for electric utility providers in the past five (5) years ending April 1, 2014.

- Proposer must demonstrate experience performing a minimum of two (2) Technical Potential Market studies for electric utility providers in the past five (5) years ending April 1, 2014.

Please note, any Proposer whose contract with JEA was terminated for default within the last two (2) years shall not be determined to be a responsible Proposer and their Bid/Proposal will be rejected.

1.2.2. EVALUATION METHODOLOGY

1.2.2.1. COMPETITIVE SEALED PROPOSALS

JEA will not Award this Contract on a price only basis, but will Award based on an evaluation of how well each Proposer meets the evaluation criteria listed herein. Price will never be weighted less than the highest non-price factor.

JEA will use the evaluation criteria listed in the section entitled "Selection Criteria" to evaluate the information contained in the Bid Documents submitted by each Proposer. Therefore, it is in the best interest of Proposers to provide informative, concise, well-organized technical and business information relative to the Work.

1.2.3. SELECTION CRITERIA

1.2.3.1. EVALUATED PROPOSAL

JEA will use the "Selection Criteria" listed below to evaluate the Company's Proposals. JEA may make its Award decision based solely upon the information submitted in the Proposals. JEA may also choose to have one or more Companies make presentations to representatives of JEA. It is always in the best interest of the Company to provide informative, concise, well-organized technical and business information relative to the Work, in both the initial submittal of its Proposal and in any subsequent submittals. **Please note, JEA may reject Proposals that request material changes or take exceptions to JEA commercial terms and conditions.** Material changes to the commercial terms and conditions can only be made by JEA prior to public opening of the Proposals.

Completion of response to evaluative criteria – Responses to the evaluative criteria will be completed on MS Word Document file attached to this bid

1.2.3.2. QUOTATION OF RATES (45 POINTS)

Provide in Table Appendix B

- Implementation Costs
    - Fixed Costs
    - Variable Costs
- kWh
- % Off-Peak kWhExplanation of methodology to determine kWh estimates (Quotation of Rates Form)
- Cost For Market Assessment

Provide costs over each month of the contract to identify monthly invoicing expectations for JEA with regard to mix of fixed/variable costs and incentives. These costs should represent projected activity of contractor to ramp up programs to a steady state of kWh credited from NRE completed projects. Provide methodology used to determine kWh achieved from completed projects for JEA service territory i.e. sources of relevant data, types of measures, and other relevant information used to formulate calculations.

Please note, the rates or lump sums quoted by Company on the Proposal Form must be firm prices, not estimates. ANY MODIFICATIONS, EXCEPTIONS, OR OBJECTIONS CONTAINED WITHIN THE BID FORM SHALL SUBJECT THE BID TO DISQUALIFICATION.

1.2.3.3. FINANCIAL RESPONSIBILITY (5 POINTS)

At minimum, Company shall provide the following information:

Provide company background and include

- Years in Business
- Financial overview of company
- Revenue in 2013

1.2.3.4. EXPERIENCE, LOCATION & AVAILABILITY OF PROFESSIONAL PERSONNEL (50 POINTS)

Company shall provide the resumes of the professional staff to be assigned to the JEA engagement (the "Work"). The resumes provided shall identify the Team Members to include, at minimum, the roles:

- Project Manager – Lead
- Lead Technical consultant/Engineering analyst
- Outreach Support
- Other support staff - Optional

Persons whose resumes are submitted as a Team Member must be able to perform the Work unless Company receives prior approval by the JEA Project Manager to use an alternate Team Member. Describe their primary responsibilities in brief paragraph.

At a minimum, each resume shall present the employee's name, location, title, years' of service with the Company, applicable professional registrations, education, work experience, and proximity to JEA. Resumes shall also identify any specialty or technical process expertise. **Resumes shall be no more than two pages in length, single sided, and on 8.5" by 11" sized paper. If a multiple page resume is submitted, only the information contained on the first two pages will be evaluated by JEA. Additionally, no more than four (4) resumes will be evaluated.**

1.2.3.5. PAST PERFORMANCE/COMPANY EXPERIENCE (30 POINTS)

The Proposing Company shall provide up to four references from at least two separate utilities demonstrating company experience in two contracts for implementation services of consumer facing utility industry incentive programs and two contracts for delivery of market potential studies.

Each project should at a minimum list the following:

Name of Client/Customer with contact information that should include
Name and title of Contact
Contact's phone number and email address
Project Title
Project Cost
Brief project description (no more than 10 lines)

1.2.3.6. ABILITY TO DESIGN AN APPROACH AND WORK PLAN TO MEET THE PROJECT REQUIREMENTS (45 POINTS)

Company shall explain how the Company will approach the JEA requirements. The following items must be discussed.

Program Implementation Services

Rebate Processing

- Describe approach for process of rebates/incentives. Include:
  - QA/QC processes in place to insure accuracy and prevent fraud
  - Workflow diagram of rebate process
  - Where and how are rebates processed
  - Provide description of call center services
  - Provide description of how call center satisfaction will be measured and reported to JEA
  - Provide example(s) from similar utility engagements

Customer Outreach & Marketing Support

Describe overall marketing approach to drive NRE projects for JEA

- Describe approach and management for building and maintaining **Trade Ally Network**
- Description of marketing support services available to the utility i.e. creative, marketing collateral development, etc.
- Describe approach for leverage of Account Executives to support outreach effort

Engineering Services

- Describe scope of engineering support provided to prequalify projects
- Describe approach to M&V of individual projects
- Provide description of Cost/benefit models used to assist utility and customer to analyze projects

Program Management

- **Describe general Program Management Methodology**
- Describe metrics and system(s)used to manage to contractual goals
- Describe field QA/QC Processes
  - Approach to site inspections
  - Approach to identification of and mitigation of risk
- **Describe Program Management Software and software capabilities**
  - Functionality for utility program management to track projects and provide reports for utility management
    - User Management
    - System Auditing
    - Reporting capability
    - How are software updates managed
    - **Two references of utilities using your application**
  - JEA requires ownership rights to program data – Indicate whether your company agrees or not
  -
  - **Security** – Please review **Proposal Form for JEA software security requirements** and indicate if your software fully complies. If not provide explanation or alternative that will satisfy JEA security requirements.

1.2.3.7. MARKET ASSESSMENT STUDY (20 POINTS)

Technical Potential is the complete penetration of all measures analyzed in applications where they were deemed technically feasible from an engineering perspective. Economic potential (subset of Technical Potential) refers to the portion of the technical potential for energy conservation measures that are cost effective to the customer (Payback, ROI, acceptable NPV) and in terms of acceptable JEA ROI of 10%. Achievable program potential refers to the amount of kWh that would occur in response to specific utility NRE program funding and measure incentive levels.

- Describe detailed approach and methodology for market study that characterizes Technical and Economic Potential for NRE within JEA service territory.

- Provide Timeline to complete market assessment with milestones identified to provide trigger points for vendor to invoice for market assessment. Proposer will invoice for percentage of study completion.

1.2.3.8. JACKSONVILLE SMALL AND EMERGING BUSINESS (JSEB) – RFP (5 POINTS)

Company shall indicate if the Company is certified as a Jacksonville Small and Emerging Business (JSEB) as defined by Jacksonville Ordinance 2004-602; Chapter 126, Part 6A and 6B.

If the Company is not a certified JSEB, the Company shall list any JSEB certified subcontractors that it intends to utilize in the performance of this Work. The listing should include names of the JSEBs, the type of service they will provide, and the percentage of work being subcontracted. Points will be awarded based on the type and amount of work that will be conducted by JSEB firms.

The points will be awarded as follows:

COJ/JEA certified JSEB = 5 pts;

Amount of work that will be subcontracted:

Non-JSEB with JSEB partner:

Greater than or equal to 10% of work = 4 pts
Greater than or equal to 7%, but less than 10% of work = 3 pts
Greater than or equal to 4%, but less than 7% of work = 2 pts
Greater than or equal to 1%, but less than 4% of work = 1 pt

1.2.3.9. TIE

In addition to the above, JEA has a database evidencing the amount of work previously given to each Company. Said criteria will be considered in the event of a tie. In order for new companies to be given

opportunity to work with JEA, extra points shall be given to those companies who have not done business with JEA in the past.

1.2.4. NUMBER OF CONTRACTS TO BE AWARDED

JEA intends to Award one Contract(s) for the Work. JEA reserves the right to Award more than one Contract based on certain groupings of the Work items, or JEA may exclude certain Work items, if JEA determines that it is in its best interest to do so.

1.2.5. REQUIRED FORMS TO SUBMIT WITH PROPOSAL

To submit a Proposal in response to this RFP, all of the following forms must be completed and submitted as part of the Proposal. The Company must obtain the required forms, other than the Minimum Qualification Form, by downloading them from JEA.com. If the Company fails to complete or fails to submit one or more of the following forms, the Proposal shall be rejected.

The following forms are required to be submitted with Company's Proposal:

List of JSEB Certified Firms (if applicable)
List of Subcontractors/Shop Fabricators (if applicable)
Minimum Qualifications Form - This form can be found in Appendix B of this Solicitation
Proposal Form - This form can be found in Appendix B of this Solicitation

If the above listed forms are not submitted with the Proposal by the Proposal Due Time and Date, JEA shall reject the Proposal.

JEA also requests the following documents to be submitted prior to Contract execution. A Proposal will not be rejected if these forms are not submitted at the Proposal Due Time and Date. However, failure to submit these documents prior Contract execution could result in Proposal rejection.

Conflict of Interest Certificate Form - This form can be found on JEA.com
Insurance Certificate
W-9
Evidence of registration with the State of Florida Department of Corporations (www.sunbiz.org)
Any technical submittals as required by the Technical Specifications

1.2.6. JACKSONVILLE SMALL AND EMERGING BUSINESS (JSEB) PROGRAM REQUIREMENTS

1.2.6.1. OPTIONAL USE OF JACKSONVILLE SMALL AND EMERGING BUSINESS (JSEB) PROGRAM

It is at the Company's option as to whether it chooses to subcontract to a JSEB firm. JEA encourages the use of JSEB qualified firms; however, the Company is not required to utilize JSEB firms to be Awarded this Contract.

JSEB firms that qualify for this Contract are only those shown on the current City of Jacksonville JSEB directory appearing at www.COJ.net. Certification of JSEB firms must come from the City of Jacksonville. No other agency or organization is recognized for purposes of this Contract.

In no case shall the Company make changes to the JSEB firms listed in its Bid, revise the JSEB Scope of Work or amount of Work as stated in its Bid without prior written notice to the JEA Contract Administrator, and without subsequent receipt of written approval for the JEA Contract Administrator.

All question and correspondence concerning the JSEB program should be addressed to the following contact:

G. Nadine Carswell
JSEB Manager
JEA
21 W. Church Street, CC-6
Jacksonville, FL 32202
(904) 665-6257
carsgs@jea.com

1.3. GENERAL INSTRUCTIONS

1.3.1. ADDENDA

JEA may issue Addenda prior to the Bid opening date to revise, in whole or in part, or clarify the intent or requirements of the Solicitation. The Company shall be responsible for ensuring it has received all Addenda prior to submitting its Bid or Proposal and shall acknowledge receipt of all Addenda by indicating where requested on the Bid Form. JEA will post all Addenda when issued online at jea.com. Companies must obtain Addenda from the JEA website. All Addenda will become part of the Solicitation and any resulting Contract Documents. It is the responsibility of each Company to ensure it has received and incorporated all Addenda into its Bid or Proposal. Failure to acknowledge receipt of Addenda may be grounds for rejection of a Bid or Proposal.

1.3.2. CONFLICT OF INTEREST

Pursuant to Florida Statute Sec. 287.057, a person or company who receives a contract which was not procured pursuant to public bidding procedures to perform a feasibility study, or who participated in the drafting of an invitation to bid or request for proposals, or who developed a program for future implementation shall not be eligible to contract with JEA for any other contracts dealing with that specific subject matter.

Should JEA erroneously Award a Contract in violation of this policy, JEA may terminate the Contract at any time with no liability to Company, and Company shall be liable to JEA for all damages, including but not limited to the costs to rebid the Work. The purpose of this policy is to encourage bidding and eliminate any actual or perceived advantage that one Company may have over another.

1.3.3. SUBCONTRACTORS

The Company shall list the names of all Subcontractors and subsuppliers/shop fabricators that it plans to use on the List of Subcontractors Form which is available at jea.com. Failure to submit this form with the Bid/Proposal shall result rejection of Company's Bid/Proposal. The Company shall not use Subcontractors and subsuppliers/shop fabricators other than those shown on the Subcontractor form unless it shows good cause and obtains the JEA Representative's prior written consent. In cases where the Subcontractor or subsupplier/shop fabricator is a JSEB firm, the City of Jacksonville Ombudsman will review the substitution request, and make a written recommendation prior to the JEA Representative's written consent.

If the Company plans to use Subcontractors or subsupplier/shop fabricators to perform over 50% of the Work, the Company shall obtain JEA's approval at least five (5) days prior to the Bid/Proposal Due Date. Failure to obtain JEA approval will disqualify the Company and result in rejection of Company's Bid/Proposal.

1.3.4. CONTRACT EXECUTION AND START OF WORK

Within thirty (30) days from the date of Award, JEA will present the successful Company with the Contract Documents. Unless expressly waived by JEA, the successful Company shall execute a Contract for the Work or Services within ten (10) days after receiving the Contract from JEA. If the Proposer fails to execute the Contract or associated documents as required, or if it fails to act on a JEA-issued Purchase Order (PO), JEA may cancel the Award with no further liability to the Company, retain the bid security or bond (if applicable), and Award to the next-ranked Company.

Upon JEA's receipt of the executed Contract, certificate of insurance, and recorded Payment and Performance bonds (if applicable), JEA will issue a PO, in writing and signed by an authorized JEA representative as acceptance of the Proposal or Bid and authorization for the Company to proceed with the Work, unless otherwise stated in the Contract or PO.

For Construction Services: In the event that JEA intends to authorize the successful Proposer to proceed with administrative work only, or with only a portion of the Work, then the PO shall state the specific limitations of such authorization and JEA will issue a separate written Notice to Proceed to authorize the Company to begin Field Work, when applicable, or to perform the remainder of the Work, or any portion thereof. The Company shall ensure that it is prepared to begin Field Work upon receipt of Notice to Proceed. Any Work performed outside of this partial authorization shall be at the Company's risk and JEA shall have no obligation to pay for such Work.

1.3.5. DEFINED TERMS

Words and terms defined in the Section entitled "Definitions" of this document are hereby incorporated by reference into the entire document.

1.3.6. EX PARTE COMMUNICATION

Ex Parte Communication is strictly prohibited. Ex Parte Communication is defined as any inappropriate communication concerning a Solicitation between a firm submitting a Bid or Proposal and a JEA representative during the time in which the Solicitation is being advertised through the time of Award. Examples of inappropriate communications include: private communications concerning the details of

Solicitation in which a Proposer becomes privy to information not available to the other Proposers. Social contact between Proposers and JEA Representatives should be kept to an absolute minimum during the solicitation process.

Failure to adhere to this policy will disqualify the noncompliant Company's Bid or Proposal. Any questions or clarifications concerning a Solicitation must be sent in writing via email to the JEA Buyer at least five (5) business days prior to the opening date. If determined by JEA, that a question should be answered or an issue clarified, JEA will issue an addendum to all Proposers.

For more information on Ex Parte communications, see JEA Procurement Code, Section 2-103, which is available at www.jea.com.

1.3.7. JEA PUBLICATIONS

Applicable JEA publications are available at jea.com.

1.3.8. PROHIBITION AGAINST CONTINGENT FEES

The Company warrants that it has not employed or retained any company or person, other than a bona fide employee working for the Company, to solicit or secure a contract with JEA, and that it has not paid or agreed to pay any person, company, corporation, individual or firm, other than a bona fide employee working solely for the Company, any fee, commission, percentage, gift, or any other consideration, contingent upon or resulting from the Award or making of the Contract. If a breach or violation of these provisions occurs, JEA shall have the right to terminate the Contract without liability, and at its discretion deduct from the Contract Price the costs associated with the termination, or otherwise recover, the full amount of such fee, commission, percentage, gift or consideration.

1.3.9. RESERVATIONS OF RIGHTS TO JEA

The Solicitation provides potential Companies with information to enable the submission of written offers. The Solicitation is not a contractual offer or commitment by JEA to purchase products or services.

Bids or Proposals shall be good for a period of ninety (90) days following the opening of the Bids or Proposals.

JEA reserves the right to reject any or all Bid or Proposals, or any part thereof, and/or to waive Informalities if such action is in its best interest. JEA may reject any Bids or Proposals that it deems incomplete, obscure or irregular including, but not limited to, Bid or Proposals that omit a price on any one or more items for which prices are required, Bids or Proposals that omit Unit Prices if Unit Prices are required, Bids or Proposals for which JEA determines that the Bid or Proposal is unbalanced, Bids or Proposals that offer Equal Items when the option to do so has not been stated, Bids or Proposals that fail to include a Bid or Proposal Bond, where one is required, and Bids or Proposals from Companies who have previously failed to satisfactorily complete Contracts of any nature or who have been scored "Unacceptable" and as a result, are temporarily barred from bidding additional work.

JEA reserves the right to cancel, postpone, modify, reissue and amend this Solicitation at its discretion.

JEA reserves the right to cancel or change the date and time announced for opening of Bids or Proposals at any time prior to the time announced for the opening of Bids or Proposals. JEA may Award the Contract in whole or in part. In such cases whenever JEA exercises any of these reservations, JEA will make a commercially reasonable effort to notify, in writing, all parties to whom Solicitations were issued. JEA may award multiple or split Contracts if it is deemed to be in JEA's best interest.

1.3.10. AVAILABILITY OF PROPOSALS AFTER OPENING

In accordance with the Florida Public Records Law, Florida Statute Section 119, copies of all proposals are available for public inspection thirty (30) days after the opening of proposals or on the date of Award announcement, whichever is earlier. Proposers may review opened proposals once they are available for public inspection by contacting the designated Buyer to arrange a mutually convenient time for such review at the JEA offices. JEA will post a summary of proposal opening results at www.jea.com.

1.3.11. PROTEST OF RFP AND AWARD PROCESS

Companies shall file any protests regarding this RFP in writing, in accordance with the JEA Purchasing Code, as amended from time to time. Copies of the JEA Purchasing Code are available online at www.jea.com.

1.3.12. SHIPPING, FREIGHT, AND TRAVEL--F.O.B. DESTINATION

The Proposer shall include the price for travel, shipment of materials and equipment in its pricing shown on the Bid Document unless otherwise stated on the Bid Document.

If the Solicitation allows for travel expenses to be billed separately, then all Company's travel expenses will be reimbursed in accordance with JEA's Contractor Travel Policy.

1.3.13. SUBMITTING THE PROPOSAL

The Company shall submit one original Proposal, three duplicates (hardcopies) and one CD. Combed binders are preferred. If there is a discrepancy between the electronic copy and the hard copy, the hard copy will prevail. JEA will not accept Proposals transmitted via email. **IF COMPANY IS INTERESTED IN SUBMITTING A RESPONSE TO THIS RFP, PLEASE EMAIL** MCQULR@JEA.COM **TO RECEIVE THIS PROPOSAL FORM IN A WORD FORMAT. REQUESTS MUST BE MADE NO LATER THAN 5 BUSINESS DAYS BEFORE PROPOSAL OPENING.**

1.3.14. ESTIMATED QUANTITIES

On the Bid Document, JEA sets forth anticipated quantities, or estimates of anticipated purchase volumes by JEA. JEA anticipates that these quantities are reasonable and will not be exceeded. During the Bid process, if the Proposer finds any discrepancy greater than 10% of the estimated quantity, the Proposer shall notify the JEA Representative in writing of the discrepancy. JEA will check the estimated quantity and if it is found to exceed 10% of the estimated quantity, JEA will issue an Addendum to all Proposers.

After Award of the Contract, JEA will make payments upon the actual quantities of Work provided and JEA shall not be obligated, in any way, to pay any amounts for quantities other than those actually provided and authorized under this Contract, regardless of amount stated in the Solicitation. In the event that quantities or scope of work change after Award, the changes to price and/or scope shall be made in accordance with the terms and conditions stated in the Contract Document.
Any item not shown on the Bid Document, but shown in the drawings or Technical Specifications section, that is required to perform the Work, or that is required as part of a complete and operable system, shall be included in the Bid Price.

1.3.15. ETHICS (RFP)

By signing the Company's Proposal, the Company certifies this Proposal is made without any previous understanding, agreement or connection with any other person, firm, or corporation submitting a Proposal for the same Work other than as a Subcontractor or supplier, and that this Proposal is made without outside control, collusion, fraud, or other illegal or unethical actions. The Company shall comply with all JEA and City of Jacksonville ordinances, policies and procedures regarding business ethics.

The Company shall submit only one Proposal in response to this RFP. If JEA has reasonable cause to believe the Company has submitted more than one Proposal for the same Work, other than as a Subcontractor or subsupplier, JEA shall disqualify the Proposal and may pursue debarment actions.

The Company shall disclose the name(s) of any public officials who have any financial position, directly or indirectly, with this Proposal by completing and submitting the Conflict of Interest Certificate. Failure to fully complete and submit the Conflict of Interest Certificate will disqualify the Proposal. If JEA has reason to believe that collusion exists among the Companies, JEA will reject any and all Proposals from the suspected Company and will proceed to debar Company from future JEA Awards in accordance with the JEA Purchasing Code.

JEA is prohibited by its Charter from awarding contracts to JEA officers or employees or companies in which a JEA officer or employee has a financial interest. JEA shall reject any and all Proposals from JEA officers or employees as well as any and all Proposals in which a JEA officer or employee has a financial interest.

In accordance with Florida Statutes Sec. 287.133, JEA will reject Proposals from any persons or affiliates convicted of a public entity crime as listed on the Convicted Vendor list maintained by the Florida Department of Management Services. JEA shall not make an Award to any officer, director, executive, partner, shareholder, employee, member, or agent active in management of the Company listed on the Convicted Vendor list for any transaction exceeding $10,000 for a period of 36 months from the date of being placed on the Convicted Vendor list.

If the Company violates any requirement of this clause, the Proposal may be rejected and JEA may debar offending companies and persons.

1.3.16. MATHEMATICAL ERRORS

In the event of mathematical errors in the prices entered on the Bid Form or in the addition or subtraction of a total for any Bid Price, the Unit Prices will prevail. The corrected Bid Price utilizing the Unit Prices

will be used to determine if the Company is Awarded the Work or the Services, the Unit Prices will be used throughout the term of the Contract.

1.3.17. MODIFICATION OR WITHDRAWAL OF PROPOSALS

The Company may modify or withdraw its Proposal at any time prior to the Proposal Due Date and Time by giving written notice to JEA's Chief Purchasing Officer. JEA will not accept modifications submitted by telephone, telegraph, email, or facsimile, or those submitted after Proposal Due Date and Time. The Company shall not modify or withdraw its Proposal from time submitted and for a period of 90 days following the opening of Proposals.

1.3.18. CERTIFICATION AND REPRESENTATIONS OF THE COMPANY

By signing and submitting a proposal, the Company certifies and represents as follows:

A. That it has carefully examined all available records and conditions, including sites if applicable, and the requirements and specifications of these Contract Documents prior to submitting its Proposal. Where the Company visits sites, no Work or other disturbance is to be performed while at the site without written permission by JEA in advance of the site visit. The Company shall comply with all safety requirements described in the Proposal and shall be prepared to show proof of a minimum of $1 million of general liability insurance or the amount specified in this solicitation (whichever is greater).

B. That every aspect of its submitted Proposal, including the Contract Price and the detailed schedule for the execution of the Work, are based on its own knowledge and judgment of the conditions and hazards involved, and not upon any representation of JEA. JEA assumes no responsibility for any understanding or representation made by any of its representatives during or prior to execution of the Contract unless such understandings or representations are expressly stated in the Contract and the Contract expressly provides that JEA assumes the responsibility.

C. That the individual signing the Proposal is a duly authorized agent or officer of the firm. Proposals submitted by a corporation must be executed in the corporate name by the President or Vice President. If an individual other than the President or Vice President signs the Proposal, satisfactory evidence of authority to sign must be submitted upon request by JEA. If the Proposal is submitted by a partnership, the Proposal must be signed by a partner whose title must under the signature. If an individual other than a partner signs the Proposal, satisfactory evidence of authority to sign must be submitted upon request by JEA.

D. The corporation or partnership must be in active status at the Florida Division of Corporations (www.sunbiz.org) prior to Award.

E. That the firm maintains in active status any and all licenses, permits, certifications, insurance, bonds and other credentials including not limited to contractor’s license and occupational licenses necessary to perform the Work. The Company also certifies that, upon the prospect of any change in the status of applicable licenses, permits, certifications, insurances, bonds or other credentials, the Company shall immediately notify JEA of status change.

F. That it has read, understands and will comply with the Section titled Ethics of these instructions to proposers.

1.3.19. COMPLETING THE PROPOSAL

Companies shall submit their Proposals and any enclosed documents attached to this RFP with responses typewritten or written in ink. Companies should refer to the Special Instructions of this RFP to review specific items which may be required with the submittal of the Bid. The Company, or its authorized agent or officer of the firm, shall sign the Proposal. Failure to sign the Proposal may disqualify the Proposal. JEA-approved erasures, interlineations or other corrections shall be authenticated by affixing in the margin, immediately opposite the correction, the handwritten signature of each person executing the Proposal. Failure to authenticate changes may disqualify the Proposal. JEA may disqualify any Proposals that deviate from the requirements of this RFP, and those that include unapproved exceptions, amendments, or erasures.

2. CONTRACT TERMS AND CONDITIONS

2.1. CONTRACT DOCUMENT AND TERMS AND CONDITIONS

Provided below are the Contract terms and conditions that will be incorporated by reference in the Contract Document executed by the Company and JEA. The Contract Document will incorporate by reference the terms contained in the Solicitation portion of this document provided in Section 1, the Contract Terms provided in Section 2; and the Technical Specifications provided in Section 3. An example of the Contract that the Company will be required to execute is available for review at jea.com.

2.2. DEFINITIONS

2.2.1. DEFINITIONS

Words and terms defined in this section shall have the same meaning throughout all parts of the Contract Documents. Where intended to convey the meaning consistent with that set forth in its definition, a defined word or term is marked by initial capitalization. The "Technical Specifications" part may define additional words and terms where necessary to clarify the Work. Unless otherwise stated in the Contract Documents, definitions set forth in the "Technical Specifications" shall apply only within the "Technical Specifications."

2.2.2. ACCEPTANCE

JEA's written notice by the Contract Administrator to the Company that all Work as specified in the Contract has been completed to JEA's satisfaction. Approval or recognition of the Company meeting a Milestone or interim step does not constitute Acceptance of that portion of Work. Acceptance is only applicable to the entirety of Work as specified in the Contract. Acceptance does not in any way limit JEA's rights under the Contract or applicable laws, rules and regulations.

2.2.3. ADDENDUM/ADDENDA

A written change or changes to the Solicitation which is issued by JEA Procurement Services and is incorporated into the Solicitation as a modification, revision and/or further clarification of the intent of the Solicitation.

2.2.4. ANNIVERSARY DATE

The twelve (12) month period beginning on the date of the Contract Award, and each subsequent 12 month period that the Contract is in effect.

2.2.5. AWARD

The written approval of the JEA Awards Committee that the procurement process for the purchase of the Work was in accordance with the JEA Procurement Code and Florida Statutes. Once an Award is approved, JEA will either issue a Purchase Order or execute a Contract with the successful proposer or proposer.

2.2.6. BID OR PROPOSAL

The document describing the Proposer's offer submitted in response to this Solicitation. Bid and Proposal shall be considered synonymous for the purpose of this Contract.

2.2.7. BID SECTION

The office located at 21 West Church Street, Jacksonville, FL, on the first floor of the JEA Tower building, and where Bids or Proposals are administered and received.

2.2.8. PROPOSER

The respondent to this Solicitation. Proposer and Proposer shall be considered synonymous for the purpose of this Solicitation.

2.2.9. CHANGE ORDER

A written order issued by the JEA Procurement Department after execution of the Contract to the Company signed by the Contract Administrator or his designated representative and authorizing an addition, deletion, or revision of the Work, or an adjustment in the Contract Price or the Contract Time. Change Orders do not authorize expenditures greater than the monies encumbered by JEA, which is shown on the associated Purchase Order(s). An executed Change Order resolves all issues related to price and time for the work included in the Change Order.

2.2.10. COMPANY

The legal person, firm, corporation or any other entity or business relationship with whom JEA has executed the Contract. Where the word "Company" is used it shall also include permitted assigns. Prime Contractor, Contractor, Vendor, Supplier and Company shall be considered synonymous for the purpose of the Contract.

2.2.11. COMPANY REPRESENTATIVE

The individual responsible for representing the Company in all activities concerning the fulfillment and administration of the Contract.

2.2.12. COMPANY SUPERVISOR

The individual, employed or contracted by the Company, to manage the Work on a day-to-day basis and ensure the Work is performed according to the Contract. The Company Supervisor may be authorized by the Company Representative to act on Contract matters. Such authorization shall be in writing and delivered to the Contract Administrator and shall clearly state the limitations of any such authorization. In the event that the Company Supervisor and the Company Representative is the same person, the Company shall notify the Contract Administrator of such situation.

2.2.13. CONTRACT

An agreement between JEA and a Company, signed by both parties. Once a Contract is executed, a Purchase Order will be issued by JEA to the Company as its Notice to Proceed with the Work.

2.2.14. CONTRACT ADMINISTRATOR

The individual assigned by JEA to have authority over the Contract, including the authority to negotiate all elements of the Contract with the Company, authorize Change Orders within the maximum amount awarded, terminate the Contract, seek remedies for nonperformance including termination, and otherwise act on behalf of JEA in all matters regarding the Contract. The Contract Administrator may authorize JEA Representative in writing to make minor changes to the Work with the intent of preventing Work disruption.

2.2.15. CONTRACT DOCUMENTS

Contract Documents, also referred to as the "Contract" or "Agreement" means the executed Contract Document and any written Change Orders, amendments or Purchase Orders executed by JEA, and insurance and/or bonds as required by the Contract.

2.2.16. CONTRACT PRICE

The total amount payable to the Company under the Contract, as set forth in the Contract Documents. The Contract Price may also be referred to as the Maximum Indebtedness.

2.2.17. CONTRACT TIME

The number of calendar days or the period of time from when the written Purchase Order is issued to the Company, to the date Company has agreed to complete the Work, as set forth in the Contract Documents.

2.2.18. CONTRACTOR

The legal person, firm, corporation or any other entity or business relationship with whom JEA has executed the Contract. Where the word "Contractor" is used it shall also include permitted assigns. Contractor and Company shall be considered synonymous for the purpose of the Contract.

2.2.19. DEFECT

Work that fails to meet the requirements of any required test, inspection or approval, and any Work that meets the requirements of any test or approval, but nevertheless does not meet the requirements of the Contract Documents.

2.2.20. FINAL COMPLETION

The point in time after JEA makes the determination that the Work is completed and there is Acceptance by JEA, and the Company has fulfilled all requirements of the Contract Documents.

2.2.21. HOLIDAYS

The following days: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, and Christmas Day.

2.2.22. INVOICE

A document seeking payment to Company from JEA for all or a portion of the Work, in accordance with the Contract Documents, and including at a minimum the following items: the Company name and address, a description of the product(s) or service(s) rendered, a valid JEA PO number, the amount payable, the payee name and address, any associated JSEB forms and any other supporting documentation required by the Contract Documents.

2.2.23. JEA

JEA on its own behalf, and when the Work involves St. Johns River Power Park (SJRPP), as agent for Florida Power and Light Company (FPL). JEA and FPL are co-owners of SJRPP.

2.2.24. JEA REPRESENTATIVES

The Contract Administrator, Contract Inspector, Contract Administrator's Representative, JEA Engineer, Field Engineer, Project Manager, and other persons designated by the Contract Administrator as JEA Representatives acting in a capacity related to the Work or Contract under the authority of the Contract Administrator.

2.2.25. PERFORMANCE - ACCEPTABLE PERFORMANCE/PERFORMER

The Company averages more than 2.80 and less than 4.0 across all performance scorecard evaluation metrics, and does not receive a score of less than 2.0 on any metric.

2.2.26. PERFORMANCE - TOP PERFORMANCE/PERFORMER

The Company averages 4.0 or more across all scorecard evaluation metrics and does not receive a score of less than 4.0 on any one metric.

2.2.27. PERFORMANCE - UNACCEPTABLE PERFORMANCE/PERFORMER

The Company averages less than 2.80 across all scorecard evaluation metrics, or scores a 1.0 on any one metric regardless of average, or receives a score of 2.0 on the same metric on two sequential performance evaluations. JEA will consider extenuating circumstances for individual metrics with poor performances provided the Company responds to deficiency within 3 working days and can provide justification based solely on judgment of JEA.

2.2.28. PROPOSAL

The document describing the Company's qualifications to verify it complies with the requirements of the RFP.

2.2.29. PROPOSER

The respondent to this RFP.

2.2.30. PURCHASE ORDER (PO)

A Work authorization document issued by the JEA Procurement Department with the words "Purchase Order" clearly marked across the top, a PO number used for reference shown on the front of the document, a description of the Work or a listing of the applicable Contract Documents, an authorized JEA signature and states the dollar amount of the lawfully appropriated funds. The Purchase Order is the only document that authorizes changes to the total dollar amount of the Contract.

2.2.31. QUALITY ASSURANCE

Actions that JEA takes to assess the Company's performance under the Contract.

2.2.32. QUALITY CONTROL

Actions that the Company takes to ensure it successfully completes the Work in full accordance with the Contract Documents.

2.2.33. REQUEST FOR PROPOSALS

The document (which may be electronic) issued by the JEA Procurement Department to solicit Proposals from Companies that includes, but is not limited to, the Minimum Qualifications Form, samples of contract documents and Addenda.

2.2.34. SOLICITATION

The document (which may be electronic) issued by the JEA Procurement Department to solicit Bids or Proposals from Proposers that includes, but is not limited to, the Bid Document, samples of documents and Addenda.

2.2.35. SUBCONTRACTOR

A provider of services performing Work under contract for the Company.

2.2.36. TASK ORDER

A document that describes the Work or describes a series of tasks that the Company will perform in accordance with the Contract Documents. A Task Order may be issued as an attachment to a Purchase Order, but the Task Order is neither a Purchase Order, nor a Notice to Proceed.

2.2.37. TERM

The period of time during which the Contract is in force, from the date of Purchase Order issuance to Final Completion, or termination, or until the Contract's Maximum Indebtedness is reached, whichever occurs first. In some cases, and as expressly stated, some of the Contract requirements may extend beyond the Term of the Contract.

2.2.38. UNIT PRICES

The Proposer's charges, rounded to the nearest cent, to JEA for the performance of each respective unit of Work as defined on the Bid Documents for all items required for successfully performing the Work through Acceptance.

2.2.39. WORK OR SCOPE OF SERVICES

Work includes as defined in the Contract Documents all actions, products, documentation, electronic programs, reports, testing, transport, administration, management, services, materials, tools, equipment, and responsibilities to be furnished or performed by the Company under the Contract, together with all other additional necessities that are not specifically recited in the Contract, but can be reasonably inferred as necessary to complete all obligations and fully satisfy the intent of the Contract.

2.3. CONTRACT DOCUMENTS

2.3.1. ORDER OF PRECEDENCE

The Contract shall consist of JEA's Contract and/or Purchase Order together with the Solicitation including, but not limited to, the executed Bid Document(s), which shall be collectively referred to as the Contract Documents. This Contract is the complete agreement between the parties. Parol or extrinsic evidence will not be used to vary or contradict the express terms of this Contract. The Contract Documents are complementary; what is called for by one is binding as if called for by all. The Company shall inform JEA in writing of any conflict, error or discrepancy in the Contract Documents upon discovery. Should the Company proceed with the Work prior to written resolution of the error or conflict by JEA, all Work performed is at the sole risk of the Company. JEA will generally consider this precedence of the Contract Documents in resolving any conflict, error, or discrepancy:

- Executed Change Orders / Amendments
- Executed Contract Document
- Supplemental Conditions of Contract

- General Conditions of Contract
- Purchase Order
- Drawings
- Exhibits and Attachments
- Technical Specifications
- Addenda to JEA Solicitation
- JEA Solicitation
- Bid Documents
- References

The figure dimensions on drawings shall govern over scale dimensions. Contract and detailed drawings shall govern over general drawings. The Company shall perform any Work that may reasonably be inferred from the Contract as being required whether or not it is specifically called for. Work, materials or equipment described in words that, so applied, have a well-known technical or trade meaning shall be taken as referring to such recognized standards.

2.3.2. SOFTWARE LICENSE AND MAINTENANCE AGREEMENTS

All terms and conditions required by Company for software license(s) and/or software maintenance will be contained in a separate agreement mutually agreed upon between JEA and Company. If JEA and Company cannot reach agreement on such terms and conditions, JEA's Award and/or Contract with Company shall be cancelled and neither party shall be liable to the other thereunder."

2.4. PRICE AND PAYMENTS

2.4.1. PAYMENTS

2.4.1.1. PAYMENT METHOD - TIME AND MATERIALS

The Company shall submit to JEA an Invoice once a month for payment of all fees and expenses incurred during that month by the Company in performing the Work. JEA may elect to make a partial payment or no payment if JEA determines, at its sole discretion, and after due consideration of relevant factors, that either all, or part of the Work being invoiced is not in accordance with the Contract Documents.

2.4.2. JSEB - INVOICING AND PAYMENT

If the Company utilizes JSEB certified firms, regardless of whether these Contract Documents require or encourage the use of such firms, the Company shall Invoice for and report the use of JSEB certified firms according to the format and guidelines established by the City of Jacksonville.

2.4.3. COST SAVINGS PLAN

During the term of this Contract, JEA and Company are encouraged to identify ways to reduce the total cost to JEA related to the Work provided by the Company. JEA and Company may negotiate Amendments to this Contract that support and allow such reductions in total costs including, but not limited to, the sharing of savings resulting from implementation of cost-reducing initiatives between JEA and Company. The decision to accept any cost savings plan shall be in the sole discretion of JEA, and JEA shall not be liable to Company for any cost that may be alleged to be related to a refusal to accept a Cost Savings Plan.

2.4.4. INVOICING AND PAYMENT TERMS

Within 60 days from completion of the Work, the Company shall submit all Invoices or Applications for Payment in accordance with the payment method agreed upon in these Contract Documents. Invoices shall be submitted to the following address:

JEA Accounts Payable

P.O. Box 4910

Jacksonville, FL 32201-4310

JEA will pay the Company the amount requested within 30 calendar days after receipt of an Invoice from the Company subject to the provisions stated below.

JEA may reject any Invoice or Application for Payment within 20 calendar days after receipt. JEA will return the Invoice or Application for Payment to the Company stating the reasons for rejection. Upon receipt of an acceptable revised Invoice or Application for Payment, JEA will pay the Company the revised amount within 10 days.

JEA may withhold payment if the Company is in violation of any conditions or terms of the Contract Documents.

In the case of early termination of the Contract, all payments made by JEA against the Contract Price prior to notice of termination shall be credited to the amount, if any, due the Company. If the parties determine that the sum of all previous payments and credits exceeds the sum due the Company, the Company shall refund the excess amount to JEA within 10 days of determination or written notice.

2.4.5. OFFSETS

In case the Company is in violation of any requirement of the Contract, JEA may withhold payments that may be due the Company, and may offset existing balances with any JEA incurred costs against funds due the Company under this and any other Company Contract with JEA, as a result of the violation, or other damages as allowed by the Contract Documents and applicable law.

2.4.6. TAXES

JEA is authorized to self-accrue the Florida Sales and Use Tax and is exempt from Manufacturer's Federal Excise Tax when purchasing tangible personal property for its direct consumption.

2.5. SCHEDULES, REPORTING REQUIREMENTS AND LIQUIDATED DAMAGES

2.5.1. WORK SCHEDULES

The Approved Schedule is referenced in the Technical Specifications attached to this Solicitation. If no schedule is provided, then the established schedule is based on working five days per week, single shift, eight hours per day or four days per week, single shift, 10 hours per day. JEA may require the Company to base its schedule on an accelerated Work schedule or multiple shifts. The Company shall not schedule work on Holidays without obtaining prior written approval from JEA.

The Company shall, at no additional cost to JEA, increase or supplement its working force and equipment and perform the Work on an Overtime or multiple shift basis when directed by JEA and upon notification that the Company is behind schedule. The Company shall submit a revised schedule in writing demonstrating the Company's schedule recovery plans.

The Company understands and agrees that the rate of progress set forth in the Approved Schedule already allows for ordinary delays incident to the Work. No extension of the Contract Time will be made for ordinary delays, inclement weather, or accidents, and the occurrence of such events will not relieve the Company from requirement of meeting the Approved Schedule.

2.6. WARRANTIES AND REPRESENTATIONS

2.6.1. WARRANTY (PROFESSIONAL SERVICES)

The Company represents and warrants that it has the full corporate right, power and authority to enter into the Contract and to perform the Work, and that the performance of its obligations and duties hereunder does not and will not violate any Contract to which the Company is a party or by which it is otherwise bound.

The Company represents and warrants that it will conduct the Work in a manner and with sufficient labor, materials and equipment necessary to affect a diligent pursuance of the Services.

The Company represents and warrants that it has the responsibility and capacity to train and supervise its employees, Subcontractors and suppliers to ensure the Work complies with all safety requirements of the Contract Documents.

The Company represents and warrants that its employees and Subcontractors shall exercise the degree of skill and care required by customarily accepted good practices and procedures.

The Company warrants that all items provided under the Contract shall be in accordance with the requirements of this Contract and services shall be performed in a professional manner and with professional diligence and skill, consistent with the prevailing standards of the industry. The Company warrants that the Work will meet the functional and performance requirements defined in the Contract.

The Company warrants all Work for a period of one year following Acceptance of the Work. If any failure to meet the foregoing warranty appears within one year after Work is Accepted, the Company shall again perform the Work directly affected by such failure at the Company's sole expense.

The obligations and representations contained in this paragraph are the Company's sole warranty and guarantee obligations and JEA's exclusive remedy in respect of quality of the Work. EXCEPT AS PROVIDED IN THIS ARTICLE, COMPANY MAKES NO OTHER WARRANTIES OR GUARANTEES, EXPRESS OR IMPLIED, RELATING TO COMPANY'S SERVICES AND COMPANY DISCLAIMS ANY IMPLIED WARRANTIES OR WARRANTIES IMPOSED BY LAW INCLUDING WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE. This clause governs, modifies, and supersedes any other terms in this Contract which may be construed to address warranties or guarantees or the quality of the Work.

2.7. INSURANCE, INDEMNITY AND RISK OF LOSS

2.7.1. INSURANCE

INSURANCE REQUIREMENTS

Before starting and until acceptance of the Work by JEA, and without further limiting its liability under the Contract, Company shall procure and maintain at its sole expense, insurance of the types and in the minimum amounts stated below:

Workers' Compensation

Florida Statutory coverage and Employer's Liability (including appropriate Federal Acts); Insurance Limits: Statutory Limits (Workers' Compensation) $500,000 each accident (Employer's Liability).

Commercial General Liability

Premises-Operations, Products-Completed Operations, Contractual Liability, Independent Contractors, Broad Form Property Damage, Explosion, Collapse and Underground, Hazards (XCU Coverage) as appropriate; Insurance Limits: $1,000,000 each occurrence, $2,000,000 annual aggregate for bodily injury and property damage, combined single limit.

Automobile Liability

All autos-owned, hired, or non-owned; Insurance Limits: $1,000,000 each occurrence, combined single limit.

Excess or Umbrella Liability

(This is additional coverage and limits above the following primary insurance: Employer's Liability, Commercial General Liability, and Automobile Liability); Insurance Limits: $2,000,000 each occurrence and annual aggregate.

Professional Liability
Errors & Omissions; Insurance Limits: $1,000,000 each claim and $2,000,000 annual aggregate

Company's Commercial General Liability, Excess or Umbrella Liability, and Professional Liability policies shall be effective for two years after Work is complete. The Indemnification provision provided herein is separate and is not limited by the type of insurance or insurance amounts stated above.

Company shall specify JEA as an additional insured for all coverage except Workers' Compensation, Employer's Liability, and Professional Liability. Such insurance shall be primary to any and all other insurance or self-insurance maintained by JEA. Company shall include a Waiver of Subrogation on all required insurance in favor of JEA, its board members, officers, employees, agents, successors and assigns.

Such insurance shall be written by a company or companies licensed to do business in the State of Florida and satisfactory to JEA. Prior to commencing any Work under this Contract, certificates evidencing the maintenance of the insurance shall be furnished to JEA for approval. Company's and its subcontractors' Certificates of Insurance shall be mailed to JEA (Attn. Procurement Services), Customer Care Center, 6th Floor, 21 West Church Street, Jacksonville, FL 32202-3139.

The insurance certificates shall provide that no material alteration or cancellation, including expiration and non-renewal, shall be effective until 30 days after receipt of written notice by JEA.

Any subcontractors of Company shall procure and maintain the insurance required of Company hereunder during the life of the subcontracts. Subcontractors' insurance may be either by separate coverage or by endorsement under insurance provided by Company. Company shall submit subcontractors' Certificates of Insurance to JEA prior to allowing subcontractors to perform Work on JEA's job sites.

2.7.2. INDEMNIFICATION

2.7.2.1. INDEMNIFICATION (JEA STANDARD)

For ten dollars ($10.00) acknowledged to be included and paid for in the contract price and other good and valuable considerations, the Company shall hold harmless and indemnify JEA against any claim, action, loss, damage, injury, liability, cost and expense of whatsoever kind or nature (including, but not by way of limitation, reasonable attorney's fees and court costs) arising out of injury (whether mental or corporeal) to persons, including death, or damage to property, arising out of or incidental to the negligence, recklessness or intentional wrongful misconduct of the Company and any person or entity used by Company in the performance of this Contract or Work performed thereunder. For purposes of this Indemnification, the term "JEA" shall mean JEA as a body politic and corporate and shall include its governing board, officers, employees, agents, successors and assigns. This indemnification shall survive the term of a Contract entered into pursuant to this solicitation, for events that occurred during the

Contract term. This indemnification shall be separate and apart from, and in addition to, any other indemnification provisions set forth elsewhere in this Contract.

2.7.3. RISKS AND PROPERTY

Ownership, risks of damage to or loss of the items shall pass to JEA upon Acceptance. The Company shall retain the sole risk of loss to the Work up to and including the time of Acceptance. In the event of loss or damage to the Work, the Company shall bear all costs associated with any loss or damage.

2.8. ACCEPTANCE

2.8.1. ACCEPTANCE OF WORK - RECEIPT, INSPECTION, USAGE AND TESTING

The Contract Administrator will make the determination when Work is completed and there is Acceptance by JEA. Acceptance will be made by JEA only in writing, and after adequate time to ensure Work is performed in accordance with Contract Documents. JEA will reject any items delivered by Company that are not in accordance with the Contract, and shall not be deemed to have accepted any items until JEA has had reasonable time to inspect them following delivery or, if later, within a reasonable time after any latent defect in the items has become apparent. JEA may partially accept the Work items. If JEA elects to accept nonconforming items, it may in addition to other remedies, be entitled to deduct a reasonable amount from the price as compensation for the nonconformity. Any Acceptance by JEA, even if nonconditional, shall not be deemed a waiver, or settlement or acceptance of any Defect.

Items specifically required prior to Acceptance are: TBD.

2.9. TERM AND TERMINATION

2.9.1. TERM

2.9.1.1. TERM OF CONTRACT-DEFINED DATES

This Agreement shall commence on the Effective Date, and continue and remain in full force and effect as to all its terms, conditions and provisions as set forth herein for two (2) years, (the "Initial Term"), or until the Agreement's Maximum Indebtedness is reached, whichever occurs first.
It is at JEA's sole option to renew the Agreement for an additional one year period (the "Renewal Term", together with the Initial Term, the "Term"). Please note, JEA typically does not renew.

This Agreement, after the initial year, shall be contingent upon the existence of lawfully appropriated funds for each subsequent year of the Agreement.

2.9.2. TERMINATION FOR CONVENIENCE

JEA shall have the absolute right to terminate in whole or part the Contract, with or without cause, at any time after Award upon written notification of such termination.

In the event of termination for convenience, JEA will pay the Company for all disbursements and expenses that the Company has incurred, or those for which it becomes obligated prior to receiving JEA's notice of termination.
Upon receipt of such notice of termination, the Company shall stop the performance of the Work hereunder except as may be necessary to carry out such termination and take any other action toward termination of the Work that JEA may reasonably request, including all reasonable efforts to provide for a prompt and efficient transition as directed by JEA.

JEA will have no liability to the Company for any cause whatsoever arising out of, or in connection with, termination including, but not limited to, lost profits, lost opportunities, resulting change in business condition, except as expressly stated within these Contract Documents.

2.9.3. TERMINATION FOR DEFAULT

JEA may give the Company written notice to discontinue all Work under the Contract in the event that:

- The Company assigns or subcontracts the Work without prior written permission;
- Any petition is filed or any proceeding is commenced by or against the Company for relief under any bankruptcy or insolvency laws;
- A receiver is appointed for the Company's properties or the Company commits any act of insolvency (however evidenced);
- The Company makes an assignment for the benefit of creditors;
- The Company suspends the operation of a substantial portion of its business;
- The Company suspends the whole or any part of the Work to the extent that it impacts the Company's ability to meet the Work schedule, or the Company abandons the whole or any part of the Work;
- The Company, at any time, violates any of the conditions or provisions of the Contract Documents, or the Company fails to perform as specified in the Contract Documents, or the Company is not complying with the Contract Documents.
- The Company attempts to willfully impose upon JEA items or workmanship that are, in JEA's sole opinion, defective or of unacceptable quality.
- The Company breaches any of the representations or warranties;
- The Company is determined, in JEA's sole opinion, to have misrepresented the utilization of funds or misappropriate property belonging to JEA;
- Any material change in the financial or business condition of the Company.

If, within five (5) days after service of such notice upon the Company, an arrangement satisfactory to JEA has not been made by the Company for continuance of the Work, then JEA may declare Company to be in default of the Contract.

Once Company is declared to be in default, JEA will charge the expense of completing the Work to the Company and will deduct such expenses from monies due, or which at any time thereafter may become due, to the Company. If such expenses are more than the sum that would otherwise have been payable under the Contract, then the Company shall pay the amount of such excess to JEA upon notice of the expenses from JEA. JEA shall not be required to obtain the lowest price for completing the Work under the Contract, but may make such expenditures that, in its sole judgment, shall best accomplish such completion. JEA will, however, make reasonable efforts to mitigate the excess costs of completing the Work.

The Contract Documents shall in no way limit JEA's right to all remedies for nonperformance provided under law or in equity, except as specifically set forth herein. In the event of termination for nonperformance, the Company shall immediately surrender all Work records to JEA. In such a case, JEA may set off any money owed to the Company against any liabilities resulting from the Company's nonperformance.

JEA has no responsibility whatsoever to issue notices of any kind, including but not limited to deficient performance letters and scorecards, to the Company regarding its performance prior to default by Company for performance related issues.

JEA shall have no liability to the Company for termination costs arising out of the Contract, or any of the Company's subcontracts, as a result of termination for default.

2.10. CONFIDENTIALITY AND OWNERSHIP OF DOCUMENTATION

2.10.1. CONFIDENTIALITY AND PUBLIC RECORD LAWS

Any information disclosed by one party ("Disclosing Party") to the other party ("Recipient") in connection with this Contract that is marked confidential or that due to its character and nature, a reasonable person under like circumstances would treat as confidential (the "Confidential Information") will be protected and held in confidence by the Recipient. Confidential Information will be used only for the purposes of this Contract and related internal administrative purposes. Disclosure of the Confidential Information will be restricted to the Recipient's employees, contractors, or alliance companies on a "need to know" basis in connection with the Work, who are bound by confidentiality obligations no less stringent than these prior to any disclosure. Each party may disclose Confidential Information relating to the Work to providers of goods and services for the engagement to the extent such disclosure is necessary and reasonably anticipated. Confidential Information does not include information which: (i) is already known to Recipient at the time of disclosure; (ii) is or becomes publicly known through no wrongful act or failure of the Recipient; (iii) is independently developed by Recipient without benefit of Disclosing Party's Confidential

Information; or (iv) is received from a third party which is not under and does not thereby breach an obligation of confidentiality. Each party agrees to protect the other's Confidential Information at all times and in the same manner as each protects the confidentiality of its own proprietary and confidential materials, but in no event with less than a reasonable standard of care. A Recipient may disclose Confidential Information to the extent required by law, but that disclosure does not relieve Recipient of its confidentiality obligations with respect to any other party. Except as to the confidentiality of trade secrets, these confidentiality restrictions and obligations will terminate five (5) years after the expiration or termination of the Contract under which the Confidential Information was disclosed, unless the law requires a longer period.

The parties acknowledge that JEA is a body politic and corporate that is subject to Chapter 119, Florida Statutes, and related statutes known as the "Public Records Laws". If a request is made to view such Confidential Information, JEA will notify Company of such request and the date that such records will be released to the requester unless Company obtains a court order enjoining such disclosure. If the Company fails to obtain that court order enjoining disclosure, JEA will release the requested information on the date specified. Such release shall be deemed to be made with the Company's consent and will not be deemed to be a violation of law, including but not limited to laws concerning trade secrets, copyright or other intellectual property. In the event the Company breaches this Contract, then the Company hereby grants JEA a limited license to use the Confidential Information in any reasonable way in order to mitigate JEA's damages.

2.10.2. INTELLECTUAL PROPERTY

The Company grants to JEA an irrevocable, perpetual, royalty free and fully paid-up right to use (and such right includes, without limitation, a right to copy, modify and create derivative works from the subject matter of the grant of the right to sublicense all, or any portion of, the foregoing rights to an affiliate or a third party service provider) the Company's intellectual property (including, without limitation, all trade secrets, patents, copyright and know-how) that is contained or embedded in, required for the use of, that was used in the production of or is required for the reproduction, modification, maintenance, servicing, improvement or continued operation of any applicable unit of Work.

If the Work contains, has embedded in, requires for the use of any third party intellectual property, or if the third party intellectual property is required for the reproduction, modification, maintenance, servicing, improvement or continued operation of the Work, the Company shall secure for JEA an irrevocable, perpetual, royalty free and fully paid-up right to use all third party intellectual property. The Company shall secure such right at its expense and prior to incorporating any third party intellectual property (including, without limitation, all trade secrets, patents, copyright and know-how) into any Work, including, without limitation, all drawings or data provided under the Contract, and such right must include, without limitation, a right to copy, modify and create derivative works from the subject matter of the grant of the right and a right to sublicense all or any portion of the foregoing rights to an affiliate or a third party service provider.

Should JEA, or any third party obtaining such work product through JEA, use the Work or any part thereof for any purpose other than that which is specified herein, it shall be at JEA's sole risk.

The Company will, at its expense, defend all claims, actions or proceedings against JEA based on any allegation that the Work, or any part of the Work, constitutes an infringement of any patent or any other intellectual property right, and will pay to JEA all costs, damages, charges, and expenses occasioned to JEA by reason thereof. JEA will give the Company written notice of any such claim, action or proceeding and, at the request and expense of the Company, JEA will provide the Company with available information, assistance and authority for the defense.

If, in any action or proceeding, the Work, or any part thereof, is held to constitute an infringement, the Company will forthwith either secure for JEA the right to continue using the Work or will, at the Company's expense, replace the infringing items with noninfringing Work or make modifications as necessary so that the Work no longer infringes.

The Company will obtain and pay for all patent and other intellectual property royalties and license fees required in respect of the Work.

2.10.3. PROPRIETARY INFORMATION

The Company shall not copy, reproduce, or disclose to third parties, except in connection with the Work, any information that JEA furnishes to the Company. The Company shall insert in any subcontract a restriction on the use of all information furnished by JEA. The Company shall not use this information on another project. All information furnished by JEA will be returned to JEA upon completion of the Work.

2.10.4. PUBLICITY AND ADVERTISING

The Company shall not take any photographs, make any announcements or release any information concerning the Contract or the Work to any member of the public, press or official body unless prior written consent is obtained from JEA. JEA is governed by the Florida Public Records Laws so all Contract Documents are available for public inspection. In addition, JEA is governed by Florida Sunshine Laws and as such, certain meetings are required to be open to the public.

2.10.5. OWNERSHIP OF DOCUMENTS AND EQUIPMENT

The Company agrees that upon completion of the Services, all drawings, designs, specifications, renderings, notebooks, tracings, photographs, reference books, equipment, expendable equipment and materials, negatives, reports, findings, recommendations, data and memoranda of every description (hereinafter referred to as "Works"), arising out of or relating to the Services rendered by the Company under this Agreement, are to become the property of JEA. Company and JEA agree that said Works shall be considered as works made for hire under the United States Copyright laws. JEA shall have the absolute and exclusive right to own and use all said Works together with any and all copyrights, patents, trademark and service marks associated with said Works. The use of these Works in any manner by JEA shall not support any claim by the Company for additional compensation.

2.10.6. PATENTS AND COPYRIGHTS

In consideration of ten dollars ($10.00), receipt and sufficiency is hereby acknowledged, Company shall hold harmless and indemnify JEA from and against liability or loss, including but not limited to any claims, judgments, court costs and attorneys' fees incurred in any claims, or any pretrial, trial or appellate proceedings on account of infringements of patents, copyrighted or uncopyrighted works, secret processes, trade secrets, patented or unpatented inventions, articles or appliances, or allegations thereof, pertaining to the Services, or any part thereof, combinations thereof, processes therein or the use of any tools or implements used by Company.

Company will, at its own expense, procure for JEA the right to continue use of the Services, parts or combinations thereof, or processes used therein resulting from a suit or judgment on account of patent or copyright infringement.

If, in any such suit or proceeding, a temporary restraining order or preliminary injunction is granted, Company will make every reasonable effort, by giving a satisfactory bond or otherwise, to secure the suspension of such restraining order or temporary injunction.

If, in any such suit or proceeding, any part of the Services is held to constitute an infringement and its use is permanently enjoined, Company will, at once, make every reasonable effort to secure for JEA a license, authorizing the continued use of the Services. If Company fails to secure such license for JEA, Company will replace the Services with non-infringing Services, or modify the Services in a way satisfactory to JEA, so that the Services are non-infringing.

2.10.7. WORK MADE FOR HIRE

With the exception of Company's pre-existing intellectual capital and third-party intellectual capital as described in Intellectual Property, as stated herein, JEA shall own all right, title and interest, including ownership of copyright (limited to the extent permitted by the terms of any governing licenses), in and to any project generated by the Work including, but not limited to, software, source code, reports, deliverable, or work product developed by the Company specifically for JEA in connection with the Work, and derivative works relating to the foregoing. Such Work shall include, but shall not be limited to, those reports and deliverables specified in the Contract Documents. The Company understands and agrees that the "work made for hire", or any portion of the Work, shall be a "work made for hire" for JEA pursuant to federal copyright laws. Any software, report, deliverable, or work product as used in connection with the Work, but, previously developed by the Company specifically for other customers of the Company or for the purpose of providing substantially similar services to other Company customers, generally shall not be considered "work made for hire", so long as the foregoing are not first conceived or reduced to practice as part of the Work. To the extent any of JEA deliverables are not deemed works made for hire by operation of law, the Company hereby irrevocably assigns, transfers, and conveys to JEA, or its designee, without further consideration all of its right, title and interest in such Work, including all rights of patent, copyright, trade secret, trademark or other proprietary rights in such materials. Except as provided in the foregoing sentences, the Company acknowledges that JEA shall have the right to obtain and hold in its own name any intellectual property right in and to the Work. The Company agrees to execute any

documents or take any other actions as may reasonably be necessary, or as JEA may reasonably request, to perfect or evidence JEA's ownership of the Work.

2.11. LABOR

2.11.1. NONDISCRIMINATION

The Company represents that it has adopted and will maintain a policy of nondiscrimination against employees or applicants for employment on account of race, religion, sex, color, national origin, age or handicap, in all areas of employee relations, throughout the Term of this Contract. The Company agrees that on written request, it will allow JEA reasonable access to the Company's records of employment, employment advertisement, application forms and other pertinent data and records for the purpose of investigation to ascertain compliance with the nondiscrimination provisions of this Contract; provided however, the Company shall not be required to produce, for inspection, records covering periods of time more than one year from the effective date of this Contract.

The Company shall comply with the following executive orders, acts, and all rules and regulations implementing said orders or acts, which are by this reference incorporated herein as if set out in their entirety:

- The provisions of Presidential Order 11246, as amended, and the portions of Executive Orders 11701 and 11758 as applicable to Equal Employment Opportunity;
- The provisions of section 503 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act (ADA); and
- The provisions of the Employment and Training of Veterans Act, 38 U.S.C. 4212 (formerly 2012).

The Company agrees that if any of the Work of this Contract will be performed by a Subcontractor, then the provisions of this subsection shall be incorporated into and become a part of the subcontract.

2.11.2. LEGAL WORKFORCE

Owner shall consider the employment, by Contractor, of unauthorized aliens a violation of section 274A(e) of the Immigration and Nationalization Act. Such violation shall be cause for unilateral cancellation of the contract upon thirty (30) days' prior written notice of such cancellation, notwithstanding any other provisions to the contrary in the Specifications and other Contract Documents.

2.11.3. PROHIBITED FUTURE EMPLOYMENT

It shall be unlawful and a class C offense for any person, who was an officer or employee of JEA, after his or her employment has ceased, to be employed by or enter into any contract for personal services, with a person or company who contracted with, or had a contractual relationship with JEA, while the contract is

active or being completed, or within two years of the cessation, completion, or termination of the person's or company's contractual relationship with JEA, where (1) the contract with JEA had a value that exceeded $250,000, and (2) the officer or employee had a substantial and decision-making role in securing or negotiating the contract or contractual relationship, or in the approval of financial submissions or draws in accordance with the terms of the contract; except that this prohibition shall not apply to an employee whose role is merely as a review signatory, or to contracts entered into prior to January 1, 2008, or to contracts that have been competitively procured. With respect to this subsection a contract is competitively procured if it has been obtained through a sealed low bid award. A "substantial and decision-making role" shall include duties and/or responsibilities that are collectively associated with: (i) approving solicitation or payment documents; (ii) evaluating formal bids and proposals; and (iii) approving and/or issuing award recommendations for JEA Awards Committee approval. The contract of any person or business entity who hires or contracts for services with any officer or employee prohibited from entering into said relationship shall be voidable at the pleasure of JEA. This prohibition shall not apply to any former officer or employee after two years from cessation from JEA employment.

2.11.4. HIRING OF OTHER PARTY'S EMPLOYEES

Each party recognizes that the other party has incurred or will incur significant expenses in training its own employees and agrees that it will not pursue or hire, without the other party's consent, the other party's employees or the employees of its subsidiaries for a period of two (2) years from the termination date of this Agreement.

2.11.5. PERSONNEL AND CHANGES IN COMPANY'S PROFESSIONAL PERSONNEL

Unless otherwise agreed in writing by the parties, all Services shall be rendered by employees: (a.) who are full time employees of Company or approved subcontractors; (b.) qualified to perform the Services, and (c.) fluent in the English language. Subsequent to the execution of this Contract, Company shall notify the JEA Contract Administrator in writing prior to making changes in professional personnel assigned, or to be assigned, as provided in Company's proposal to manage or perform Services under this Contract. The JEA Contract Administrator shall have the right to reject any personnel assigned by Company to perform work under this Contract. If the right of rejection is exercised by the JEA Contract Administrator, Company shall submit for approval of the JEA Contract Administrator, the name or names of substitute personnel to fill the positions resulting from said rejection. The JEA Contract Administrator shall have the right to require the removal of Company's previously assigned personnel and Company shall promptly replace the same, subject to the JEA Contract Administrator's approval at no cost to JEA.

2.11.6. COMPANY'S LABOR RELATIONS

The Company shall negotiate and resolve any disputes between the Company and its employees, or anyone representing its employees. The Company shall immediately notify JEA of any actual or potential labor dispute that may affect the Work and shall inform JEA of all actions it is taking to resolve the dispute.

2.12. COMPANY'S RESPONSIBILITIES AND PERFORMANCE OF THE CONTRACT

2.12.1. COMPANY REPRESENTATIVES

The Company shall provide JEA with the name and responsibilities of the Company Representative, in writing after Award of the Contract and before starting the Work under the Contract. Should the Company need to change the Company Representative, the Company shall promptly notify JEA in writing of the change.

2.12.2. COMPANY REVIEW OF PROJECT REQUIREMENTS

The Company shall review the Work requirements and specifications prior to commencing Work. The Company shall immediately notify the Contract Administrator in writing of any conflict with applicable law, or any error, inconsistency or omission it may discover. JEA will promptly review the alleged conflicts, errors, inconsistencies or omissions, and issue a Change Order or Purchase Order as appropriate if JEA is in agreement with the alleged conflict, and issue revised specifications. Any Work the Company performs prior to receipt of approved Change Order will be at the Company's sole risk.

2.12.3. CONDITIONS OF PROVISIONING

The Company understands and agrees that it shall be solely responsible for providing everything necessary to perform the Work and to be in full compliance with the Contract Documents, except for those items specifically listed herein as being provided by JEA.

If Company's Scope of Work is to supply JEA with inventory items, the Company shall the identify inventory items that are in high demand and take appropriate steps to minimize delivery lead time in the event of demand spikes or emergency requirements.

Any use of JEA furnished items on non-JEA work is a breach of the Contract and a violation of the law. All JEA furnished items are the property of JEA when issued, stored by Company, and used in performance of the Work. The Company agrees that it shall use all JEA furnished items in a manner consistent with industry practice, codes, laws, considering the condition of the JEA furnished item, the skills of the individuals using the JEA furnished item, and all environmental conditions. The Company understands and agrees that where JEA and the Company shall share JEA furnished items, JEA usage shall always have priority over Company usage, and the Contract Administrator shall have sole authority to resolve any usage dispute and such resolution shall not result in any claim by Company.

The Company agrees to return to JEA, and to the location as established by a JEA Representative, any unused or salvageable items prior to final payment. The Company agrees that JEA has the right to audit and investigate the Company at any time how the Company is using JEA furnished items. JEA will bill the Company for unaccountable JEA furnished material at the current JEA cost.

2.12.4. LICENSES

The Company shall comply with all licensing, registration and/or certification requirements pursuant to applicable laws, rules and regulations. The Company shall secure all licenses, registrations and certifications as required for the performance of the Work and shall pay all fees associated with securing them. The Company shall produce written evidence of licenses and other certifications immediately upon request from JEA.

2.12.5. PERFORMANCE OF THE WORK

The Company represents and warrants that it has the full corporate right, power and authority to enter into the Contract and to perform the acts required of it hereunder, and that the performance of its obligations and duties hereunder does not and will not violate any Contract to which the Company is a party or by which it is otherwise bound. The Company warrants that all items provided under the Contract shall be free from Defect and services shall be performed in a professional manner and with professional diligence and skill, consistent with the prevailing standards of the industry. The Company warrants that the Work will meet the functional and performance requirements defined in the Contract.

2.12.6. SAFETY AND PROTECTION PRECAUTIONS

The Company shall comply with all applicable federal, state and local laws, ordinances, all JEA procedures and policies including any orders of any public body having jurisdiction for the safety of persons or protection of property. The Company understands and agrees that violation of any provision of this clause is grounds for immediate termination of the Contract and the Company is responsible for all JEA damages associated with such termination.

The Company understands and agrees that JEA Representatives may stop Work at any time that JEA, at its sole discretion, considers the Company's Work to be unsafe or a risk to property, and to direct the Company to, at a minimum, perform as directed in such a way as to render the Work environment safe. The Company understands and agrees that it is responsible for paying all costs associated with providing a safe work environment including, but not limited to, any costs associated with any JEA directed safety improvements. The Company further understands and agrees that it is solely responsible for the safety of personnel and property associated with the Work, and that any actions taken by JEA to prevent harm to persons or damage to equipment does not, in any way, relieve the Company of this responsibility.

The Company Representative, or alternatively, the Company Supervisor, shall be designated as the Company's individual responsible for the prevention of accidents.

2.12.7. COMPANY'S KNOWLEDGE OF THE WORK

The Company represents that the Contract Price and the detailed schedule for the execution of the Work are based on its own knowledge and judgment of the conditions and hazards involved, and not upon any representation of JEA. JEA assumes no responsibility for any understanding or representation made by any of its representatives during or prior to execution of the Contract unless such understandings or

representations are expressly stated in the Contract and the Contract expressly provides that JEA assumes the responsibility.

2.12.8. COMPATIBILITY OF PRODUCTS

Regardless of whether JEA requests the use of, or indicates a preference for, products of a particular type, brand, or manufacturer, or whether the Company offers a value engineered alternative to the same, the Company shall be responsible for ensuring the compatibility of all specified products, that the products are fit and suitable for the Work, and that the products will meet any specified performance tests for the Work. The Company shall promptly provide JEA with written notice of the incompatibility or unsuitability of any JEA preferred product or value engineered product upon discovery of such.

2.12.9. COMPLETION OF WORK (PO)

The Company shall begin Work within 10 days after the date of written Purchase Order from JEA to begin Work, and shall complete the Work by the date set forth in the Contract Documents. The Company further understands and agrees that time is of essence and should the Company fail to complete the Work on or before the date established for Final Completion, the Company shall be solely responsible for additional costs as defined in the Contract.

2.13. VENDOR PERFORMANCE EVALUATION

2.13.1. RIGHT TO AUDIT AND FINANCIAL REPORTING

Upon JEA's requests, the Company agrees to allow JEA to audit its financial and operating records for the purpose of determining Invoice accuracy, or otherwise assessing compliance with the Contract Documents. The Company agrees to let JEA personnel or their qualified representative access the records at Company's office, with three days written notice, for a reasonable period, not less than five days, in a workspace suitable for the audit provided by Company. All audit work will be done on Company premises, and no Company documentation will be removed from Company offices. The Company agrees to have knowledgeable personnel available to answer questions for the auditors during the time they are at the Company's offices and for a period of two weeks thereafter. The Company shall provide to JEA audited financial statements for the most recent fiscal year upon JEA's request, not later than five days after receipt of written request.

2.13.2. VENDOR PERFORMANCE EVALUATION

Use of Vendor Performance Evaluation Scorecards

JEA will evaluate the Contractor's performance monthly against relevant contract metrics and including reference to Service Levels in Technical Specifications using the evaluation criteria shown on the vendor scorecard attached Technical Specifications. Scores for all metrics shown on the evaluation range from a low of 1, meaning significantly deficient performance, to a high of 5, meaning exceptionally good performance. The Contractor's performance shall be classified as Top Performance, Acceptable Performance, or Unacceptable Performance, as defined herein. The evaluator will be a designated JEA employee or JEA contractor familiar with the performance of the Contractor. The evaluator's supervisor and the Chief Purchasing Officer will review deficient performance letters and Unacceptable Performance

scorecards, as described below, prior to issuance. When evaluating the Contractor's performance, JEA will consider the performance of the Contractor's Subcontractors and suppliers, as part of the Contractor's performance.

Frequency of Evaluations

For this contract, JEA will conduct monthly Scorecard Assessments to evaluate progress and enforce Service Levels shown in Technical Specifications. JEA may conduct performance evaluations and prepare scorecards in accordance with the procedures described herein at any time during performance of the Work or soon after the completion of the Work.

Unacceptable Performance

- If at any time, JEA determines, using the criteria described on the scorecard, that the performance of the Contractor is Unacceptable, the Contract Administrator and Chief Purchasing Officer or his designated alternate will notify the Contractor of such in a letter. The Contractor shall have 10 days to respond to the Contract Administrator. Such response shall include, and preferably be delivered in-person by an officer of the Contractor, the specific actions that the Contractor will take to bring the Contractor's performance up to at least Acceptable Performance.
- Within 30 days from date of the first Unacceptable Performance letter, the Contract Administrator and Chief Purchasing Officer or his designated alternate will notify the Contractor by letter as to whether its performance, as determined solely by JEA, is meeting expectations, or is continuing to be Unacceptable. If the Contractor's performance is described in the letter as meeting expectations, no further remedial action is required by the Contractor, as long as Contractor's performance continues to be Acceptable.
- If the Contractor's performance as described in the letter continues to be Unacceptable, or is inconsistently Acceptable, then the Contractor shall have 15 days from date of second letter to demonstrate solely through its performance of the Work, that it has achieved Acceptable Performance. At the end of the 15-day period, JEA will prepare a scorecard documenting the Contractor's performance from the start of Work, or date of most recent scorecard, whichever is latest, and giving due consideration to improvements the Contractor has made in its performance, or has failed to make. If the scorecard shows Contractor's performance is Acceptable, then no further remedial action is required by Contractor as long as Contractor's performance remains Acceptable. If the scorecard shows the Contractor's performance is Unacceptable, JEA will take such actions as it deems appropriate including, but not limited to, terminating the Contract for breach, suspending the Contractor from bidding on any JEA related solicitations, and other remedies available in the JEA Purchasing Code and in law. Such action does not relieve the Contractor of its obligations under the Contract, nor does it preclude an earlier termination.
- In the event that the Contract Term or the remaining Term of the Contract does not allow for the completion of the deficient performance notification cycles described above for those in danger of receiving an Unacceptable Performance scorecard, JEA may choose to accelerate these cycles at its sole discretion.

- If the Contractor receives five or more letters of deficiency within any 12 month period, then JEA will prepare a scorecard describing the deficiencies and the Contractor's performance will be scored as Unacceptable.

Acceptable Performance

JEA expects the Contractor's performance to be at a minimum Acceptable.

Disputes

In the event that the Contractor wants to dispute the results of its scorecard performance evaluation, the Contractor must submit a letter to the Chief Purchasing Officer supplying supplemental information that it believes JEA failed to take into account when preparing the scorecard. Such letter, along with supplemental information, must be submitted no later than 10 days following the Contractor's receipt of the scorecard. If the Chief Purchasing Officer decides to change the scorecard, the Contractor will be notified and a revised scorecard will be prepared, with a copy issued to the Contractor. If the Chief Purchasing Officer decides that no change is warranted, the decision of the Chief Purchasing Officer is final. If the Contractor is to be suspended from consideration for future award of any contracts, the Contractor may appeal to the Procurement Appeals Board as per JEA Purchasing Code.

Public Records

There can be no expectation of confidentiality of performance-related data in that all performance-related data is subject to disclosure pursuant to Florida Public Records Laws. All scorecards are the property of JEA.

2.14. JEA RESPONSIBILITIES

2.14.1. COORDINATION OF SERVICES PROVIDED BY JEA

The JEA Representative for the Work will, on behalf of JEA, coordinate with the Company and administer this Contract. It shall be the responsibility of the Company to coordinate all assignment related activities with the designated JEA Representative. The JEA Representative will be assigned to perform day-to-day administration and liaison functions, and to make available to the Company appropriate personnel, to the extent practical, and to furnish records and available data necessary to conduct the Work. The JEA Representative will also authorize the Company to perform work under this Contract.

2.15. CHANGES IN THE WORK, CONTRACT TIME OR PRICE

2.15.1. SUSPENSION OF SERVICES

JEA may suspend the performance of the Services rendered by providing Company with five (5) days written notice of such suspension. Schedules for performance of the Services shall be amended by mutual agreement to reflect such suspension. In the event of suspension of Services, the Company shall resume the full performance of the Services when directed in writing to do so by JEA. Suspension of

Services for reasons other than the Company's negligence or failure to perform, shall not affect the Company's compensation as outlined in this Agreement.

2.16. MISCELLANEOUS PROVISIONS

2.16.1. AMBIGUOUS CONTRACT PROVISIONS

The parties agree that this Contract has been the subject of meaningful analysis and/or discussions of the specifications, terms and conditions contained in this Contract. Therefore, doubtful or ambiguous provisions, if any, contained in this Contract will not be construed against the party who physically prepared this Contract.

2.16.2. AMENDMENTS

This Contract may not be altered or amended except in writing, signed by JEA Procurement and the Company Representative, or each of their duly authorized representatives.

2.16.3. APPLICABLE STATE LAW; VENUE; SEVERABILITY

The rights, obligations and remedies of the Parties as specified under the Agreement will be interpreted and governed in all respects exclusively by the laws of the State of Florida without giving effect to the principles of conflicts of laws thereof. Should any provision of the Agreement be determined by the courts to be illegal or in conflict with any law of the State of Florida, the validity of the remaining provisions will not be impaired. Litigation involving this Agreement or any provision thereof shall take place in the State or Federal Courts located exclusively in Jacksonville, Duval County, Florida.

2.16.4. CHANGE IN OWNERSHIP OF COMPANY

The Company agrees to cause any entity that shall acquire ownership of Company to assume this Contract and all of Company's obligations hereunder.

2.16.5. CUMULATIVE REMEDIES

Except as otherwise expressly provided in this Contract, all remedies provided for in this Contract shall be cumulative and in addition to and not in lieu of any other remedies available to either party at law, in equity or otherwise.

2.16.6. DELAYS

Neither party shall be considered in default in the performance of its obligations hereunder to the extent that the performance of such obligation is prevented or delayed by any cause beyond the reasonable control of the affected party, and the time for performance of either party hereunder shall in such event be extended for a period equal to any time lost due to such prevention or delay.

2.16.7. ENTIRE AGREEMENT

This Contract constitutes the entire agreement between the parties. No statement, representation, writing, understanding, or agreement made by either party, or any representative of either party, which are not expressed herein shall be binding. All changes to, additions to, modifications of, or amendment to this Contract, or any of the terms, provisions and conditions hereof, shall be binding only when in writing and signed by the authorized officer, agent or representative of each of the parties hereto.

2.16.8. EXPANDED DEFINITIONS

Unless otherwise specified, words importing the singular include the plural and vice versa and words importing gender include all genders. The term "including" means "including without limitation", and the terms "include", "includes" and "included" have similar meanings. Any reference in this Contract to any other agreement is deemed to include a reference to that other agreement, as amended, supplemented or restated from time to time. Any reference in the Contract to "all applicable laws, rules and regulations" means all federal, state and local laws, rules, regulations, ordinances, statutes, codes and practices.

2.16.9. HEADINGS

Headings appearing herein are inserted for convenience or reference only and shall in no way be construed to be interpretations of text.

2.16.10. INDEPENDENT CONTRACTOR

Company is performing this Contract as an independent contractor and nothing in this Contract will be deemed to constitute a partnership, joint venture, agency, or fiduciary relationship between JEA and Company. Neither Company nor JEA will be or become liable or bound by any representation, act, or omission of the other.

2.16.11. LANGUAGE AND MEASUREMENTS

All communication between the Company and JEA, including all documents, notes on drawings, and submissions required under the Contract, will be in the English language. Unless otherwise specified in the Contract, the US System of Measurements shall be used for quantity measurement. All instrumentation and equipment will be calibrated in US System of Measures.

2.16.12. MEETINGS AND PUBLIC HEARINGS

The Company will, upon request by JEA, attend all meetings and public hearings as required, in any capacity, as directed by JEA.

2.16.13. NEGOTIATED AGREEMENT

Except as otherwise expressly provided, all provisions of this Agreement shall be binding upon and shall inure to the benefit of the parties, their legal representatives, successors and assigns. The parties agree that they have had meaningful discussion and negotiation of the provisions, terms and conditions contained in this Agreement. Therefore, doubtful or ambiguous provisions, if any, contained in the Agreement shall not be construed against the party who physically prepared this Agreement.

2.16.14. NONEXCLUSIVE

Notwithstanding anything herein contained that may appear to be the contrary, this Contract is "non-exclusive" and JEA reserves the right, in its sole discretion, to retain other companies.

2.16.15. NONWAIVER

Failure by either party to insist upon strict performance of any of the provisions of the Contract will not release either party from any of its obligations under the Contract.

2.16.16. PUBLIC RECORDS AND SUNSHINE LAW

The parties acknowledge that JEA is a body politic and corporate that is subject to Chapter 119, Florida Statutes, and related statutes known as the "Public Records Laws". Proposers and Proposers should be aware that all submittals provided to JEA are subject to public disclosure and will not be afforded confidentiality unless clearly exempt by law.

A Company claiming in good faith that its response contains information that is exempt from the Public Records Law shall clearly segregate and mark that information as confidential, and provide the specific statutory citation for such exemption. Be aware that the designation of an item as exempt from disclosure may be challenged in court by any person or entity. By the designation of material in a Bid or Proposal as exempt, the Proposer agrees to indemnify, hold harmless, and defend JEA and its employees and agents for any award to a plaintiff for damages, costs and attorneys' fees, and for costs and attorneys' fees incurred by JEA by reason of any claim or action related to the Proposer's designation of material as exempt.

2.16.17. REFERENCES

Unless otherwise specified, each reference to a statute, ordinance, law, policy, procedure, process, document, drawing, or other informational material is deemed to be a reference to that item, as amended or supplemented from time to time. All referenced items shall have the enforcement ability as if they are fully incorporated herein.

2.16.18. RELATIONSHIP OF THE PARTIES

The Company agrees that it shall perform the Work as an independent contractor and that it does not (a) have the power or authority to bind JEA or to assume or create any obligation or responsibility, express or implied, on JEA's part or in JEA's name, except as may be authorized by JEA under a separate written document, or (b) represent to any person or entity that it has such power or authority except as may be authorized by JEA under a separate written document.

2.16.19. SEVERABILITY

In the event that any provision of this Contract is found to be unenforceable under applicable law, the parties agree to replace such provision with a substitute provision that most nearly reflects the original intentions of the parties and is enforceable under applicable law, and the remainder of this Contract shall continue in full force and effect.

With regard to any provision in this agreement pertaining to damages, equitable or otherwise, it is the intent of the Parties that under no circumstances shall there be recovery for home office overhead. Any damages claimed shall be proven by discreet accounting of direct project costs and no theoretical formula or industry estimating reference manuals shall be permissible.

2.16.20. SUBCONTRACTING OR ASSIGNING OF CONTRACT

Each party agrees that it shall not subcontract, assign, delegate, or otherwise dispose of the Contract, the duties to be performed under the Contract, or the monies to become due under the Contract without the other party's prior written consent.

The assignment of the Contract will not relieve either of the parties of any of its obligations until such obligations have been assumed in writing by the assignee. If the Contract is assigned by either of the parties, it will be binding upon and will inure to the benefit of the permitted assignee. The Company shall be liable for all acts and omissions of its assignee or its Subcontractor.

In the event the Company obtains JEA approval to use Subcontractors, the Company is obligated to provide Subcontractors possessing the skills, certifications, registrations, licenses, training, tools, demeanor, motivation and attitude to successfully perform the work for which they are subcontracted. The Company is obligated to remove Subcontractors from performing Work under this Contract when the Company recognizes that a Subcontractor is failing to work in a manner consistent with the requirements of this Contract, or when JEA notifies the Company that JEA has determined a Subcontractor is failing to work in a manner consistent with the requirements of this Contract.

2.16.21. SURVIVAL

The obligations of JEA and the Company under this Contract that are not, by the express terms of this Contract, to be performed fully during the Term, shall survive the termination of this Contract.

2.16.22. TIME AND DATE

Unless otherwise specified, references to time of day or date mean the local time or date in Jacksonville, FL. If under this Contract any payment or calculation is to be made, or any other action is to be taken, on or as of a day that is not a regular business day for JEA, that payment or calculation is to be made, and that other action is to be taken, as applicable, on or as of the next day that is a regular business day. Where reference is made to day or days, it means calendar days. Where reference is made to workday, workdays, business day, or business days, it means regular working days for JEA Procurement.

2.16.23. TIME OF ESSENCE

For every material requirement of this Contract, time is of the essence.

2.16.24. TITLE TO MATERIALS FOUND

JEA shall retain the title to water, mineral matter, timber and any other materials that the Company, or its Subcontractors, encounters during the excavation or other operations of the Work. The Company shall use or dispose of this material in accordance with the Contract or written instructions from the Contract Administrator. Any materials found in the excavation, or other operations of the Company, that are of archaeological or historical value shall be left in place. The Company shall immediately notify JEA of the find and shall take no further action until directed by JEA.

2.16.25. USE OF JEA CONTRACTS BY THE CITY OF JACKSONVILLE

Where City of Jacksonville agencies' procurement codes allow use of JEA contracts, the Company agrees to extend any pricing and other contractual terms to such agencies.

2.16.26. WAIVER OF CLAIMS

A delay or omission by JEA hereto to exercise any right or power under this Contract shall not be construed to be a waiver thereof. A waiver by JEA under this Contract shall not be effective unless it is in writing and signed by the party granting the waiver. A waiver by a party of a right under or breach of, this Contract shall not be construed to operate as a waiver of any other or successive rights under, or breaches of, this Contract.

The Company's obligations to perform and complete the Work in accordance with the Contract shall be absolute. None of the following will constitute a waiver of any of JEA's rights under the Contract: approval of payments, including final payment; Certificate of Contract Completion; any use of the Work by JEA; nor any correction of faulty or defective work by JEA.

2.16.27. FORCE MAJEURE

No party shall be liable for any default or delay in the performance of its obligations under this Contract due to an act of God or other event to the extent that: (a) the non-performing party is without fault in causing such default or delay; (b) such default or delay could not have been prevented by reasonable precautions; and (c) such default or delay could not have been reasonably circumvented by the non-performing party through the use of alternate sources, work-around plans or other means. Such causes include, but are not limited to: act of civil or military authority (including but not limited to courts or administrative agencies); acts of God; war; terrorist attacks; riot; insurrection; inability of JEA to secure approval, validation or sale of bonds; inability of JEA or the Company to obtain any required permits, licenses or zoning; blockades; embargoes; sabotage; epidemics; fires; hurricanes, tornados, floods; or strikes.

In the event of any delay resulting from such causes, the time for performance of each of the parties hereunder (including the payment of monies if such event actually prevents payment) shall be extended

for a period of time reasonably necessary to overcome the effect of such delay, except as provided for elsewhere in the Contract Documents.

In the event of any delay or nonperformance resulting from such causes, the party affected shall promptly notify the other in writing of the nature, cause, date of commencement and the anticipated impact of such delay or nonperformance. Such written notice, including Change Orders, shall indicate the extent, if any, to which it is anticipated that any delivery or completion dates will be thereby affected within seven (7) calendar days.

2.16.28. CHANGE IN SCOPE OF SERVICES

From time to time, JEA may direct changes and modifications in the scope of the services, as contained in the Contract Documents, to be performed under this Contract as may be necessary to carry out the purpose of this Contract. The Company is willing and agreeable to accommodate such changes, provided it is compensated for additional services in accordance with its professional fees and expenses under the terms of this Contract. Such changes shall be in the form of a written amendment to this Contract reflecting, as appropriate, an amendment to the Work rendered and adjustment to Company's professional fees, including an extension to the duration of this Contract, as well as the maximum indebtedness of JEA. Maximum indebtedness is the maximum total cost that may be paid to the Company hereunder, including travel related costs, per year during the initial term of the Contract for the Work rendered under the terms of this Contract. The JEA Representative directly responsible for each project will make the final determination as to whether any compensable change exists.

3. TECHNICAL SPECIFICATIONS/DETAILED SCOPE OF WORK

3.1. TECHNICAL SPECIFICATIONS/DETAILED SCOPE OF WORK (APPENDIX A)

Technical Specifications and a Detailed Scope of Work are located in Appendix A of this document.
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4. FORMS

4.1. FORMS (APPENDIX B)

Forms required to be submitted with this solicitation are provided in Appendix B or can be obtained on the JEA website at www.jea.com.

NON-ROAD ELECTRIFICATION IMPLEMENTATION PROGRAM

APPENDIX A
TECHNICAL SPECIFICATIONS/DETAILED SCOPE OF WORK

1. JEA BACKGROUND AND OVERVIEW

JEA is the 7th largest municipal utility in the country and provides electric, water, and sewer utility services to over 420,000 electric customers, including 28,000 Commercial and industrial (C&I) customers, in Jacksonville, Florida and parts of three adjacent counties.

JEA's generation system consists of three financially separate components: the Electric System, the St. John's River Power Park (SJRPP) bulk power system, and the Robert W. Scherer bulk power system (Unit 4). The total summer net capacity of the Electric System, SJRPP, and Scherer Unit 4 is 3,757 MW, and the total available winter net capacity is 4,122 MW. See more information on JEA at https://www.jea.com/aboutus.aspx.

1.1. JEA GENERATION

JEA solely owns and operates four generating plants: the J. Dillon Kennedy Generating Station (Kennedy), the Northside Generating Station (Northside), the Brandy Branch Generating Station (Brandy Branch), and the Greenland Energy Center (GEC). In addition, JEA owns and operates methane - fueled internal combustion engine generators located at the City of Jacksonville's Girvin Road Landfill (Girvin Road). SJRPP is owned jointly by JEA and Florida Power & Light Company (FPL); it is operated by JEA. JEA and FPL are also joint owners of Unit 4 at Georgia Power Company's coal fired Robert W. Scherer Plant (Scherer), which is located in Macon, Georgia and operated by Southern Company. JEA ownership interest in SJRPP and Scherer are structured as separate JEA bulk power supply systems.

1.2. PEAK AND NON-PEAK LOAD CONSIDERATIONS

Significant consideration will be given to harvest of peak vs non-peak MWH with the desire for as much non-peak as possible to prevent unnecessary burden of the additional costs of peak generation.
As a dual peaking utility, JEA's winter peaks (5 mos) are more severe peak demands for short periods of time and summer peaks (7 mos) longer duration.
For completion of pricing response table and for purposes of characterizing harvest of peak vs non-peak, reference JEA Rate Tariff COM23TOD (located on JEA's website at https://www.jea.com/About_Us/Tariffs_(Rates).aspx) and following definition of peak pricing periods for your calculations of peak vs non-peak:

On-Peak periods shall be defined as follows:
6 a.m.-10 a.m. - November through March; weekdays only
6 p.m.-10 p.m. - November through March; weekdays only
12 Noon-9 p.m. - April through October; weekdays only

1.3. BACKGROUND - JEA COMMERCIAL AND INDUSTRIAL (C&I) CUSTOMERS

1.3.1. COMMERCIAL CUSTOMER ACCOUNT STATISTICS

JEA has approximately 44,099 Commercial Accounts (C&I) across four rate classes as shown	Approx. Count	MWH billed FY 2013	Percent of Total Billed
COM20 General Service (Small Commercial) – No KW charges only kWh	40,000	1,181,239	10.1%
COM30 GSD (Mid-Size) – 75KW monthly or more, billed for KW and Kwh	3,882	2,609,531	22.3%
IND40 GSLD (Large industrial) - 1,000KW	157	1,556,824	13.3%

or more monthly, billed for KW and Kwh			
Curtailable & Interruptible (Must be GSLD customer)	60	1,080,192	9.2%
Totals	44,099	6,427,786	

1.3.2. ACCOUNT EXECUTIVES (AE'S)

AE's serve as customer liaison to provide ongoing support for power quality, T&D services, conduct annual rate reviews, review account services and assist customer's budget analysis with regards to energy expenditures. For purposes of support to the NRE program the AE's can provide knowledge of introductions to major accounts including all large commercial and industrial accounts and NRE programs for JEA would utilize similar AE engagement model used for our Investsmart Custom programs. In the Customer energy efficiency program AE's arrange for the initial customer contact, help qualify projects and remain in communication with Implementation Contractor as projects evolve. AE's play a key role as a bridge between the NRE IC, customer and JEA.

1.4. OTHER C&I PROGRAMS

JEA's commercial programs are diverse, JEA offers education and audits which helps to inform and target cost effective opportunities. JEA offers smaller disadvantaged businesses a variety of lighting upgrades through the Small Business Direct Install Program. Commercial programs provide incentives to upgrade to more efficient products such as energy efficient lighting, appliances, controls, HVAC, refrigeration, and various building insulation measures. JEA also provides incentives to tune‐up existing systems such HVAC systems and building envelope systems. JEA's custom program offers diversity to commercial businesses in tackling specialized processes and applications. For more information on C&I programs visit jea.com at:
https://www.jea.com/Manage_My_Account/Ways_to_Save/Rebate_Programs/InvestSmart_with_JEA_%28Commercial%29.aspx

1.5. PURPOSE OF NON-ROAD ELECTRIFICATION (NRE) PROGRAM(S)

Previous studies have revealed opportunities for reducing emissions and fuel consumption of non-road vehicles and stationary goods-moving equipment by converting them to electric drive. The studies have shown that electric drive non-road equipment can lessen the environmental impact of user operations and reduce end-user life cycle costs by cutting fuel costs, improving operating efficiencies, and lowering maintenance expense. The advantages of electric drive have been verified in various locations: at seaport loading docks, on airport runways, and in warehouses and manufacturing plants.

This **Non-Road Electrification (NRE)** program is intended to provide JEA with load growth/preservation with priority on building the non-peak loads also known as "valley-filling." As a municipal utility, JEA has obligation to the community to provide load build/preservation programs that operate to maintain system integrity i.e. Off Peak, prevent upward pressure on rates and enable customers to improve their operations.

JEA seeks an experienced Company or implementation contractor, that can immediately launch NRE programs to the market as well as conduct an in-depth market assessment in parallel. The market study will provide additional opportunities for NRE programs and continue to characterize achievable potential for NRE in the JEA service territory.

1.5.1. NRE PROGRAM BENEFITS

The anticipated benefits include:

- Identifying opportunities to reduce carbon emissions and environmental impacts
- Effectively apply investments to achieve lower energy costs for commercial and industrial customers

- Understanding the environmental impact of new technologies, and their potential for meeting environmental and efficiency policies and standards
- Quantify the economic impact to the customer and energy provider of implementation of an non-road electric-drive conversion program
- Responsible, cost effective load growth/preservation

1.6. SCOPE OF SERVICES

1.6.1. IMPLEMENTATION SERVICES AND MARKET STUDY

The IC will provide those services that include:

1. Perform Market Outreach Activities to drive NRE project activity
2. Provide Cost-effectiveness analysis tool
3. Perform rebate processing services
4. Provide call center support
5. Provide Project management software to track individual NRE projects
6. Provide engineering support services to qualify/review projects and provide M&V for eligibility.
7. Perform Technical Potential Market Study - This market assessment is to quantify the technical and economic potential of available fossil fuel equivalents that can be converted to electric equivalents or have electric chosen as method of fuel for new equipment.

1.6.2. SCHEDULE FOR MARKET STUDY

Milestone	Date
RFP to potential vendors	APR 2014
Pre-Bid Meeting	APR 2014
Proposals Due	MAY 2014
Contract Award	JUNE 2014
Market Study Complete	DEC 2014

1.6.3. SERVICE LEVEL AGREEEMENTS FOR IMPLEMENTATION SERVICES

1	**MWH Harvest Goals**
1.1	Annual Gross MWH Growth = Contract Value
1.2	Annual Off Peak MWH = Contract Value
1.3	Annual On Peak MWH = Contract Value
2	**Budget**
2.1	Annual program budget not to exceed ± 5%/yr
3	**Program Design and Implementation**
3.1	Completion of Program Implementation Manual, change order request process procedures, and detailed start-up and launch plan within 1 month of contract signing
3.3	Public launch within 3 months of contract signing

3.6	Fully Supports program design and implementation. This may include but is not limited to refinement of incentive levels, recommendations for addition or removal of specific measures, revision of program materials and creation of documents for JEA . Additionally, Vendor may provide expert witness support and assist in drafting responses to FL Public Service Commission upon request.
4	**Development/Management of Trade Ally network**
4.1	Active list of Trade Ally (contractor) network provided monthly
4.2	100% of qualified Trade Allies meet JEA insurance requirements
4.3	Provide program communications and information to Trade Ally network as needed
4.4	If agreed to JSEB local contractors for set up of local office, provide documentation of outreach efforts & monthly JSEB reports as required.
4.5	Provide documentation of promotional efforts for JSEB trade allies
5	**Application/Incentive Processing**
5.1	Application processed and rebate checks issued within 30 days of project complete date determined via project management software
6	**Program Continuity**
6.1	Vendor will manage pipeline and completed project incentives to prevent funds shortage and program closure during every 12 month contract period
7	**Call Center / Customer Satisfaction**
7.1	Call Center will answer 80% of all calls within 30 seconds with no more than a 5% abandonment rate for annual call volume, tracked monthly
7.2	Quarterly survey of program participants results in 90% respondents answering with 8,9 or 10 on 10 point scale
8	**Program Tracking Database/Dashborad**
8.1	Vendor to develop/utilize program tracking database consistent with specifications requested by JEA
9	**Marketing / Outreach**
9.1	Vendor's marketing materials and outreach strategy reviewed and approved by JEA 100% ot the time
10	**Reporting**
10.2	Vendor will Prepare and provide monthly forecast and meeting to recap results and review forecasts
11	**Invoicing**
11.1	Vendor will submit T&M invoices for month by the 20th day of following month
11.2	Monthly Time & Materials(T&M) expenses for during initial contract 12 months not to exceed 1/24th of T&M total contract amount

Key	
	Optional Service

1.7. JEA RESPONSIBILITIES

JEA will provide high-level administrative, contract management and oversight of program design, delivery, marketing of the selected Implementation Contractor.
In summary, the anticipated responsibilities for JEA utility staff are the following:

- Provide guidance and available inputs for market assessment
- Review and approval of final program design, measures, incentive levels, and marketing and outreach materials and strategy.
- Program contract oversight of management, financial planning, budgeting,
- Provide high-level guidance and direction to the Implementation Contractor
- Review and revision of Contractor proposed annual implementation plans and proposed milestones
- Engage with the Contractor team on a daily basis as a team player when working through strategy and policy issues
- Review and approve contractor invoices
- Ensure program activities are within budget and on schedule,
- Review of participation levels, MWH estimates, and progress toward MWH goals
- Management and coordination of the Evaluation, Measurement, & Verification activities with the Implementation Contractor,
- Field visits and speaking engagements at high-profile community events,
- Provide guidance and direction on Contractor proposed new initiatives or strategies,
- Communicate to Contractor other JEA initiatives that may provide opportunity for cross-program promotion,
- Conduct field customer satisfaction surveys to evaluate customer awareness and participation in the NRE programs over time.
- Coordination of support systems including JEA.com
- Review and approval of printed materials and advertising plans
- Evaluation of program effectiveness and recommend modifications to programs and approach on an as needed basis,
- Perform periodic review of program metrics, conduct budget analysis and review evolving program design.
- Conduct periodic vendor performance reviews

1.8. CONTRACTOR RESPONSIBILITIES

The following is a high-level review of JEA expectations for the Implementation Contractor's roles and responsibilities:

- Conduct market assessment to JEA
- Meeting Service Level Agreements defined in Section 1.6.3. of the Technical Specifications
- Contract financial planning and budgeting
- Implementation and delivery planning
- Develop and Propose annual delivery plans, timelines, and milestones
- Conduct adaptive re-design analysis to optimize MWH objectives, work with JEA to determine individual program evolution
- M&V of projects to validate MWH
- Cross-program promotion when appropriate
- Maintain and manage hosted operational database/Program Management Software which has a capability to deliver data extracts compatible with JEA's data import/export requirements and has functionality to allow JEA to review and track participation, spending, etc. via password protected entry.
- Incentive processing and payment services
- Field inspections of projects to ensure compliance

- In close coordination with JEA, develop marketing materials, including technical fact sheets, incentive forms, web-based incentive forms, mass media marketing materials, articles for trade association newsletters, radio promotions, and newspaper ads, as necessary
- Trade ally recruitment, screening, enrollment, training, quality assurance, technical seminars, and workshops,
- Provide training for JEA staff to help facilitate success and program coordination (e.g., orientation for JEA customer service operators)
- Policy/strategy and implementation planning/updates with JEA's program managers
- With direction from and coordination with JEA, conduct and coordinate marketing efforts with JEA Marketing team
- Provide Call center – Supported by staff experienced and trained in providing NRE program assistance to commercial customers. Will coordinate customer interactions with JEA business center staff, contractor to set up single 800 number to manage customer/trade ally questions/concerns
- Monitor customer satisfaction and implement a system for tracking complaints satisfactory resolution
- As requested, assist JEA with Florida Public Service Commission (FPSC) data requests and explanations, including participation (as requested) with any stakeholder meetings

APPENDIX B – FORMS

046-14 NON-ROAD ELECTRIFICATION PROGRAM

MINIMUM QUALIFICATION INFORMATION

GENERAL

The minimum qualifications shall be submitted in the format attached. The report shall be presented in the order described below. To be considered a qualified supplier by JEA you must meet all the criteria listed and be able to provide all the services listed in this specification.

The supplier must complete **one (1) original and three (3) duplicate (copies)** of the following information and any other information or attachments. One copy is to be submitted in electronic format.

PROPOSER INFORMATION

COMPANY NAME:_____

BUSINESS ADDRESS:_____

CITY, STATE, ZIP CODE:_____

TELEPHONE:_____

FAX:_____

E-MAIL:_____

- Proposer must demonstrate successful experience with two (2) contracts providing implementation program services for electric utility providers similar to those described in Appendix A – Technical Specifications in the past five (5) years ending January 31, 2014.
- Proposer must demonstrate experience performing a minimum of two (2) Market Assessment studies for electric utility providers similar to those described in Appendix A – Technical Specifications in the past five (5) years ending January 31, 2014.

1. Primary Nature of Service Provided_____

   Geographic Location_____

   Client_____

   Reference Name_____

   Reference Phone Number_____

   Annual Cost_____

   Description of Project _____

2. Primary Nature of Service Provided _____

   Geographic Location _____

   Client _____

   Reference Name _____

   Reference Phone Number _____

   Annual Cost _____

   Description of Project _____

3. Primary Nature of Service Provided _____

   Geographic Location _____

   Client _____

   Reference Name _____

   Reference Phone Number _____

   Annual Cost _____

   Description of Project _____

4. Primary Nature of Service Provided _____

   Geographic Location _____

   Client _____

   Reference Name _____

   Reference Phone Number _____

   Annual Cost _____

   Description of Project _____

PROPOSAL FORM

TITLE: _____

PROPOSER INFORMATION:

COMPANY NAME: _____

BUSINESS ADDRESS: _____

CITY, STATE, ZIP CODE: _____

TELEPHONE: _____

FAX: _____

EMAIL ADDRESS: _____

PROPOSER MUST COMPLETE OR PROVIDE ONE ORIGINAL AND THREE DUPLICATES (COPIES) OF THE FOLLOWING INFORMATION:

QUOTATION OF RATES

Provide in Table Attachment A (Attached)

- Implementation Costs
  - Fixed Costs
  - Variable Costs
- kWh
- %Off-Peak kWh
- Explanation of methodology to determine kWh estimates (Quotation of Rates Form)
- Cost For Market Assessment
-

Provide costs over each month of the contract to identify monthly invoicing expectations for JEA with regard to mix of fixed/variable costs and incentives. These costs should represent projected activity of contractor to ramp up programs to a steady state of kWh credited from NRE completed projects.
Provide methodology used to determine kWh achieved from completed projects for JEA service territory i.e. sources of relevant data, types of measures, and other relevant information used to formulate calculations.
Explanation of Methodlogy to determine kWh estimates

Please note, the rates or lump sums quoted by Company on the Proposal Form must be firm prices, not estimates. ANY MODIFICATIONS, EXCEPTIONS, OR OBJECTIONS CONTAINED WITHIN THE BID FORM SHALL SUBJECT THE BID TO DISQUALIFICATION.

FINANCIAL RESPONSIBILITY

Provide company background and include

- Years in Business

- Financial overview of company
- Revenue in 2013

EXPERIENCE, LOCATION & AVAILABILITY OF PROFESSIONAL PERSONNEL
Company shall provide the resumes of the professional staff to be assigned to the JEA engagement (the "Work"). The resumes provided shall identify the Team Members to include, at minimum, the roles:

- Project Manager – Lead
- Lead Technical consultant/Engineering analyst
- Outreach Support
- Other support staff - Optional

Persons whose resumes are submitted as a Team Member must be able to perform the Work unless Company receives prior approval by the JEA Project Manager to use an alternate Team Member. Describe their primary responsibilities in brief paragraph.

At a minimum, each resume shall present the employee's name, location, title, years' of service with the Company, applicable professional registrations, education, work experience, and proximity to JEA. Resumes shall also identify any specialty or technical process expertise. **Resumes shall be no more than two pages in length, single sided, and on 8.5" by 11" sized paper. If a multiple page resume is submitted, only the information contained on the first two pages will be evaluated by JEA. Additionally, no more than four (4) resumes will be evaluated.**

A. Employee Name:_____

Employee Title:_____

Years of Service with Proposer:_____

Proximity to JEA_____

Years of experience:_____

Education:_____

_____

Professional registration(s):_____

_____

_____

_____

B. Employee Name:_____

Employee Title:_____

Years of Service with Proposer:_____

Proximity To JEA _____

Years of experience: _____

Education: _____

_____

Professional registration(s): _____

_____

_____

C. Employee Name: _____

Employee Title: _____

Years of Service with Proposer: _____

Proximity to JEA _____

Years of experience: _____

Education: _____

_____

Professional registration(s): _____

_____

_____

D. Employee Name: _____

Employee Title: _____

Years of Service with Proposer: _____

Proximity to JEA _____

Years of experience: _____

Education: _____

_____

Professional registration(s): _____

_____

PAST PERFORMANCE / COMPANY EXPERIENCE
The Proposing Company shall provide up to four references from two separate utilities that demonstrate company experience in two contracts for implementation services of consumer facing utility industry incentive programs and two contracts for delivery of market potential studies.

Each project should at a minimum list the following:

Name of Client/Customer with contact information that should include
Name and title of Contact
Contact's phone number and email address
Project Title
Project Cost
Brief project description (no more than 10 lines)

Client_____

Location_____

Reference Name_____

Reference Phone Number_____

Email Address_____

Duration of Contract_____

Description of Project _____

Client_____

Location_____

Reference Name_____

Reference Phone Number_____

Email Address_____

Duration of Contract_____

Description of Project _____

_____

_____

_____

_____

_____

Client_____

Location_____

Reference Name_____

Reference Phone Number_____

Email Address_____

Duration of Contract_____

Description of Project _____

_____

_____

_____

_____

_____

Client_____

Location_____

Reference Name_____

Reference Phone Number_____

Email Address_____

Duration of Contract_____

Description of Project _____

_____

_____

ABILITY TO DESIGN AN APPROACH AND WORK PLAN TO MEET THE PROJECT REQUIREMENTS
Company shall explain how the Company will approach the JEA requirements. The following items must be discussed.

Program Implementation Services

Rebate Processing

- Describe approach for process of rebates/incentives. Include:
  - QA/QC processes in place to insure accuracy and prevent fraud
  - Workflow diagram of rebate process
  - Where and how are rebates processed
  - Provide description of call center services
  - Provide description of how call center customer satisfaction will be measured and reported to JEA

Customer Outreach & Marketing Support

Describe overall marketing approach to drive NRE projects for JEA

- Describe approach and management for building and maintaining **Trade Ally Network**
- Description of marketing support services available to the utility i.e. creative, marketing collateral development, etc.
- Describe approach for leverage of Account Executives to support outreach effort
- Provide example(s) from similar utility engagements

Engineering Services

- Describe scope of engineering support provided to prequalify projects
- Describe approach to M&V of individual projects
- Provide description of Cost/benefit models used to assist utility and customer to analyze projects

Program Management

- **Describe general Program Management Methodology**
- Describe metrics and system(s)used to manage to contractual goals
- Describe field QA/QC Processes
  - Approach to site inspections
  - Approach to identification of and mitigation of risk
- **Describe Program Management Software and software capabilities**
  - Functionality for utility program management to track projects and provide reports for utility management
    - User Management
    - System Auditing
    - Reporting capability
    - How are software updates managed
  - JEA requires ownership rights to program data – Indicate whether your company agrees or not

- **Security** – Please review **Attachment B** and indicate if your software fully complies. If not provide explanation or alternative that will satisfy JEA security requirements.

MARKET ASSESSMENT STUDY

Technical Potential is the complete penetration of all measures analyzed in applications where they were deemed technically feasible from an engineering perspective. Economic potential (subset of Technical Potential) refers to the portion of the technical potential for energy conservation measures that are cost effective to the customer (Payback, ROI, acceptable NPV) and in terms of acceptable JEA ROI of 10%. Achievable program potential refers to the amount of kWh that would occur in response to specific utility NRE program funding and measure incentive levels.

- Describe detailed approach and methodology for market study that characterizes Technical and Economic Potential for NRE within JEA service territory.

- Provide Timeline to complete market assessment with milestones identified to provide trigger points for vendor to invoice for market assessment. Bidder will invoice for percentage of study completion.

JACKSONVILLE SMALL AND EMERGING BUSINESS PROGRAM (JSEB)

Company shall indicate if the Company is certified as a Jacksonville Small and Emerging Business (JSEB) as defined by Jacksonville Ordinance 2004-602; Chapter 126, Part 6A and 6B.

If the Company is not a certified JSEB, the Company shall list any JSEB certified subcontractors that it intends to utilize in the performance of this Work. The listing should include names of the JSEBs, the type of service they will provide, and the percentage of work being subcontracted. Points will be awarded based on the type and amount of work that will be conducted by JSEB firms.

The points will be awarded as follows:

COJ/JEA certified JSEB = 5 pts;

Amount of work that will be subcontracted:

Non-JSEB with JSEB partner:

Greater than or equal to 10% of work = 4 pts
Greater than or equal to 7%, but less than 10% of work = 3 pts
Greater than or equal to 4%, but less than 7% of work = 2 pts
Greater than or equal to 1%, but less than 4% of work = 1 pt

ACKNOWLEDGMENT OF RECEIPT OF ADDENDA

We acknowledge receipt of addenda numbered_____through_____.

SIGNATURE:_____DATE:_____

NAME OF CERTIFYING OFFICIAL (typed):_____

TITLE OR POSITION:_____

	Implementation Services							Proposed kWh			Market Study			
Month	$ Fixed	%	$ Variable	%	$ Incentives	%	Total	kWh	% Off-Peak	% On-Peak	$ Market Study	% Complete	% Complete Technical	% Complete Economic
1														
2														
3														
4														
5														
6														
7														
8														
9														
10														
11														
12														
13														
14														
15														
16														
17														
18														
19														
20														
21														
22														
23														
24														
Totals														

ATTACHMENT B - SOFTWARE SECURITY

Req #	Requirement Description	Meets Requirements	Comments
1	The application or system shall provide the ability to authenticate the user to the application or system through Active Directory using LDAP		
2	The application or system rights and responsibilities for users shall be managed through security groups in Active Directory		
3	Changes to the Application or System Active Directory security groups shall be reflected in the Application using LDAP		
4	All application or system security groups shall have a named data owner for approval of access to each security privilege		
5	User access to the application or system shall terminate when the user accounts are disabled in Active Directory		
6	Application or system new user accounts shall be created automatically through LDAP when the user accounts are created in Active Directory		
7	Application or system data types shall be identified and classified by the business and approved by Information Security according to TS Information Protection Policy		
8	database		
9	Application or system access to public information in the application/system or by the application/system shall not require a password or centralized administration		
10	password		
11	Application or system shall provide a centralized security administration		
12	Application or system shall generate an electronic and printable report of security groups with all assigned users		
13	Application or system shall generate an electronic and printable report of assigned users with their security groups		
14	Applications or systems that have company use or above data shall enable logging for System Administrator Accounts and Security Administrator Accounts		
15	Application or system project team shall provide a list of security groups with assigned rights during the Turnover phase before completion of the project.		
16	Application or system project team shall provide a list of security groups with business owner signed approval for rights and membership during the Turnover phase before completion of the project		
17	system to be included in the SAD and provided to Information Security during requirements development		
18	files		
19	Application or system passwords shall not be hard coded in the Application or system		
20	Multi Tier Web application		
	database is on a separate server)		
	databases are on their own server)		
21	All external facing applications will be secured using a Trusted Certificate Authority		
22	All external facing applications must be proxied through Corporate Reverse Proxy solution.		
23	Must protect against SQL Injection, all inputs to DB queries validated and queries performed by parameters or stored procedure.		
24	Runtime environment should not be susceptible to buffer overflows		

Procurement Department Bid Section
Tower Lobby, Suite 103
21 W. Church Street
Jacksonville, Florida 32202

May 1, 2014

ADDENDUM NUMBER One **(1)**

TITLE: **NON-ROAD ELECTRIFICATION PROGRAM**

JEA IFB NUMBER **046-14**

BID DUE DATE: **May 6, 2014**

TIME OF RECEIPT: **12:00 PM**

TIME OF OPENING: **02:00 PM**

THIS ADDENDUM IS FOR THE PURPOSE OF MAKING THE FOLLOWING CHANGES OR CLARIFICATIONS:

The following questions were received and answers provided. JEA will not accept any further questions on this solicitation.

1. The RFP states that the Implementation Contractor will "Maintain and manage hosted operational database/Program Management Software which has a capability to deliver data extracts compatible with JEA's data import/export requirements". Would you please describe JEA's data import/export requirements in more detail, including the following detail if possible:
   - a description of how many and what type of systems will need to consume NRE program data
   - a description of the format that data extracts will need to take, e.g. XML, flat files.
   - a description of data interface development requirements for automated data exchange between the IC tracking system and JEA systems, including requirements around batch processing or web services, OR clarification that data extract delivery shall be more manual in nature and not require interface development

   For this project there will be no JEA system using regular data extracts from vendor system. JEA does require vendor to export data upon request and a flat file is acceptable.

2. Appendix B contains a Software Security matrix. Certain rows of this matrix are illegible in the PDF form of the RFP, as seen in the screen shot. ICF requested and received a Word version of Appendix B. The Software Security matrix in the Word version appears to be an image inserted into the document, rather than a Word table, and, like the PDF version, contains anomalies that prevent us from reading all but the last line of certain rows as seen in this screen shot. Would it be possible to receive the original PDF or Word version of Appendix B – Software Security? See attached

3. In the course of reviewing the proposal document, a question has come up regarding the budget requirement. Please confirm that the budget requirement described in Line 11.2 of Table 1.6.3 in Appendix A (i.e., monthly T&M expenses during initial contract 12 months not to exceed 1/24th of T&M total contract amount) relates only to expenses associated with implementation services and does not include expenses associated with the market study. With regard to T&M expenses over the first 12 months, we also have asked for estimated milestones for completion of market study and will allow invoicing up to percentage of study complete – bidder is to provide that estimated schedule.

4. Do you want the bids to strictly follow the formatting from the RFP, e.g. typing directly into the blank forms for staffing, or is there flexibility in how we format provided we include all the requested information? Please adhere as closely as possible to our format. You may develop a report that closely references our evaluation criteria and include a summary and supporting appendices – we are looking to easily see the response and its direct reference our requested criteria.

5. The concern is that if it is actually T&M (based on staff-entered timesheets), it will vary by month and would be greater during the first few months of program design and launch; this would make it hard for the first few months to not exceed 1/24th on a T&M basis. One way to meet this requirement of having monthly Fixed Cost be 1/24th of the grand total is to simply take our 24-month estimated T&M-derived total and divide it by 24 and invoice that amount each month, regardless of how much T&M is actually incurred by us (what staff timesheets actually show). But at that point, that amount ceases to be a T&M amount and is a static, truly Fixed amount. Thus each monthly invoice would not be able to show supporting T&M hours/expenses equaling that monthly static amount. T&M is everything except incentives. We acknowledge that fixed costs may exceed 1/24 in start-up months. We can allow an amount over 1/24th on three conditions:
    - Justification of expenses - line item detail that supports outreach/admin efforts to build a project pipeline
    - Monthly energy harvest forecast supported by project management reporting of projects
    - The Quotation of rates schedule, as addendum to contract, will be guidance for the scorecard metric of energy yield.

6. Can you provide some clarification on the invoicing SLA "Monthly T&M expenses during initial contract 12 months not to exceed 1/24th of T&M total contract amount"? By "T&M" are you referring to the Fixed Cost portion of the total Fee? Does the Fixed Cost have to be T&M or can it be a simple fixed amount not based directly on T&M, e.g. a constant $30,000 per month for the whole 24-month period? See answer to #5.

Acknowledge receipt of this addendum on the Proposal Form (Appendix B).

Our Green Issue:

Marilyn Young is passionate about helping the environment, which is why she taught herself beekeeping six years ago, and subscribed to JEA eBill even before that.

"I heard about bees disappearing," said Young, an attorney. "And when I found out I could help by having bees in my backyard, I just went for it." She now owns three additional hives scattered around Duval and Baker Counties, and she opened a small business – Lark Bee Company, LLC – to teach beekeeping and sell beekeeping supplies from a small office in St. Nicholas.

Young's home was already on JEA eBill, and when she opened her business in 2014, Young signed up the Lark Bee Company, too. She sees JEA eBill as something of a trifecta because it helps save water and the energy used to manufacture paper, and of course, trees. "Since paper comes from trees, we have to reduce paper usage to hopefully preserve our trees," Young said.

Talk about green! If you sign up for JEA eBill by May 31 you'll be automatically entered to win one year of free, monthly vegetable deliveries. Prefer technology over veggies? Choose an Apple Watch™ instead. Three lucky winners will be drawn at random. You choose your prize. Sign up for eBill today at jea.com/ebill.

JEA eBill subscribers save 19,326 pounds of paper and 72,195 pounds of wood every year.

"Highest Customer Satisfaction with Business Electric Service in the South among Midsize Utilities"

Disclaimer: JEA received the highest numerical score among 13 midsize utilities in the South in the J.D. Power 2016 Electric Utility Business Customer Satisfaction Study, based on 21,852 responses, and measuring the experiences and perceptions of business customers surveyed March and November 2015. Your experiences may vary. Visit jdpower.com.

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find rebates on home energy upgrades at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

April Radio Shows

4/2/16
Safe digging is no accident. We'll discuss why you need to call before you dig.

4/9/16
JEA eBill: a convenient and environmentally friendly way to receive, review and pay your bill.

4/16/16
A JEA lineman will be taking your calls about power maintenance and restoration.

4/23/16
Every day at JEA is Earth Day. Find out what JEA is doing and what you can do to protect the environment.

4/30/16
Join us as we shed some light on the more than 150,000 streetlights in our community.

May Radio Shows

5/7/16
Summer is right around the corner. Before you crank up the AC, crank up the volume on this show to learn cost-saving tips.

5/14/16
Need someone to interpret your bill? Have a question about your account? A customer care expert will answer these questions and more.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2008.

4/16

NEWS FROM JEA

Follow us on Twitter
@NewsfromJEA

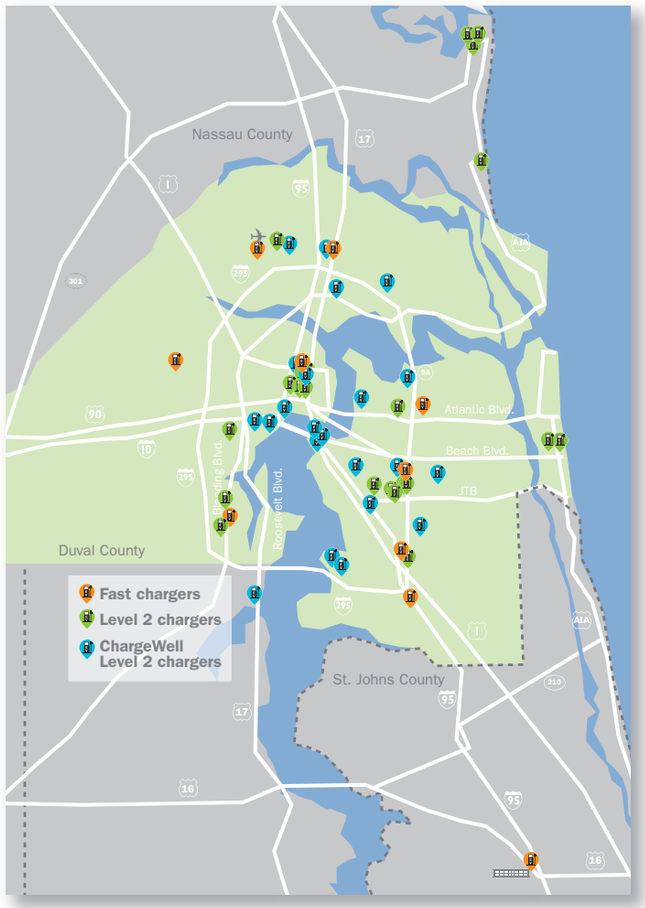
Like
"Like" us on Facebook
Facebook.com/NewsFromJEA

Our Green Issue: April 2016

Energy & Water Efficiency

What a difference a year makes!

This time last year there were only a handful of public charging stations in Northeast Florida. Now look at the number! We're seeing more fast chargers, too, which give EV owners 50 to 70 miles of driving range per 20 minutes of charging. Don't forget, JEA is currently offering rebates for the purchase or lease of a new electric vehicle. Learn about rebates – and view our most up-to-date map of area charging stations – at **jea.com/electricdrive**.



Top Five Ways to Save Water at Home

1. Fix all leaky toilets and sinks.
2. Take 5 minute showers with low flow showerheads.
3. Don't overwater. St. Augustine grass only needs ¾ inch of water every other day.
4. Landscape with Florida friendly plants. They don't need a lot of water.
5. Put a bucket in your shower for water collection. Use the water on your plants.

Connect with JEA on

ELECTRIC RELIABILITY

Since September, JEA has invested nearly $3.5 million in reliability improvements through CEMI-5, a report showing customers on electric circuits experiencing more than five outages in a rolling 12 month time frame. Learn more at jea.com/cemi-5.

ELECTRIC SAFETY

If an electric wire falls on a metal fence, the fence can become energized. Do not touch it or anything connected to it. Call 9-1-1. For more safety tips go to jea.com/electric-safety.

COMMUNITY INVESTMENT

Show your neighborhood and city pride by helping FIGHT BLIGHT in Jax! The City of Jacksonville is buying back old tires and snipe signs on Sat., May 7, 2016, from 8 a.m. to 2 p.m. at EverBank Field Lot Z. Duval County residents can earn $2 per tire up to 10 tires and 50 cents per snipe sign up to 40 signs. Valid identification required. Call 630-CITY or visit www.coj.net/BLIGHT for more information.

Protecting The Environment

JEA is adding 38 MW of utility-scale solar electric generation capacity to our existing solar generation. This will bring JEA's total solar energy portfolio to 50 MW which is equivalent to powering 7,080 homes.

Not One Gift ... But Two!

Sherry and Manson Alley have plenty of time to play dominoes in part because they take advantage of JEA AutoPay.

JEA SMART HOME AutoPay Giveaway

You can sign up online for JEA AutoPay by logging in to your free online account. Scroll down to the bottom of the page and click on the link that says "Enroll or Manage AutoPay." Or call us at 665-6000 and enroll over the phone. Learn more at jea.com/autopay.

The Alley's signed up for the free automatic payment program when JEA first started offering it. They've never looked back.

"I don't have to write a check or go anywhere to pay my bill," said Sherry. "I can't imagine life without it."

With JEA AutoPay, we still read your meter, calculate your bill and send you a statement every month. The only difference is that we'll automatically withdraw your balance due from your bank account.

"It's wonderful," Sherry said. "I just keep coming back to how convenient it is."

To enroll in JEA AutoPay, you cannot have an outstanding balance on your account or be in a JEA payment extension plan. All residential and commercial customers are eligible to enroll.

We are so sure you'll like this program that if you sign up for JEA AutoPay between April 1 and May 31, you'll be automatically entered in a giveaway to win not one but TWO gifts: a Google Home and a Philip's Hue Smart Lighting Starter kit. Three lucky winners will be chosen at random to win this pair of prizes.

Natural Gas for Less

Did you know JEA is a natural gas supplier to area businesses? If you know a local business that uses natural gas, chances are good we can save that business money. Schedule a free consultation at **jea.com/naturalgas**.

April is National Safe Digging Month

811 Know what's below. Call before you dig.

Remember to call 811 at least two business days before you dig. This way JEA can locate the electric, water, sewer, reclaimed, and fiber utilities buried underground to prevent personal injury and damages to our infrastructure. Damage to JEA infrastructure can be costly if you dig without calling 811 first. We are here to protect you and our underground utility infrastructure. Learn more at **jea.com/dig**.

JEA Products and Services

- Take advantage of all we offer. Sign up at jea.com/register.
- No more paper bills. Sign up up at jea.com/ebill.
- JEA MyBudget helps manage your monthly bills. jea.com/mybudget
- Pay your bill automatically. jea.com/autopay
- Pay online at jea.com.
- Pay by phone at 665-6000.
- Find payment locations at jea.com/paymentlocations
- Pay by debit or credit card. (There's a $2.20 convenience fee for payments up to $500. The fee for payments $500.01 – $1,000 is $4.40. The fee for payments $1,000.01 – $10,000 is $9.95. Fees charged by vendor who handles card payments.)
- Find rebates on home energy upgrades. jea.com/rebates
- Tough times call for generous neighbors. jea.com/neighbor

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

April Radio Shows

4/1/17 **Safe digging is no accident.** We'll discuss why you need to call before you dig.
4/8/17 **Learn how JEA and the City are working together** on a new septic tank phase out program.
4/15/17 **We're talking grease** and we don't mean the musical.
4/22/17 **Every day is Earth Day at JEA.** The latest on all things environmental.
4/29/17 **Cut your dependence on foreign oil.** We'll answer your questions about electric cars.

May Radio Shows

5/6/17 **Does your business use natural gas?** Chances are we can save you money on your service.
5/13/17 **Is your home ready for summer?** We've got tips.

Missed a show? You can listen to it online at jea.com/radioshows.

A community-owned, not-for-profit, public power utility. 4/17

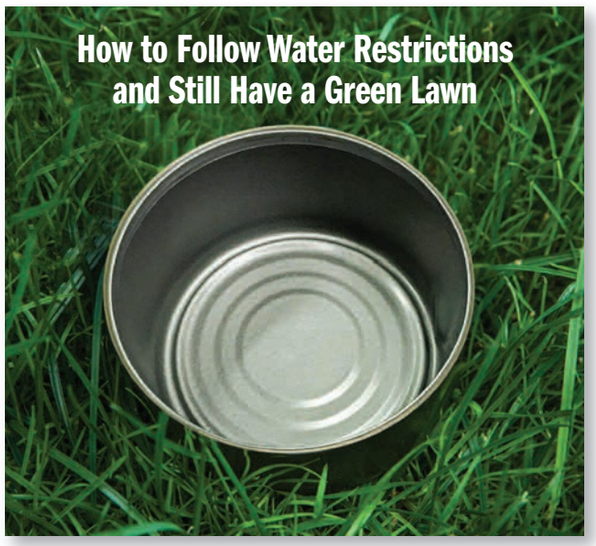
NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook
Facebook.com/NewsFromJEA

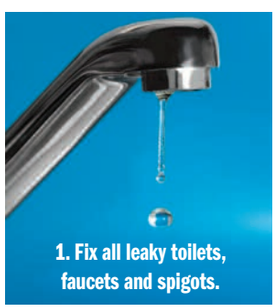
Win a Pair of Prizes!

Energy & Water Efficiency



1. Calibrate your sprinkler system – determine how much water comes out of each sprinkler head during a set period.
2. Gather some straight-sided cans like tuna fish or cat food cans.
3. Place cans in yard. Turn on your system for 10 minutes.
4. Measure the amount of water in each can.
5. Add amounts together and divide by the number of cans to get an average.
6. Determine how long you need to run your system to deliver between ½ and ¾ inch of water each time you water (twice a week).
7. Do this for each zone in your system.
8. Keep an eye on your rain sensor. Make sure it's working. Rain sensors tell your in-ground system whether you need to irrigate.
9. Get a rain gauge. You'll know right away if you need to water.

JEA's Top Four Water Saving Tips



1. Fix all leaky toilets, faucets and spigots.

2. Take 5 minute showers with high-efficiency showerheads.

3. Landscape with Florida-friendly plants that don't need a lot of water.

4. Harvest your graywater. Put a bucket in the shower. Use the graywater you collect to water plants.

Fight Blight

Show your neighborhood and city pride by helping FIGHT BLIGHT in Jax! The City of Jacksonville is buying back old tires and snipe signs on May 6 from 8:00 a.m. – 2:00 p.m. at EverBank Field Lot J. Duval County residents can earn $2 per tire up to 10 tires and 50 cents per snipe sign up to 40 signs. Valid identification required. Call **630-CITY** or visit **coj.net/BLIGHT** for more information.

Connect with JEA on

ELECTRIC RELIABILITY

If you see a JEA lineman on your street, chances are he's working on reliability improvements. Thanks to a report called CEMI-5, we know which of our customers on electric circuits are experiencing more than five outages in a rolling 12-month time frame. Learn how we're fixing these problems at jea.com/cemi-5.

COMMUNITY INVESTMENT

Dignity starts with the basics. That's why JEA employees collect new underwear and socks for disadvantaged men, women and children and donate them to Dignity You Wear, a local nonprofit. More at jea.com/volunteer.

ELECTRIC SAFETY

Is a live wire still energized if it falls to the ground and doesn't make sparks? Absolutely! The lack of sparks could mean the energized wire has made firm contact with the ground, which is now energized too. Stay at least 300 feet (two utility poles) away from any downed wire. More at jea.com/electric-safety.

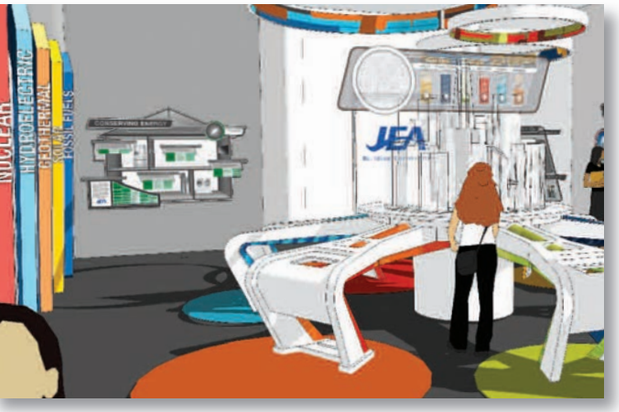
Protecting The Environment

You know those "flushable wipes" folks flush down the toilet? Well they don't actually break down like the packaging says they do. The wipes can cause back-ups and clogs and even sanitary sewer overflows. Don't believe us? Conduct your own experiment at jea.com/flushable.

continued from front

JEA PowerPlay
UNDERSTANDING OUR ENERGY CHOICES

That's because Doueck and a host of others from JEA and MOSH, have been planning this new interactive museum experience called "**JEA Power Play: Understanding Our Energy Choices**" since helping to conceive the exhibit two years ago.



"We want museum-goers to understand that our economic prosperity and the quality of our lives has been—and will be—tied to our energy development and use," said Doueck, JEA's manager of customer conservation and efficiency. "Without electricity, we are back in the dark ages."

With that in mind, Doueck, JEA employees* and MOSH exhibition experts designed a small city atop a large center console in the exhibit room—a city they named Moshtopia. Museum-goers of all ages will interact with the console. They'll learn what it takes to power Moshtopia with six different types of fuels: fossil, hydro, nuclear, biofuels, wind and solar. In addition, visitors will see an energy timeline focusing on major developments in electricity. For example, in 1905 Albert Einstein demonstrated that light energy could be used to produce electricity and the idea behind photo-voltaic cells was born.

"It's a far cry from those days to JEA's current multi-fueled fleet of generators that now power Jacksonville," Doueck said. "Today's JEA uses coal, natural gas, landfill gas and solar, just to name a few," MOSH curators believe "green" is a popular theme with younger audiences, so this exhibit emphasizes alternative fuels. "Kids are hungry to learn about different fuel sources," said Christy Leonard, MOSH director of operations and curator. "This exhibit will help them learn if alternative fuels—like solar—are feasible in terms of cost and availability." The new exhibit does not replace the popular, hair-raising JEA Science Theater, which is currently undergoing a facelift. The theater will reopen the same day as the JEA Power Play exhibit, sporting new portable touch screens for presenters. "Our educators will be able to move around the theater," Leonard said. "They won't be tied to a mouse anymore. It will make the entire theater performance more exciting."

The new JEA Power Play exhibit will help JEA's customers—young and old—understand how electricity is made. They'll learn about voltages and currents, turbines and Tesla. They'll operate a hand-cranked generator and watch it create electricity. And they'll learn the power of saving energy, too.

"We are excited to give something fresh to our visitors," Leonard said. The exhibit will roll out in stages over the next 10 years. This first phase is not as interactive as JEA's Doueck would have liked. As he put it, "We're not the Smithsonian. We don't have their budget." But he's quick to add that the exhibit's 10-year timeline has its advantages. "As technology changes we'll be able to make the exhibit a richer experience for museum-goers—who are also our customers," he said, "especially those who only go to MOSH every couple of years."

**Additional JEA employees who helped design JEA Power Play: Understanding our Energy Choices are: Melinda Fischer, Mary Guyton-Baker, Tom McElhinney, Steve McInall, Brian Pippin, David Reed, Jane Upton and Jay Worley.*

JEA Products and Services

- Go paperless and sign up for JEA's FREE **ebill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access upcoming improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us for **Q&A with JEA** on News/Talk Radio **WOKV, AM 690 & 106.5 FM**. Saturday afternoons at 1 p.m.

April Radio Topics

4/6/13
Neighbor to Neighbor. How to help disadvantaged JEA customers one dollar at a time.

4/13/13
Ever been to a Lineman Rodeo? Rodeo details, plus a lineman's role in outage restoration.

4/20/13
On this Earth Day, JEA's efforts to be an even better sustainable earth steward.

4/27/13
Your chance to ask questions and get answers from JEA Managing Director and CEO Paul McElroy.

JEA Savings Coach on CW17

April Television Topic
Saturday, April 20 at 8 p.m. & Sunday, April 21 at 11:30 a.m.
Water Heaters: We'll show you proper maintenance for your current system and introduce you to the latest in water heaters.

May Television Topic
Saturday, May 18 at 8 p.m. & Sunday, May 19 at 11:30 a.m.
How to get the most chill for your bills (dollar bills, that is) when you replace your HVAC system.

JEA SAVINGS COACH

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

JEA Power Play to Energize Museum-goers

When JEA's new permanent exhibit on electricity opens April 6 at Jacksonville's Museum of Science and History (MOSH), Bruce Doueck will be pacing the floor like an expectant father.

continued

Energy & Water Efficiency

Most JEA customers use an annual average of 1,250 kilowatt hours (kWh) of electricity every month. That might not mean much until you realize that a single kWh of electricity equals 1,000 watts ... and 1,000 watts is the same as burning a 100 watt incandescent light bulb for 10 hours.

So where are all your kilowatt hours going every month? Take this quiz and find out.

1. If you run me eight hours a day, I use about 900 kWh a month – about half your electric bill. Most people run me many more hours than that. I am your:

a. Refrigerator
b. Air Conditioning System
c. Flat Screen TV

Answer: B. A 2.5 ton central air conditioner, the average size system for a 1500 square foot Florida home, uses 900 kWh a month when run eight hours a day.

2. On average, I run about three hours a day and consume about 495 kWh per month. I'm the second biggest energy-user in your home. Everyone forgets about me because I'm usually in a closet or in the garage. I am your:

a. Washer & Dryer
b. Refrigerator & Freezer
c. Water Heater

Answer: C. Keep the thermostat on your water heater at 120 degrees and take hot showers, not hot baths. Both these actions will save kWh consumption and money.

3. If you use me two hours a day, I consume just 0.9 kWh. My old school counterpart needs 4 kWh – almost three times more than me. Plus, I don't put out nearly as much heat as it does. I am a:

a. Electric coffee pot
b. Microwave Oven
c. Compact Fluorescent Light Bulb or CFL

Answer: C. CFLs continue to improve in performance and cost. Download JEA's free smart phone app, LightBulbFinder.net for help buying the right CFL's to suit your needs.

4. If you're using an old version of me, circa 1986, you're using a lot more energy than you need to – approximately 1400 kWh a year. Modern versions use about 350 kWh a year. That's about as much power as it takes to operate an incandescent light bulb. I am a:

a. Washing Machine
b. Refrigerator
c. TV

Answer: B. If you have an old refrigerator, consider buying a newer model. Also, consider turning off your automatic ice maker. Ice makers can double the amount of energy needed to run your refrigerator. ENERGY STAR rated refrigerators use 30 percent less energy, on average, than their conventional counterparts.

Results:

All 4 right. You're kilowatt royalty.
2–3 right. You're a member of the royal court.
0–1 right. Not a royalty member yet. Go to **jea.com/waystosave** to learn more about how to save energy in your home.

ShopSmart with JEA

Take advantage of **JEA's Summer Insulation Special** and lower your utility bill by adding insulation to your attic. **Save an additional $150 with attic insulation rebates** from the **ShopSmart with JEA** program. See **jea.com/shopsmart** for the insulation contractor list, then ask a pre-qualified contractor on that list for details. Maximum rebate: $300. **This offer is only available until August 15, 2013**. To see the difference attic insulation makes in your home, watch February's JEA Savings Coach: "Attack Your Attic." Find it at **jea.com/savingscoach**.

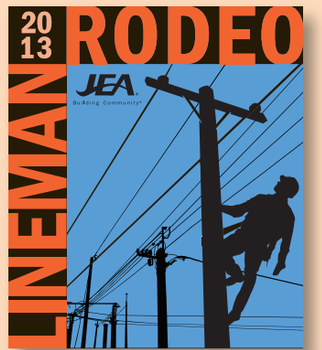
InvestSmart with JEA

JEA is expanding its ENERGY STAR appliance program to commercial customers. If you're making a bulk purchase of **refrigerators and/or clothes washers** for your business, you can receive a $25.00 rebate per appliance. CFLs may be purchased in bulk using the special bulk application at the contractor's desk. Visit to **jea.com/investsmart** for details.

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

ELECTRIC RELIABILITY

Come cheer the hometown team as JEA linemen compete for top honors in the Florida Lineman Competition. Events include Vertical Hurt Man Rescue from the top of a 30-foot pole. The rodeo is free and fun for the entire family – April 20 at JEA's Southbank site next to the Duval County School Board building. 8 a.m. – 4 p.m. Join us!



ELECTRIC SAFETY

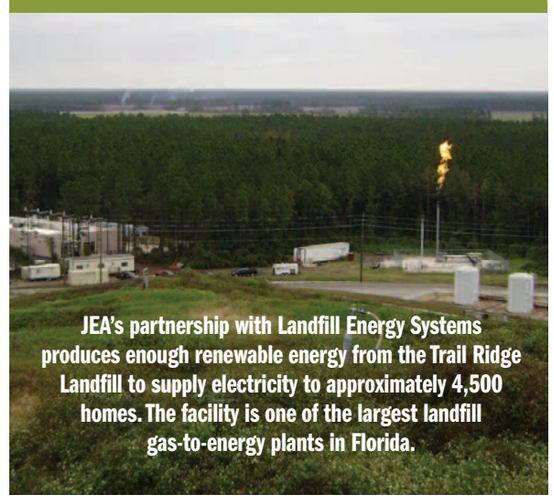
JEA offers two free booklets on electric safety to all teachers in JEA's service territory. "Zap! Play it Safe Around Electricity" is appropriate for grades 4 – 6 and "Electrical Safety and You" is for grades 6 – high school. Teachers can order these resources at jea.com/schoolprograms.

COMMUNITY INVESTMENT

JEA's energy doesn't always arrive through power lines. It also arrives via our employees and their volunteer efforts.

JEA Employees	**1,986**
JEA Employee Donations to United Way 2012	**$361,788**
JEA Employee After Work Volunteering	**Priceless**

Protecting The Environment



JEA's partnership with Landfill Energy Systems produces enough renewable energy from the Trail Ridge Landfill to supply electricity to approximately 4,500 homes. The facility is one of the largest landfill gas-to-energy plants in Florida.

April.Bill.14:Layout 1 3/17/14 10:45 AM Page 1

My JEA Utility Tracker

Doug Tillett lives in a big house in Riverside built in 1910. Because his home is over 100 years old, Doug likes to stay on top of his JEA bill. He's become a big fan of JEA's newest online tool, the My JEA Utility Tracker, which he says he checks "a lot" because he can relate the usage information from the Tracker back to his house.

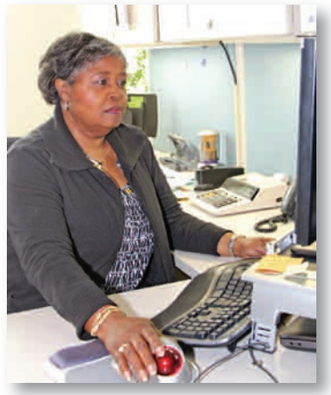
"If I had a big water leak, one way I could find out about it is to look at the usage graph on my Tracker page," Doug said.

To access the Tracker, Doug logs into his JEA account on the jea.com homepage. This takes him to his personal JEA account page – also called the Tracker's "Welcome Page" – which gives him the daily usage graph that he loves. "I find it very useful," Doug said.

Claire Goforth never used the My JEA Utility Tracker until the cold weather earlier this year. "I really wanted to know how badly the cold weather was impacting my JEA bill," Claire said.

She called JEA at 665-6000 and a customer care representative told her about the Tracker. To access it, she told Claire to create an online account at jea.com. Once Claire logged in, she could see the Bill Highlights and My Usage charts on her account page. By clicking on the blue rectangle labeled "Track My Usage, Lower My Bill" in the upper left hand corner, she could see more details in her Tracker. This allowed Claire greater access to the Tracker's online tools, where she found three tools she absolutely loves: one is a bill-to-date estimate, which tells her how much she owes in the current billing period. Another is her bill history, which goes back a year. And the third is an in-depth daily consumption graph.

"I've started to overlay my usage with the temperature outside," Claire said. "That way I can tell if I used a lot of energy because of the weather, or because I forgot to turn my thermostat up or down."



Finally, Isabell Dunbar likes the fact that she can hop on the Tracker anywhere, including work. She enjoys her My JEA Utility Tracker for its interactive aspects. She created a home profile by answering questions about the size of her home and the number of toilets, etc., because she realized it would help the Tracker give her "house-appropriate" energy and water saving tips.

When prompted, Isabell also selected an "energy saver action plan" so the Tracker could give her conservation tips that best fit her lifestyle. "I chose Family Saver," Isabell said. "I don't do a lot of home improvement projects on the weekends, so this action plan offered me ideas of things I could do that are relatively easy to finish."

And Isabell's slowly chipping away at those projects. "I'm changing my recessed lighting, just like it said to do. Only, I wait until the regular bulbs go out, then I replace them with the LEDs," she said.

Watch a video about the My JEA Utility Tracker on our YouTube channel: youtube.com/NewsFromJEA.

JEA Products and Services

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It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

April Radio Show

4/5/14
Are you planning to dig a new garden? Or put up new fence posts? Or plant a tree? April is Safe Digging Month and we'll talk about why you should call before you dig.

4/12/14
Did you know Jacksonville is home to the world champion linemen? But it's what they do every day to keep your electricity on that makes them our heroes. A JEA lineman will be taking your calls about power maintenance and restoration.

4/19/14
Every day at JEA is Earth Day. Find out what we're doing and what you can do to make a difference in our community.

4/26/14
Are you tired of the highs and lows of your utility bill? Learn about MyBudget, which averages your 12 most recent bills every month based on your usage.

JEA SAVINGS COACH

JEA Savings Coach on CW17's "Your Jax Spotlight"
4/6/14 & 4/13/14 @ 11:30 a.m.

Spring is a great time to make your own rain barrel and set it up in your yard. We'll show you how to do it. Join us!

4/14

NEWS FROM JEA

Follow us on Twitter
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Like
"Like" us on Facebook
Facebook.com/NewsFromJEA

JEA's Newest Online Tool: My JEA Utility Tracker

April.Bill.14:Layout 1 3/17/14 10:46 AM Page 2

Energy & Water Efficiency

Top Three Reasons to Put Up a Clothesline and Hang Your Clothes Outside to Dry

1. Line drying conserves energy and saves you money. Solar Power!
2. It's relaxing to hang clothes outside—you'll enjoy a green moment and a little extra exercise.
3. Your house will stay cooler in the summer without the dryer running.

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

A new study finds most Americans have no idea how much water they use each time they flush the toilet. And they don't know how much water is used to grow their food, either.

The study was conducted by the Department of Public and Environmental Affairs at Indiana University, which found that 28 percent of the water used by the average household is used to flush toilets. Older toilets use about 3.5 gallons per flush. Newer, low-flow toilets use 1.6 gallons or less. The study also says it takes 299 gallons of water to grow a pound of rice and a whopping 2,264 gallons of water to grow a pound of coffee.

Celebrity Checkout!

Look who we caught checking out a JEA Home Energy and Water Evaluation Kit at the Jacksonville Public Library. You can check one out, too—and learn what to do with it—at these free workshops: Mandarin Branch Library, **Saturday, April 12**, 10:30 a.m.; Webb Wesconnett Regional Library, **Saturday, May 17**, 10:30 a.m.; Highlands Branch Library, **Saturday, June 14**, 10:30 a.m. Meanwhile, check out Southpaw and the Sun's 2014 schedule at www.jaxsuns.com.

ELECTRIC RELIABILITY

Tell us if you see a streetlight out. Go to jea.com/outage and fill out the form or call us at 665-6000. Remember to write down the pole's individual streetlight number so we can fix it fast. And if there isn't a number, we'll need a good description of the location in order to get there. **Thank you!**

ELECTRIC SAFETY

April is National Call Before You Dig Month. You could shock yourself if you hit an electric line while digging ... or bust a pipe if you hit a water or wastewater line. Be sure and call 8-1-1 several days before digging holes in your yard. We'll send someone to mark your underground lines and pipes.

COMMUNITY INVESTMENT

JEA volunteers helped organize 363 students from 46 area schools at a MATHCOUNTS competition at UNF. MATHCOUNTS engages middle school students in a fun day of challenging math problems. The nonprofit believes middle school is a critical time for Math ... when a student's love for the subject must be nurtured or their fear for it overcome.

Protecting The Environment

Every year JEA recognizes local manufacturers for their outstanding environmental performance. These companies pretreat their industrial wastewater before sending it into the sewer system. They must pass rigorous on-site inspections and 100 percent permit compliance to win this recognition. Past winners include Norfolk Southern, Rex Packaging, Swisher International and Trend Offset Printing.

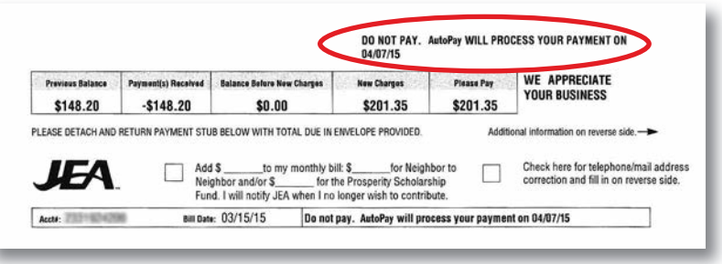
Photo courtesy of St. Johns River Water Management District

JEA AutoPay

As an analyst at Bank of America, Jorge Viveros knows the power of good credit. That's why he likes paying his JEA bill every month with JEA AutoPay, a free bill payment program.

"With JEA AutoPay I never have to worry about missing a payment," Viveros said.

Viveros has authorized JEA to automatically withdraw his bill pay amount from his bank every month. We still read his meter and calculate his bill, and Viveros still receives a monthly bill, but it looks slightly different. Instead of the spot that says "Please Pay By" we print the date when his bank account will be drafted for his bill pay amount.



DO NOT PAY. AutoPay WILL PROCESS YOUR PAYMENT ON 04/07/15

Previous Balance	Payment(s) Received	Balance Before New Charges	New Charges	Please Pay
$148.20	-$148.20	$0.00	$201.35	$201.35

WE APPRECIATE YOUR BUSINESS

PLEASE DETACH AND RETURN PAYMENT STUB BELOW WITH TOTAL DUE IN ENVELOPE PROVIDED. Additional information on reverse side.

JEA

☐ Add $ _____ to my monthly bill: $_____ for Neighbor to Neighbor and/or $_____ for the Prosperity Scholarship Fund. I will notify JEA when I no longer wish to contribute.

☐ Check here for telephone/mail address correction and fill in on reverse side.

Acct#: [redacted] Bill Date: 03/15/15 Do not pay. AutoPay will process your payment on 04/07/15

"It's the best way to make sure my payment is always made on time," Viveros said.

Vernice Whitfield is also a committed JEA AutoPay customer. She likes the convenience that comes with the program. "I don't have to write a check every month," said Whitfield a school counselor at James Weldon Johnson College Preparatory Middle School.

Whitfield signed up for JEA AutoPay several years ago so she'd never be late paying her utility bill. "It takes the worry out of when to pay my bill every month," she said. "I love JEA AutoPay."

Many customers combine the stability and convenience of JEA AutoPay with another popular JEA program, JEA MyBudget, which allows you to pay about the same amount for your utility bill every month. Together these programs allow you to know in advance how much will be automatically deducted every month from your bank account.

Jorge Viveros uses both of these programs. As he put it, "With the two programs together I have a powerful and convenient tool to monitor my monthly utility expenses."

Win a Nest Smart Thermostat! Sign up for JEA AutoPay from April 1 – May 31 and you'll be automatically entered in our drawing. Sign up at jea.com/AutoPay.

In honor of Earth Day this month we wanted to announce we've begun developing a community solar program for JEA customers. This means in about a year you'll be able to buy power from the sun that's produced by solar panels. Keep an eye on this spot for updates and watch our community solar efforts grow!

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Learn more at **jea.com/easy**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center.
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find savings on energy efficient products at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

April Radio Shows

4/4/15
Safe digging is no accident. We'll discuss why you need to call before you dig.

4/11/15
A JEA lineman will be taking your calls about power maintenance and restoration.

4/18/15
Every day at JEA is Earth Day. Find out what we're doing and what you can do to make a difference in our community.

4/25/15
Are you tired of the highs and lows of your utility bill? Learn about JEA MyBudget, which averages your 12 most recent bills every month based on your usage.

May Radio Shows

5/2/15
Tune in and we'll shed some light on the more than 150,000 streetlights in JEA's service territory.

5/9/15
Summer is right around the corner. Before you crank up the AC, crank up the volume on this show to learn cost-saving tips.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2009.

4/15

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook
Facebook.com/NewsFromJEA

JEA AutoPay: The Automatic Advantage

Energy & Water Efficiency

The EPA estimates the average American spends eight minutes in his or her shower. Since a standard showerhead has a water flow of 2.2 gallons a minute, each shower uses almost 18 gallons of water. (Think: 18 gallon jugs of milk.)

If you could cut your shower back to just 5 minutes, imagine the water you'd save. Here are five simple ways to measure that 5 minute shower.

1. Sing "Row, Row, Row Your Boat" 30 times.
2. Play Paul Simon's "You Can Call Me Al." It's actually 4 minutes, 35 seconds so when it ends you can give yourself an additional 25 seconds.
3. Count backward from 300.
4. Sing the ABC song 15 times.
5. Or just set a timer.

How to Use Your Clothes Dryer More Efficiently

Clothes dryers account for about 6 percent of your residential energy consumption. Here are some ways to use yours more efficiently.

- Use a low heat setting to use less energy.
- Use the moisture sensor option to avoid overdrying.
- Don't overstuff the dryer. It takes it longer to dry the clothes.
- Clean the lint trap after each use to improve air circulation.

ELECTRIC RELIABILITY

JEA's team of arborists and foresters, managed by JEA's Kim Wheeler, trim trees responsibly so you don't lose power in a storm. So far, we've trimmed 545 circuit miles of trees in FY 14–15. Remember: don't plant tall growth trees under or near power lines. That way we'll never have to trim them.

COMMUNITY INVESTMENT

JEA recently presented a check for $68,578.52 to Community Health Charities to help fund local health charities and services. The money was donated by JEA employees during their annual Community Health Charities Employee Giving Campaign.

ELECTRIC SAFETY

For safety's sake know what's below – and above – before beginning a home improvement project. Call 811 before you dig for location of utility lines and look up for electrical lines before you carry a ladder through your yard.

Protecting The Environment

JEA installed new energy-efficient turbo blowers at the Buckman Wastewater Treatment Plant. The blowers, located inside these boxes, are approximately 30 percent more energy efficient than the previous blowers, saving our customers approximately $250,000 a year in energy costs.

Aug.Bill.14:Layout 1 7/17/14 1:06 PM Page 1

At age 79, Tom Finch is enjoying his retirement in Arlington. He plays golf with friends and spends quality time with his family. As a former accountant, Mr. Finch understands how a financial emergency can lead to a budget shortfall. And that's why he gives to JEA's Neighbor to Neighbor Program.

JEA's Neighbor to Neighbor program helps about 300 customers annually. According to United Way's administering agency, there are far more families in need. That's why we're asking for your help. Please consider giving to the program. JEA collects all donations and sends 100 percent of the money directly to United Way's administering agency, which gives 100 percent of your donations to those who need it. You can give a lump sum or designate an amount to be automatically added to your bill each month – as little as $2.00. We'll send you a tax statement at the end of the year because 100 percent of your donation is tax deductible. Simply go to jea.com/NeighbortoNeighbor or fill in the line on your paper statement with your monthly donation. And from all of us at JEA, *thank you for helping a neighbor in need!*

Connect with JEA on

"I don't want to see anyone go without electricity just because of their economic circumstances," Mr. Finch said. "I don't give much every month, but I feel good about what I give."

JEA's Neighbor to Neighbor program is a lifeline for those who need it. The program assists customers experiencing a life crisis, such as a personal illness or the loss of a job, by helping them pay their JEA bill. Many of your neighbors who need this program live below the poverty level or on a fixed income. A life crisis is enough to push them into a financial emergency. If you think of it, any of us could be caught in a financial crunch when dealing with a life crisis, and assistance that covers the bill for our vital utility services can make all the difference in the world.

Weather a Factor

When you factor in Jacksonville's hot, muggy summer weather to that financial crisis, you can see why your neighbor may need this program. The hot weather here causes most of us to see our utility bills go up in August. Actually, in the 26 years since the Jacksonville City Council approved legislation creating JEA's Neighbor to Neighbor program to offer a helping hand to a neighbor in need, summer has traditionally been the season when it's needed most.

To receive JEA's Neighbor to Neighbor benefits, a family must apply for the program. Assistance is only given once in a 13 month period. So who receives this money? People like Ernestine Johnson, 79, who lives on the $1,255 a month she receives from Social Security. Ms. Johnson was recently in a car accident and found herself with plenty of expenses she could not pay, including her JEA bill. She called United Way at 2-1-1 and they referred her to the agency that administers JEA's Neighbor to Neighbor program. "It was such a blessing," Ms. Johnson said. "I don't know what I'd do if my lights got cut off."

JEA Products and Services

- Go paperless and sign up for JEA's **eBill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

August Radio Show

8/2/14
Are you plugged in on how to protect your electronics and appliances? Let us help you keep them running smoothly.

8/9/14
JEA's eBill is a more convenient and environmentally friendly way to receive, review and pay your bill. We'll discuss the benefits of signing up to receive your bill by email.

8/16/14
Energy myths can drain your electricity and wallet. Get the facts on myths and misunderstandings.

8/23/14
Don't let the weather cause big swings in your JEA bill. MyBudget is a great way to make your bill more predictable.

8/30/14
Just a small donation can make a big difference for someone struggling to pay their utility bill. Find out how you can help with JEA's Neighbor to Neighbor Program.

JEA Savings Coach on CW17's "Your Jax Spotlight"
8/3/14 & 8/10/14 @ 11:30 a.m.

School bells ring this month. Did you know JEA offers free STEM resources for public and private teachers in our service territory? We've got books, DVD's, and you can even book a school performance. We'll show it all to you this month on "Your Jax Spotlight."

8/14

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JEA's Neighbor to Neighbor Program

Aug.Bill.14:Layout 1 7/17/14 1:06 PM Page 2

Energy & Water Efficiency

ENERGY STAR Labeled Clothes Dryers

Your clothes dryer is a big energy-user in your home. That's why the EPA is eager to rollout clothes dryers with an ENERGY STAR rating by January 1, 2015 – if not before. According to the EPA, clothes dryers labeled ENERGY STAR will save you $100 to $200 over the lifetime of the dryer. Granted, that's not a huge savings, but the EPA is hoping the technology – and the savings – will improve.

ENERGY STAR rated dryers will likely include an "auto termination" feature – a sensor inside the dryer will automatically turn it off once the clothes are dry. Another possible feature: technology that incorporates heat pumps to recycle the heat and hot air completely, thus eliminating the need to vent your dryer to the outside. The price tag for an ENERGY STAR rated dryer? About $800, according to the EPA.

Meanwhile, two quick Energy-Saving Dryer Tips: Clean the lint trap with each use. Also make sure the dryer hose is lint free and has a clear path to the vent.

Jaxson de Ville Scores!

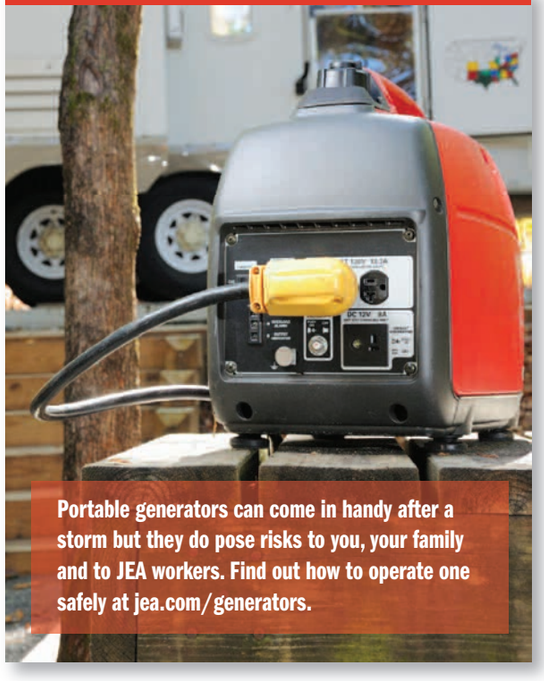
Jaxson de Ville checked out a JEA Home Energy and Water Evaluation Kit from the Jacksonville Public Library. He says he's eager to learn more about LED bulbs after seeing the new LED screens at the stadium. Sign up for a free workshop and learn how to use the tools in the backpack at jea.com/backpacks.

Congratulations Tori Mogford! Tori is the third winner of an iPad Air. She and her mom signed up for JEA eBill during our Spring promotion. Tori is studying education at UNF and plans to use the iPad in her studies. She's pictured here with JEA's Brian Pippin, who manages the eBill program.

ELECTRIC RELIABILITY

JEA earned a Diamond designation in the American Public Power Association's Reliable Public Power Provider (RP3) program. Shown above: all the JEA employees who helped compile the rigorous award application. The Diamond designation shows JEA is focused on operating an efficient, safe and reliable distribution system for its customers.

ELECTRIC SAFETY



Portable generators can come in handy after a storm but they do pose risks to you, your family and to JEA workers. Find out how to operate one safely at jea.com/generators.

COMMUNITY INVESTMENT

JEA's Joe Pineda and Walette Stanford organized a walk to raise money for Community Health Charities (CHC) earlier this summer. The walk through UNF's nature trails was part of JEA's annual CHC fundraising campaign. All money raised is spent locally on medical nonprofits.

Protecting The Environment

The Brandy Branch Generating Station is JEA's only combined cycle plant. A combined cycle plant captures excess heat generated by two large gas turbines (similar to a jet engine) and uses the heat to power a steam turbine with no additional fuel cost or harm to the environment.

Exercising Caution

Late August and all of September are traditionally the most active months for hurricanes in Florida. Even though a hurricane has not hit our state since 2005, JEA intends to be prepared for the eventual day when a severe storm makes landfall in our area. That's why JEA recently conducted a multi-day hurricane exercise for JEA managers and senior leaders. The exercise revolved around a fictional hurricane, but the scenario was as "real world" as it gets.

Don't be caught unprepared if a hurricane hits Northeast Florida. Visit jea.com/hurricane for tips on how to protect your family and your home in the event of a storm.

Day One began with this announcement: a Category 3 hurricane named Gibson was heading toward Florida. Employees were told to prepare both personally and professionally.

Day Two: Gibson was upgraded to a Category 4 storm. Members of JEA's senior leadership team turned their hurricane plans into actions. For instance, Vice President and General Manager of the Water/Wastewater Division, Brian Roche, alerted his team to the possibility of shutting down JEA's water control center and managing our water plants from an alternate location.

"If Gibson comes ashore as a Category 1 storm we'll stay where we are," Roche said. "But if it looks any bigger we'll have to move. We'll make that decision about 24 hours out."

Brian Roche, JEA Vice President/General Manager of JEA Water/ Wastewater Systems (L) and Deryle Calhoun, JEA Director of Water/Wastewater & Reuse Treatment (R) plan their response to the simulated exercise.

Angelia Hiers, JEA Chief Human Resources Officer, reports on the status of JEA employees during the simulated exercise.

Day Three: JEA activated its Emergency Operations Center and Managing Director and CEO Paul McElroy became the utility's Incident Commander. Gibson was downgraded to a Category 1 storm, but it still knocked out power to 80,000 JEA customers. It also left 60,000 JEA customers without water and 35,000 without sewer service.

JEA received many emergency requests from the County Emergency Operations Center during the exercise, including this one: four assisted living communities in Riverside needed power in six hours or hundreds of residents would have to be evacuated. JEA's Incident Commander gathered his chiefs to discuss the feasibility of the request.

"During this process we really tried to focus on communication," McElroy said. "We want each unit to communicate within itself and with other parts of the organization so we can restore services to our customers as quickly as possible."

Flooding in Riverside made it impossible to restore power to the assisted living communities within the six-hour time frame. But the exercise proved to be a realistic example of what could happen in Jacksonville during a real storm. Planners say that's precisely the point.

"Based on the national standards we're continually trying to elevate our capabilities through our exercise and drill program," said JEA's Director of Emergency Planning Ed Dendor. "So every year we create a larger opportunity for JEA to improve its planning and response capabilities."

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JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Learn more at **jea.com/easy**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center.
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find energy rebates at **jea.com/shopsmart**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

August Radio Shows

8/1/15
A small donation can make a big community impact. Join us as we discuss JEA's Neighbor to Neighbor program.

8/8/15
There are a lot of energy and water-saving myths and claims out there. We'll discuss them.

8/15/15
Don't let your wallet get zapped from electric surges. Learn how to protect your electronics and appliances.

8/22/15
JEA treats about 70 million gallons of sewage a day. We will flush out some of the interesting things we're doing in sewer treatment.

8/29/15
No cost? Low cost? Major investment? Make improvements in energy efficiency and save money.

September Radio Teases

9/5/15
Did you know more hurricanes form in September? Let's review your plan.

9/12/15
Save time, reduce your carbon footprint, and limit your risk of identity theft by receiving electronic bills and making payments securely online.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2009.

8/15

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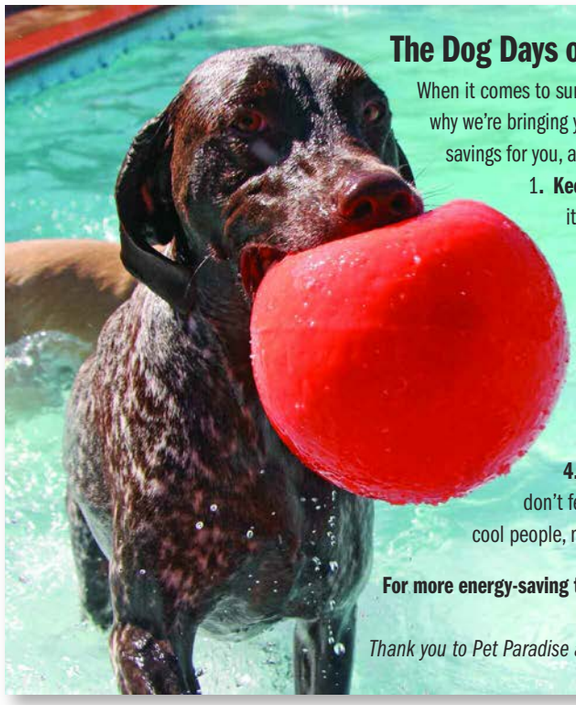
Exercising Caution

Energy & Water Efficiency



The Dog Days of Summer

When it comes to summer heat, our friends in fur coats are especially vulnerable. That's why we're bringing you energy and water saving tips this month that provide summer savings for you, as well as comfort for your pet.

1. **Keep your thermostat at 78 degrees.** When you leave the house turn it up to 85 degrees, but if you have a pet only turn it up to 80 degrees when you go.
2. **Close blinds and/or drapes to block the sun.** This will ensure your home stays cooler for your pet.
3. **Don't leave water dripping in a sink for your pet.** It will run up your bill, big time. Instead, make sure your pet has plenty of water in bowls to drink while you are away. Drop ice cubes in the bowls to ensure the water stays cooler longer.
4. **Turn off ceiling fans when you leave a room or your home.** Pets don't feel the effects of ceiling fans the way people do. Remember: fans cool people, not rooms – or pets.

For more energy-saving tips visit jea.com/waystosave.

Thank you to Pet Paradise and the Jacksonville Humane Society for their help with these tips.

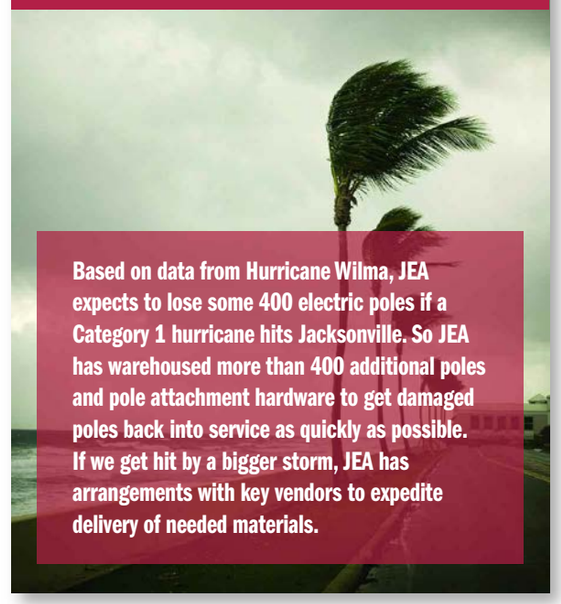
Congratulations to our Nest Smart Thermostat Winners

Congratulations to Shawn Fussell, Allison DeJarnatt and Jennifer Streete, who is shown here with JEA Customer Solutions Manager Brian Pippin. These customers each won a Nest Smart Thermostat after signing up for JEA AutoPay. Learn more about this billing option at **jea.com/AutoPay**.

The Great Apple Watch™ Giveaway

Sign up for JEA eBill during the month of August and you'll be automatically entered into a drawing to win one of three Apple Watches.™ Customers say JEA eBill is a convenient way to receive your bill. Sign up at jea.com

ELECTRIC RELIABILITY



Based on data from Hurricane Wilma, JEA expects to lose some 400 electric poles if a Category 1 hurricane hits Jacksonville. So JEA has warehoused more than 400 additional poles and pole attachment hardware to get damaged poles back into service as quickly as possible. If we get hit by a bigger storm, JEA has arrangements with key vendors to expedite delivery of needed materials.

COMMUNITY INVESTMENT

Pencils and erasers. Backpacks and paper. JEA employees spent the last month donating school supplies for disadvantaged children so they can start the school year off right. Learn more about our volunteer spirit at jea.com/InOurCommunity.

ELECTRIC SAFETY

Never touch a downed power line. Always assume it's energized. Call 9-1-1 right away to report the line down. For more electric safety tips go to jea.com/electric-safety.

Protecting The Environment

Look what's blooming in JEA's Florida Friendly garden downtown! Scarlett Hibiscus is a Florida native that needs far less water than many plants. Learn more about how to have a great-looking garden while conserving water and helping to sustain the Floridan aquifer at floridayards.org.

JEA AutoPay: It Just Makes Sense

Personal trainer Grady Zapata's worst nightmare is this: he shows up at his studio one morning to find clients waiting at the door to work out. But no one can do anything because the power is out. Grady forgot to pay his JEA bill.

To make sure this never actually occurs, Grady signed up for JEA AutoPay seven and a half years ago when he first opened Intensity Personal Training in the heart of Atlantic Beach across the street from the ocean.

"It was one less thing I had to worry about," he said. Six months ago, Grady also decided to sign up for a second JEA payment option, JEA MyBudget. He wanted to take the seasonal fluctuations out of his utility bill.

"The summer bills at my studio are triple what they are the rest of the year," he said. "And it's also a slower time for my business because clients are on vacation. This way, I know about how much my bill is every month and it's paid automatically. It just makes sense."

Discover a better way to pay your JEA bill and you may discover a more convenient way to prepare dinner. Sign up for JEA AutoPay by August 31 and you'll be automatically entered to win a gift card from Blue Apron (cook-it-yourself, farm-fresh meal delivery service) or a portable gas grill. You choose your prize just like you choose your way to pay! Sign up at jea.com/AutoPay. Also, learn more about JEA MyBudget at jea.com/MyBudget.

Congratulations!

JEA customer Richard Rambo is one of three lucky "JEA eBill Apples or Apple Giveaway" winners. He chose an Apple Watch™ over a year of free home vegetable delivery. Enjoy your watch, Mr. Rambo! (L-R Richard Rambo, JEA Customer, Brian Pippin, JEA Manager, Customer Solutions.)

"Highest Customer Satisfaction with Business Electric Service in the South among Midsize Utilities"

Disclaimer: JEA received the highest numerical score among 13 midsize utilities in the South in the J.D. Power 2016 Electric Utility Business Customer Satisfaction Study, based on 21,852 responses, and measuring the experiences and perceptions of business customers surveyed March and November 2015. Your experiences may vary. Visit jdpower.com.

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find rebates on home energy upgrades at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

August Radio Shows

8/6/16
Fact or Fiction? Join us as we discuss all those energy and water-saving myths and claims out there.

8/13/16
JEA treats about 70 million gallons of sewage a day. We'll flush out the interesting things we are doing in sewer treatment.

8/20/16
We will fill you in on what we are digging up in the community.

8/27/16
The heat is on. Don't let summer bills make you sweat.

September Radio Shows

9/3/16
Take the guesswork out of your monthly bill with JEA MyBudget.

9/10/16
Find out about JEA eBill, a convenient and environmentally friendly way to receive, review and pay your bill.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2008.

8/16

NEWS FROM JEA

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JEA AutoPay: It Just Makes Sense

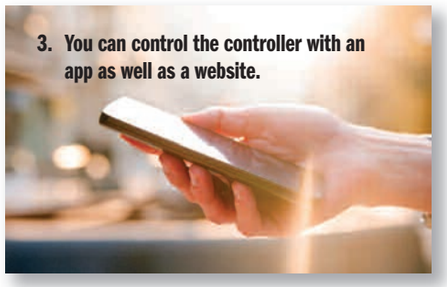
Energy & Water Efficiency

Smart Sprinkler Controllers: Top Nine Things to Look for When Buying

You've heard of smart thermostats such as the Nest. Now meet smart sprinkler controllers. They've been around for a couple of years, but these days they're more affordable and easier to use than ever before. Best of all, they connect to the internet so you can stay on top of your home irrigation system with a smartphone or tablet anywhere in the world. When shopping for a smart sprinkler controller here are some things to look for:

1. A controller that will keep your system off if it's raining.

2. Low cost. We've seen them on sale for as low as $99.



3. You can control the controller with an app as well as a website.

4. It requires a smartphone to set up so you can access your system from anywhere.

look for WaterSense Meets EPA Criteria

5. EPA WaterSense certified.

6. It adjusts watering schedule automatically between seasons when water restrictions change.

7. The system allows for at least 10 irrigation zones.

8. The system sends you email notifications.

9. You can see your watering data in charts and graphs.

Connect with JEA on

ELECTRIC RELIABILITY

JEA, COJ, UF, Florida Urban Forestry Council and Greenscape of Jacksonville are joining forces to urge everyone to plant the right tree in the right place. Learn why "right tree right place" is so important at jea.com/treeplanting.

COMMUNITY INVESTMENT

Eating right can be a challenge for the elderly. JEA employees regularly volunteer to help serve seniors a nutritional meal at Cathedral Terrace. For more on JEA employee volunteer efforts go to jea.com/volunteer.

ELECTRIC SAFETY

Know where your main electric panel is located so you can switch off power in an emergency. For more electric safety tips go to jea.com/electric-safety.

Protecting The Environment

Up to 13 million gallons of freshwater a day in the Floridan aquifer is preserved as a result of customer and JEA reclaimed water use. Learn more about JEA reclaimed water at jea.com/reclaimed.

Utility Scam Calls—One Customer's Cautionary Tale

Utility scam calls are a nationwide epidemic. JEA is working with other utilities and the FBI to try and stop them.

Our first and best line of defense is you: an educated customer.

If someone calls advising you to put money on a card to pay your JEA bill, NEVER do it—no matter how convincing the caller sounds. Call us first at 665-6000.

Remember, JEA never calls customers to ask for their bank, credit card or other financial information over the phone, and JEA will never show up at your door unannounced trying to sell you something.

Listen to an actual scam call at jea.com/scams.

A scammer came close to fleecing Sandra Martinez out of a lot of money. She told JEA what happened as a cautionary tale, to increase awareness about utility scams and prevent it from happening to you.

"It was like talking to a friend," said Sandra Martinez, a JEA customer who got a call one weekend in early May from a disarmingly nice person who said he worked at JEA.

The caller first asked Sandra if she'd received a letter explaining a change in JEA's billing system. Sandra told him she had not. Then he proceeded to weave a complicated tale.

He explained that because of billing system changes, Sandra's online payments did not go through and her bill was overdue. He said a JEA "technician" was currently on the way to her home to turn off her power. To prevent this, she needed to go to the nearest Walgreens and make a payment using a "MoneyPak" card. Sandra thought the call was strange but she agreed to go to Walgreens.

"I actually got in my car," she said. "But before I pulled out of my driveway, I called JEA at 665-6000."

Sandra's glad she did. JEA's computerized phone system told her that her bill was up to date. "And then I got someone from JEA on the line. She told me not to pay anything because it was a scam," Sandra said.

The scammer called Sandra back about 20 times after that, but she never answered the phone. "I wanted to though," she said. "I wanted to tell him, 'Shame on you. How could you do that to people?'"

Connect with JEA on

JEA Products and Services

- Take advantage of all we offer. Sign up online: jea.com/register
- Find payment locations: jea.com/paymentlocations
- No more paper bills. Sign up online: jea.com/ebill
- Pay by debit or credit card: Convenience fees (charged by card payment vendor): Payments up to $500: $2.20 $500.01–$1,000: $4.40 $1,000.01–$10,000: $9.95
- JEA MyBudget helps manage your monthly bills. jea.com/mybudget
- Pay your bill automatically: jea.com/autopay
- Find rebates on home energy upgrades: jea.com/rebates
- Pay online at jea.com.
- Help a neighbor in need: jea.com/neighbor
- Pay by phone: 665-6000

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August Radio Shows

8/5/17 **How clean is JEA's drinking water?** We'll share the latest data.

8/12/17 **JEA Solar Power. For Everyone.** We'll tell you how to get it.

8/19/17 **Storm Hardening the Electric System.** We're all about preventing outages.

8/26/17 **JEA Volunteers and Ambassadors.** Our employees give back to the community.

September Radio Shows

9/2/17 **It's the Peak of Hurricane Season.** Don't let your guard down yet.

9/9/17 **Right Tree. Right Place.** Why being right is so important.

Missed a show? You can listen to it online at jea.com/radioshows.

A community-owned, not-for-profit, public power utility 8/17

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Utility Scam Calls
One Customer's Cautionary Tale

Energy & Water Efficiency

JEA's Top Four Ways to Save Energy and Water

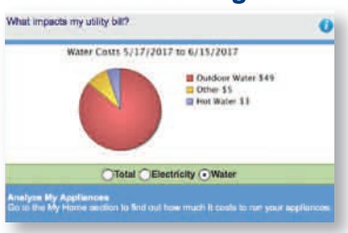
Students return to school this month, but summer is not over yet. The heat is here to stay a while. Be mindful of your August energy and water consumption. Save with these tips.

1. We always say, "Keep your thermostat at 78 degrees." But you may want to go a little higher when it's hotter than 95 degrees. When it is extremely hot, your AC system needs to work overtime to keep your house at 78. All that overtime work causes stress to your AC system and may be costly in terms of shortening the life of the equipment.

2. Have you checked your HVAC filter this month? Remember: check monthly, change when dirty.

4. Replace your top four most frequently used light bulbs with LEDs.

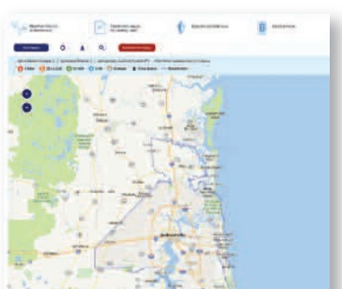
The Power of Tracking Your Usage



Log in to your JEA account and check your My JEA Utility Tracker. If you see the irrigation portion of your water bill is getting too high, you may want to use less water. JEA's free, customized My JEA Utility Tracker is a great way to save on your utility bill. Watch a video about the Tracker and see what it can do for you at jea.com/trackmyusage.

How to Report an Outage

The fastest way to report a power outage is to use your smartphone and report it online at jea.com/outage. You can also text OUT to 69532. If you prefer to call us, here's the number: (904) 665-6000. In hurricane situations, we will have extra people answering calls around the clock, but there still may be a lengthy wait time.



Are You Tired of a Utility Bill that Fluctuates with the Weather?

JEA MYBUDGET MYCHOICE GIVEAWAY

Check out JEA MyBudget. It helps you budget your money by keeping your JEA bill predictable. Sign up by August 31 and you'll automatically be entered into a drawing to win a $500 Apple or Amazon gift card. You could be one of three lucky winners selected at random. Go to jea.com/mybudget to see what your MyBudget payment would be and if you qualify for the program.

ELECTRIC RELIABILITY

As a Tree-Line-USA utility, JEA promotes planting the right tree in the right place. Learn why this is so important at jea.com/treeplanting.

ELECTRIC SAFETY

Never use electrical appliances if you are wet, standing in water or near water. Visit jea.com/electric-safety for more electric safety tips.

COMMUNITY INVESTMENT

Sixty high school students spent the day at the Northside Generating Station learning about careers in energy and water. JEA employees who are also members of the Northeast Florida Region of AABE—the American Association of Blacks in Energy – organized the program. Learn more about our Ambassador programs at jea.com/ambassadors.

Protecting The Environment

JEA has constructed specialized barriers to protect manatees and prevent them from approaching JEA facilities along the St. Johns River. For more on JEA's commitment to the environment, go to jea.com/environment.

We Are JEA

JEA is a community owned, not-for-profit, public power utility. Chances are our employees are your neighbors. We are here to serve you. We are JEA.

"If you lose energy in your home or business, it's my job to get it back on."

Clay, *JEA Line Maintainer*

"If we have to dig up your yard to fix your pipes, I make sure we make it all look good again."

William*, JEA W/WW Site Restoration*

"I review the design of new developments to ensure that our existing and future customers are receiving reliable water, wastewater and reclaimed systems.

Nicole*, JEA W/WW Engineer*

"When you call JEA, it's my job to give you friendly, fast and efficient service."

Doreshia, *JEA Customer Care Consultant*

"It's my job to turn your water and/or electric service meter on when you start service."

Joey*, JEA Meter Specialist*

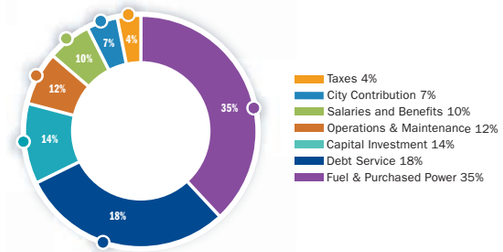
"It's my job to make sure JEA employees go home the same way they came to work: safe and healthy."

Leah*, JEA Manager Safety & Health*

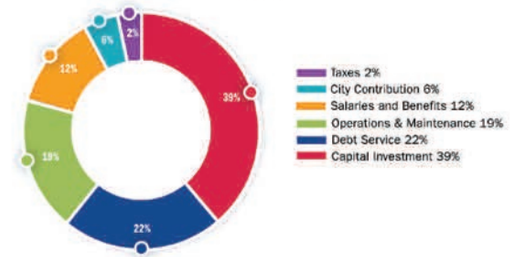
JEA Expenses: Electric & Water/Wastewater

JEA's budget is divided into two distinct areas: the electric business and the water/wastewater business. The charts below show how revenue was used to operate each business during fiscal year 2016. Beside the graphs is a general explanation of how the money was spent.

Electric System Revenue Uses
$1,418,175,000



Water and Sewer System Revenue Uses
$436,149,000



Fuel and Purchased Power – pays for the cost of fuel to generate electricity and the cost of operations and maintenance of power plants. Also pays for debt service for plants jointly owned with other utilities. (St. Johns Power Park is jointly owned with FP&L. Plant Scherer in Georgia is jointly owned with several other power companies.)

Debt Service – repays loans for very large capital investments such as electric generation and substations or water and sewer plants. This is similar to your very large capital investments, most notably your home. A home purchase usually requires a mortgage that's repaid in monthly installments over decades.

Operations and Maintenance – includes materials and supplies to operate and maintain JEA's systems once built.

Salaries and Benefits – includes salaries and benefits for 2,165 employees.

City Contribution – the portion of JEA's budget that is collected by JEA for the City of Jacksonville to support general government services not related to JEA.

Capital Investment – money set aside to pay for additions to our systems. Having this fund allows us to pay for these items directly instead of borrowing money. This is the same idea as if you saved up to buy a car with cash rather than borrowing the money and paying interest.

Taxes – money paid to the state and other entities in order to be your municipal service provider.

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NEWS FROM JEA

Follow us on Twitter
@NewsfromJEA

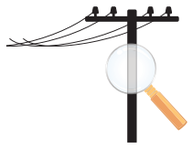
Like
"Like" us on Facebook
Facebook.com/NewsFromJEA

Life takes energy. Life takes water.

Report to Customers

The Power of Reliability

In 2016, JEA customers consumed **more than 13 million MWh of energy**. It takes a well-maintained electric system to support the reliable delivery of all that power. That's why we continuously inspect, maintain, and upgrade our existing infrastructure in order to meet an ever-increasing demand for energy. More at **jea.com/reliability**.



18,000
Distribution Poles Inspected

3,500
Distribution Poles Replaced

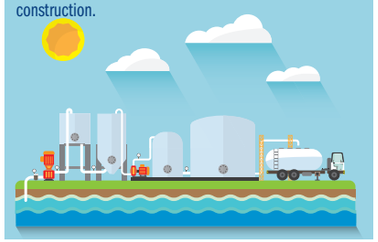
1,800
Transformers Replaced

$5.8 Million
Preventive Vegetation Management

How JEA Invests Your Money in Infrastructure

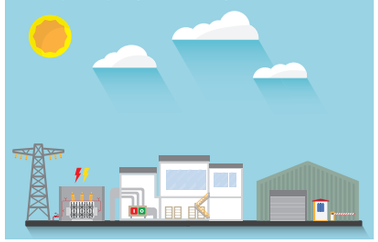
$113 Million: W/WW

2016 system improvements included new pumping stations, water treatment plants and an expanded water reclamation facility, all either built or under construction.



$114 Million: Electric

2016 system improvements included six new substations built or under construction to help improve overall power quality and reliability for customers.



455,000+
Electric Customers

337,200+
Water Customers

261,000+
Sewer Customers

2 **Championships won by JEA Linemen in 2016. Because we need the best to deliver the best to our customers!**

Reclaimed Water 48 percent Growth

14 Million Gallons a day

Produced in 2016 to benefit the community.

1 Million Gallons a day

Produced in 1999 to benefit the community.
jea.com/reclaimed

JEA has invested $3 Billion

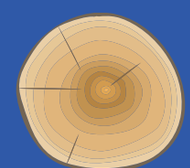
in water and sewer infrastructure since 1998.

More at jea.com/About/Water_Supply.

JEA eBill

77,582
Customers Saved

19,326
Pounds of Paper and



72,195
Pounds of Wood

Working to Keep Bills Low

Rate Restructuring

Will save customers $100 million over next eight years.
jea.com/newrates

Keeping Your Rates Low

Electric and Water rates are less than rates six years ago.
jea.com/rates

Savings from Surplus Sales

JEA netted $3.5 million in surplus sales in 2016.
jea.com/surplus

Raised by employees for United Way of Northeast Florida and Community Health Charities. More at **jea.com/employeegiving**.

of our customers have a free online account at jea.com where you can

- **Pay your bill**
- **Report an outage**
- **Track your usage**

Easy to do Business With

64 Hours/week
JEA customer care consultants available to help you on the phone

50 hours/week
JEA customer care consultants available for face-to-face service

The Need to Conserve Water

The water JEA delivers to your home comes from the Floridan aquifer deep underground. This resource is managed by a state agency, the St. Johns Water Management District (SJWMD). In March, the SJWMD asked everyone living in its district for additional, voluntary water conservation measures because of abnormally dry conditions.

SJRWMD says rainfall, which replenishes the aquifer, is at historically low levels that are not expected to improve this summer – or in the year ahead.

Rainfall Facts

Over the past 12 months, rainfall remained below average – down 9.1 inches districtwide.

Baker, Flagler, Nassau, Marion, Putnam, and Alachua counties all have 12-month deficits greater than 10 inches.

In February, Duval, Osceola and Indian River counties all experienced rainfall that was 1.3 inches below average.

At JEA we believe we are all stewards of our OneWater. Each and every one of us can have a big impact on protecting the Floridan aquifer if we work together to conserve our water for the future. That's why we'll be giving you lots of ways you can save water in the months ahead, starting with these three important tips:

Bathing

The average bath uses about 50 gallons of water. A five-minute shower uses about 12.5 gallons. If you install a high-efficiency, WaterSense rated showerhead a family of four taking five-minute showers could save 3,650 gallons of water a year.

Washing Dishes

When washing dishes by hand, use a spray device to save water instead of running the water to rinse. Better yet, run the dishwasher instead of washing by hand. It uses less hot water and therefore less electricity.

Check for Leaks

The EPA believes there are so many leaky faucets, toilets and spigots in America that we could lose more than 1 trillion gallons of water a year nationwide. Get those leaks fixed and save!

JEA Products and Services

- Take advantage of all we offer. Sign up at jea.com/register.
- Find payment locations at jea.com/paymentlocations
- No more paper bills. Sign up up at jea.com/ebill.
- Pay by debit or credit card. (There's a $2.20 convenience fee for payments up to $500. The fee for payments $500.01 – $1,000 is $4.40. The fee for payments $1,000.01 – $10,000 is $9.95. Fees charged by vendor who handles card payments.)
- JEA MyBudget helps manage your monthly bills. jea.com/mybudget
- Pay your bill automatically. jea.com/autopay
- Pay online at jea.com.
- Find rebates on home energy upgrades. jea.com/rebates
- Pay by phone at 665-6000.
- Tough times call for generous neighbors. jea.com/neighbor

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

May Radio Shows

- 5/6/17 **Does your business use natural gas?** Chances are we can save you money on your service.
- 5/13/17 **Is your home ready for summer?** We've got tips.
- 5/20/17 **JEA and the City are working together on a new septic tank phase out program.** Learn more.
- 5/27/17 **Simplify your life with JEA AutoPay.** We'll hear from some customers who swear by it.

June Radio Shows

- 6/3/17 **JEA shares the lessons** it learned from Hurricane Matthew.
- 6/10/17 **Water conservation.** Why should you care? We'll hear it straight from the SJRWMD.

Missed a show? You can listen to it online at jea.com/radioshows.

A community-owned, not-for-profit, public power utility. 5/17

NEWS FROM JEA

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Facebook.com/NewsFromJEA

The Need to Conserve Water

Energy & Water Efficiency

May is the month a lot of us turn on our air conditioning systems and leave them on until fall. Here are JEA's top three tips to make sure your air conditioning system runs efficiently, saving you energy and money.

1. Change your filter.
Dirt and dust are the enemies of your air conditioning system. Check your air filter monthly and change it when needed. You can save 5 to 10 percent on the amount of energy your system consumes simply by changing your air filter when it's dirty.

2. Don't close the vents in rooms you don't normally use.
Closing vents or the doors to rooms you don't use a lot restricts the flow of cool air around your home. That increases the pressure on your system, which decreases its efficiency.

3. Turn it up!
We don't like to tell you where to set your thermostat, but if you are all about saving money the warmer you set it, the more you'll save. Why? Because your unit will not run as much ... it's that simple.

JEA AutoPay Campaign: Win a Pair of Prizes

JEA SMART HOME AutoPay Giveaway

Sign up for JEA AutoPay between April 1 – May 31 and you'll be automatically entered in a giveaway to win not one but TWO gifts: a Google Home and a Philip's Hue Smart Lighting Starter kit. Three lucky winners will be chosen at random to win this pair of prizes. With JEA AutoPay, we still read your meter, calculate your bill and send you a statement every month. The only difference is that we'll automatically withdraw your balance due from your bank account. Sign up at **jea.com/autopay**.

UNF Lifelong Learners Tour JEA

Students at UNF's Osher Lifelong Learning Institute recently toured JEA's Brandy Branch Generating Station and JEA's 15-megawatt solar farm located right next door. Students learned how natural gas and a heat recovery steam generator produce electricity at Brandy Branch, and how the solar farm generates enough electricity to serve 1,400 households. To request a tour for your group visit **jea.com/ambassadors**.

Connect with JEA on

ELECTRIC RELIABILITY

JEA is just about done with its new Point Meadows substation serving the Baymeadows Road area and fast-growing southeast Duval County. This substation will substantially improve reliability for residents and reduce the chance of unplanned power outages due to overloaded circuits. More at jea.com/ptmeadowssub.

COMMUNITY INVESTMENT

JEA employees kicked off their annual Community Health Charities giving drive. Last year JEA employees gave $75,000 to be spent in Jacksonville by local health charities and hope to top that amount this year. Learn more at jea.com/employeegiving.

ELECTRIC SAFETY

Why is it a bad idea to run electric cords under rugs or carpets? Because if there's a problem with the cord (heat, sparks, etc.) you may not notice it until there's a fire. For more safety tips go to jea.com/electric-safety.

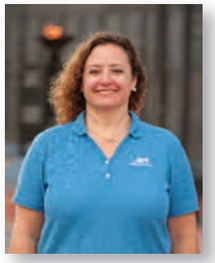
Protecting The Environment

Never pour fats, oil or grease down your drain. It can clog your pipes and lead to expensive cleanups. Instead, turn your grease into biofuel. It's free and easy to do. Learn how at jea.com/grease.

In recognition of Veterans Day, JEA would like to honor all military veterans—especially the 20 percent of JEA's workforce that was or is in the Armed Forces. These employees know firsthand what it means to serve—not just our customers but our country. We salute our JEA military veterans, and our JEA customers who are veterans too. Thank you for your service!

Mike Gomez/JEA Lineman; Sergeant First Class E7, US Army Reserves

A former Marine, Mike Gomez joined the U.S. Army Reserves 19 years ago. He's held a variety of positions in the Army Reserves and is now in charge of operations for his regiment battalion at Camp Blanding. "I plan the exercises during reserve weekends and during the annual two week training," he said. Gomez loves the discipline of being in the military, the same discipline he brings to his work as a JEA lineman, a position he's held for the last 18 years.



Jennifer Stokes/JEA Construction Project Administrator; Sergeant, U.S. Army, Retired

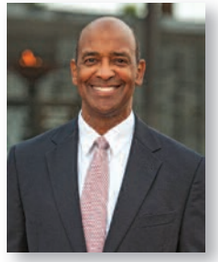
Jennifer Stokes supervises JEA construction projects, which is a good fit for this 20-year veteran of the U.S. Army. Stokes participated in Operation Iraqi Freedom, supervising both U.S. troops and local civilian forces in building military facilities, roads and schools. Stokes is also one of the architects of JEA's annual motorcycle run. This ride is organized by JEA employees and supported by numerous local businesses. It's open to the community and raises money for United Way of Northeast Florida.

Charlene Crawshaw/JEA Corporate Applications Specialist; Petty Officer Second Class, U.S. Coast Guard Reservist

A Coast Guard brat herself, Charlene Crawshaw enlisted in the U.S. Coast Guard Reserves after college and has been performing monthly weekend drills and annual two-week trainings for the last 12 years. Crawshaw works with computer hardware and network support in the Coast Guard. She was called up in 2010 for two months of active duty after the Deepwater Horizon Oil Spill in the Gulf of Mexico. At JEA, she leads support for some of the utility's computer applications. "I'm very lucky in both my careers—at JEA and the Coast Guard," she said.

Scott Manning/JEA Wastewater Mechanic; Chief Warrant Officer 2, U.S. Army Reserves

Scott Manning has a natural born talent for fixing things. That's why the U.S. Army Reserves made him a Chief Engineer on a Landing Craft Utility. His job: to supervise the engineering department in maintaining and operating the vessel. Manning was in the U.S. Navy for 21 years before joining the Army Reserves. He works at JEA's Buckman Wastewater Treatment Facility, maintaining the equipment on the "wet" side of the treatment process.



Wayne Young/JEA Director, Government Affairs; Captain, U.S. Navy, Retired

A Jacksonville native, Wayne Young is Director for Local Government Affairs and Economic Development at JEA. In his first career, Young served in the United States Navy as a commissioned officer, which included duty at the Pentagon and command of two Navy warships, a guided missile frigate and an Aegis cruiser. Young is a graduate of the United States Naval Academy, where he obtained a Bachelor of Science degree. He also holds two masters degrees.

Connect with JEA on

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find energy rebates at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

November Radio Shows

11/7/15
What is the Clean Power Plan? What does it mean to you? We'll have an expert ready to answer your calls.

11/14/15
Inadequate insulation and air leakage are leading causes of energy waste in many homes. We'll examine your insulation options.

11/21/15
It's almost the holidays and it is time to put your drain on a diet. Join us as we help you protect your pipes.

11/28/15
Winter is coming. We'll discuss how to take the chill out of your bill.

December Radio Shows

12/5/15
We're talking rates. Join us as our rate experts answer your questions.

12/12/15
Don't let your utility bill ruin the holidays. We will share some cost-saving tips.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2009.

11/15

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook
Facebook.com/NewsFromJEA

A Salute to Service

Energy & Water Efficiency

New Dryer Designation

Is your clothes dryer over 10 years old? Thinking about buying a new one? Consider buying an EnergyStar certified clothes dryer. It will save you about $25 a year on home energy bills if you replace a dryer that's at least 10 years old with a new EnergyStar model that's also better for the environment. EnergyStar certified dryers cost about $50 more to purchase than their non-certified counterpart.

Sensors inside the new machines turn the dryers off when your clothes are dry, thus helping you save. And you can sleep well knowing your new EnergyStar certified dryer is, on average, 20 percent more efficient than new, non-certified models. Just look for the EnergyStar label when you shop!

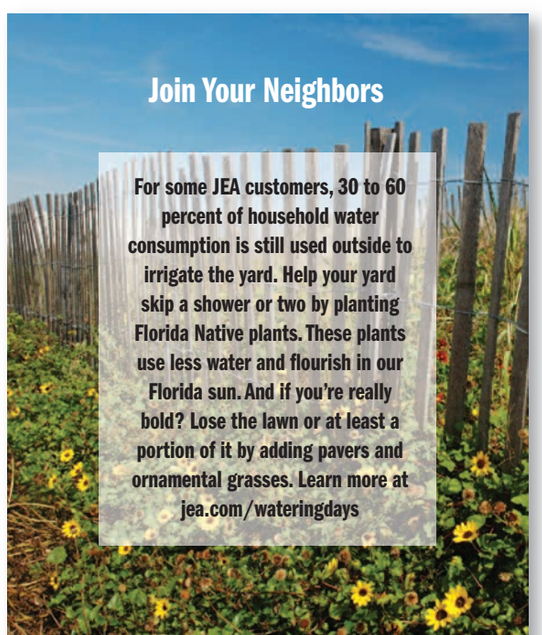
ENERGY STAR

Rebate Update: If you purchased an EnergyStar clothes washer or refrigerator by September 30, 2015, please be sure and submit your rebate application and documentation by November 30, 2015 so we can process your rebate before the end of the year. Learn more at jea.com/rebates.

Turn Back Time

Daylight Saving Time ends November 1, which means it's time to change your irrigation schedule. The St. Johns River Water Management District says you can only water your lawn one day a week until the second Sunday in March. Learn your watering schedule at **jea.com/wateringdays**.

Learn more energy-saving tips at jea.com/waystosave.



Join Your Neighbors

For some JEA customers, 30 to 60 percent of household water consumption is still used outside to irrigate the yard. Help your yard skip a shower or two by planting Florida Native plants. These plants use less water and flourish in our Florida sun. And if you're really bold? Lose the lawn or at least a portion of it by adding pavers and ornamental grasses. Learn more at jea.com/wateringdays

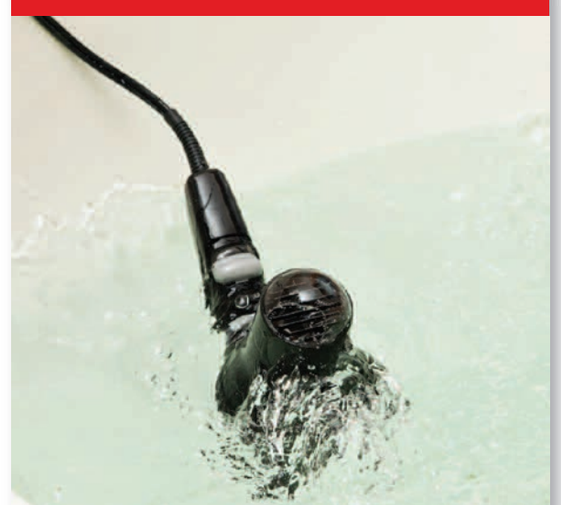
ELECTRIC RELIABILITY

The numbers are in! JEA's systematic tree trimming program designed to help reduce tree-related power outages is working. From 2013 to 2015, vegetation-related outages decreased by 30 percent, which means improved electric reliability for customers. Learn more at jea.com/reliability.

COMMUNITY INVESTMENT

Thanks to the support of local businesses, JEA employees organized a motorcycle ride in late September to help raise money for United Way of Northeast Florida. Learn more about JEA's volunteer efforts at jea.com/InOurCommunity.

ELECTRIC SAFETY



Never operate electric equipment when you are standing in even a little bit of water. Visit jea.com/electric-safety for more ways to be safe around electricity.

Protecting The Environment

Frying a turkey this Thanksgiving? Don't pour the oil down the drain! It will clog your pipes. Instead turn it into biofuel. Learn more about how and where to do this at jea.com/grease.

The Price of a Pole

As we learned during Hurricane Matthew, utility poles are the backbone of JEA's electric infrastructure. As you can see, the wooden poles found on most residential streets and the hardware attached to them, are a big investment in the city's electric infrastructure. And we haven't even gotten to our investment in concrete poles or high voltage transmission lines, yet!

An Investment in Infrastructure

$1,680
Price of a wooden pole and key hardware

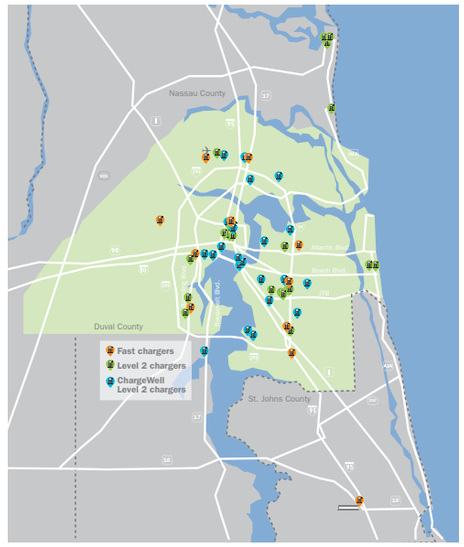
X 120,000
Number of JEA wooden poles

$201,600,000
Infrastructure Investment in Wooden Electric Poles

A Salute to Veterans

Twenty percent of JEA's workforce was – or is – in the Armed Forces. Our employees know firsthand what it means to serve our country and our customers. Watch a video salute to Northeast Florida veterans at **jea.com/veterans**.

Connect with JEA on



End EV Range Anxiety

Jacksonville has 40 public charging stations around town with more on the way. Learn more at **jea.com/electricdrive**.

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
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- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
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11/5/16
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11/12/16
It's almost the holidays and it is time to put your drain on a diet. Join us as we help you protect your pipes.

11/19/16
Did you know that inadequate insulation and air leakage are leading causes of energy waste in many homes? We'll examine all your options when it comes to insulation.

11/26/16
Winter is coming. We'll discuss how to take the chill out of your bill.

December Radio Shows

12/3/16
Winter is coming. We've got some great tips to help you get your house ready.

12/10/16
Don't let holiday decorations light up your utility costs. We've got advice.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2008.

11/16

NEWS FROM JEA

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The Backbone of JEA's Electric Infrastructure

Energy & Water Efficiency

Clothes Dryers are Big Energy Hogs.

They account for about 6 percent of your total residential energy consumption. Here are some suggestions for using your dryer more efficiently.

1. Don't overstuff the dryer. It will take longer to dry the clothes.

2. Did you know an ENERGY STAR washer can reduce dryer run times? They use faster spin speeds to extract more water from clothes, further reducing dryer time and energy use.

3. A low setting means you'll use less energy.

4. Consider buying an ENERGY STAR certified dryer, but only if you're replacing a dryer that's at least 10-years old. Sensors inside an ENERGY STAR dryer turn the dryer off when your clothes are done, helping to save energy.

5. Clean the lint trap before each use to ensure optimal air circulation.

Frying a Turkey this Thanksgiving?

Don't pour the frying oil down the drain when you're done. It will clog your pipes. Instead, turn it into biofuel. Learn more about how and where to do this at **jea.com/grease**.

Sign-up and Win!

Sign-up for JEA eBill by November 30 and you'll be automatically entered to win a new iPad Pro with its own special Apple Pencil. Enroll at **jea.com/eBill**.

Deals, Deals, Deals!

JEA's Investment Recovery Group sells items in our warehouse that we don't use anymore. These include everything from office equipment to wooden poles. We also sell refurbished equipment and old JEA vehicles at auction. In fiscal year 2015 – 2016, all these sales netted JEA more than $3.5 million, saving our customers' money. See what's for sale at **jea.com/surplus**.

Irrigation Changes with Time

Don't forget to change your irrigation schedule November 6 when Daylight Saving Time ends. The St. Johns River Water Management District says you can only water your lawn one day a week until March 12, 2017. Learn your watering schedule at **jea.com/wateringdays**

ELECTRIC RELIABILITY

JEA inspects thousands of poles every year to check for weak spots. If a pole doesn't meet our strict standards, it's replaced or reinforced. Learn more at jea.com/reliability.

ELECTRIC SAFETY

Stay away from transformers. No not the cybertrons, but the electric boxes in neighborhoods that generate power. If you see one that's unlocked or tampered with, please call us. For more ways to stay safe around electricity, visit jea.com/electric-safety.

COMMUNITY INVESTMENT

Every November, JEA employees hold a food drive. This year we'll be sending our donations to the new Beaver Street Veterans Villas Downtown part of the Clara White Mission. Learn more at jea.com/employeegiving.

Protecting The Environment

The City honored JEA with a Mayor's Environmental Award for our Reclaimed Water System. So far this year we've produced over 14 million gallons a day of the highly treated wastewater that helps preserve the Floridan aquifer. Learn more at jea.com/reclaimed.

We want to be known far and wide as the company that's "easy to do business with." That's why we're constantly updating jea.com to make sure it's as user friendly as possible. Read on to discover some of jea.com's newest and best features.

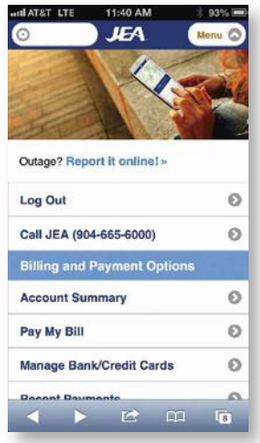
1 We've optimized the header on jea.com with you in mind so you can find the features you use the most right at the top of our website. You can:

- Pay your bill at jea.com/Pay-Online.
- Request a payment extension at jea.com/Payment-Extension.
- Schedule a payment at jea.com/SchedulePayment.

2 Did you know you can log in to your jea.com account and see a running total of your electric and water consumption, as well as your billing amount? Learn more at jea.com/tracker.

3 Through your JEA online account you can also sign up to receive emails and text alerts about your usage at jea.com/alerts.

4 What's the fastest way to report an electric or water outage? Grab your smartphone or tablet and report it online at jea.com. Simply log in and click on "Report an Outage." Select the account you need to contact us about (water, electric, sewer or reclaimed). Then use the drop down menu to select your problem. Here you can also report a broken meter box, leaky fire hydrant or a leak in the street. You can also sign up for restoration alerts, meaning we will keep you posted until your problem is fixed.



5 It's not your grandparents' electric grid anymore! Are you familiar with the term smart grid? How about smart meter? Learn all about it at jea.com/smartgrid.

Connect with JEA on

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find energy rebates at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

September Radio Shows

9/5/15
Did you know more hurricanes form in September? Let's review your plan.

9/12/15
Save time, reduce your carbon footprint, and limit your risk of identity theft by receiving electronic bills and making payments securely online.

9/19/15
JEA offers free in-home assessments and cost-effective ideas designed to help lower energy costs in your home. Join us as a representative answers your questions.

9/26/15
We're handing over the topic to our listeners. It's open mic Saturday on Q & A with JEA.

October Radio Teases

10/3/15
Join us as we observe Energy Efficiency Month.

10/10/15
Representatives from customer care will be in the studio to answer your questions.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2009.

9/15

NEWS FROM JEA

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Incandescent Bulbs
They use a lot of electricity. They generate heat. They last about 1,000 hours.

LED Bulbs
They're energy efficient. They don't generate heat. They last 30,000 hours or more.

Manual Thermostat
Remember 'set it and forget it?'

Smart Thermostat
Smart thermostats program themselves

Customer Monitored Usage w/ Bills
Monitoring usage used to mean comparing the amount of KWs used in one billing month to the same month the year before.

Customers Track Usage Daily Online
With My JEA Utility Tracker customers can check their usage daily. Some even conduct experiments like unplugging appliances to see how much they save.

Mail Your Bill
Someday this will go the way of The Pony Express.

Autopay Online
Save a stamp. Save a check. Save a trip. Pay online or put your payments on automatic.

Generated By Central Large Power Plant
Ever since Thomas Edison, power has been generated by a large coal-fired plant and sent through distribution lines to customers.

Community Solar
Large solar arrays are distributed in the community. Customers buy a piece of them and it's reflected in their billing amount.

One Way Meter
We used to send meter readers to every JEA customer to manually read the meter. It was a cumbersome process.

Two Way Meter
Today, our Meter Services Department can remotely start, stop or transfer service, and remotely read your monthly usage. It's a more accurate and timely process.

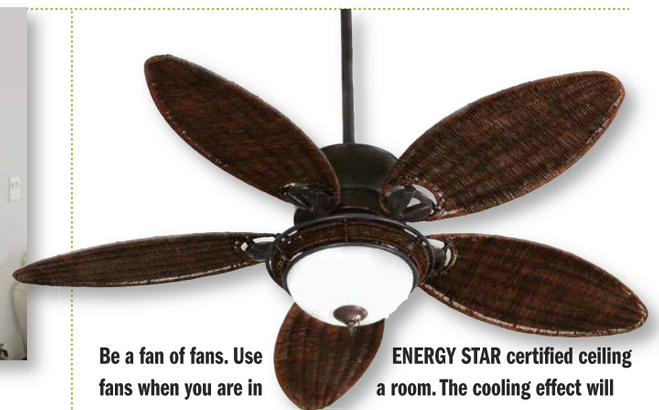
Get the Most Use Out of Your jea.com Account

Energy & Water Efficiency

How to Chill in September

You may be thinking about fall, but summer's hot temperatures aren't gone yet. Remember high temperatures don't have to mean high utility bills. Keep your cool and tame your bills this month with these easy, energy-saving ways to chill.

Use your window coverings to keep the heat out. Close the drapes and adjust the blinds. You don't have a covering on that sunny west-facing window? Consider buying one, or better yet, look into tinting those windows with window film.



Be a fan of fans. Use ENERGY STAR certified ceiling fans when you are in a room. The cooling effect will mean you can raise the temperature on your thermostat by a degree or two.

Search for air leaks around your home, especially around windows and doors. When you find them seal with caulk,foam or weather stripping. This will help keep in cool air.

Replace those heat-generating incandescent light bulbs with ENERGY STAR certified LEDs.

Maintain your cooling system by checking and changing air filters on a regular basis and by having a technician come and give your HVAC system a tune-up.

Learn more energy-saving tips at jea.com/waystosave.

ELECTRIC RELIABILITY

Chances are you haven't seen a JEA meter reader in your neighborhood in a while. That's because JEA reads electric meters remotely every day allowing us to get the most accurate reading for your bill every month. Learn more at jea.com/electric-generation.

ELECTRIC SAFETY

Make sure you know where your main electrical panel is located so you can turn off your power quickly in an emergency. For more electric safety tips go to jea.com/electric-safety.

COMMUNITY INVESTMENT

Calling all teachers! JEA's favorite alien, Reduce, loves to visit Duval County elementary schools to teach students about energy and water conservation. We have a program for Duval County middle school students, too. Learn more about both at jea.com/schoolprograms.

Protecting The Environment

Thanks to a knowledgeable team of professionals, JEA has won the state's highest award for our reclaimed water system: The David W. York Reuse Award. Reclaimed water is highly treated wastewater used only for irrigation. Its use by more than 6,000 JEA customers helps preserve the Floridan aquifer. Learn more at jea.com/reclaimed.

Help a Neighbor in Need

The Neighbor to Neighbor Fund raises thousands of dollars each year and helps hundreds of elderly, disabled, and less fortunate residents in the JEA service area keep their utilities on. Not long ago we were able to help the Thomas family keep their lights on thanks to your generous donations.

The Thomas family hopes they've hit bottom. Why? "Because after that the only place you can go is up, right?" said Deborah Thomas (not her real name) with a half-hearted laugh.

The Thomas' downward spiral took a wrenching twist last September when Deborah was laid off from her job as a grocery store clerk. Her husband was already out of work with a bad back.

"We always try and pay the rent first," said Deborah, who has two children ages 10 and 7. "It's important to keep a roof over our heads. After that we juggle."

Last September, juggling meant the utility bill did not get paid and the Thomas family lost services. For a while, Deborah said living without utilities wasn't too bad. After all, the kids were back in school and she didn't need to cook as much because they received free breakfast and free lunch and even came home some days with backpacks full of surplus food.

"We lit candles in the evening so the kids could do their homework," she said. "Our neighbors let us use their bathroom to wash up." Her husband wanted to run an extension cord from the neighbor's mobile home, but fearing a fire (and possible theft charges if caught) Deborah said no.

By November, Deborah found part-time work at a fast food restaurant, but still had to juggle to pay all the bills. With the temperatures dropping, she called United Way's information and referral number, 2-1-1, looking for financial assistance to help get the utilities back on.

Deborah filled out the necessary paperwork and learned she qualified for a voucher. The money came from JEA's Neighbor to Neighbor program, which is funded solely by JEA customers who give as little as $1.00 extra when they pay their JEA bill every month.

Deborah sees the money as a true gift. "Now that we have electricity I can put up a tree. The kids are gonna have a good Christmas this year," she said.

Please consider donating to JEA's Neighbor to Neighbor program. You can sign up to participate at jea.com/neighbor. Or simply check the appropriate box on your paper bill and designate the amount you'd like to give. Your donation is totally tax deductible and we'll send you a tax statement at the end of the year. From all of us at JEA, thank you for helping a neighbor in need.

Connect with JEA on

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find energy rebates at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

December Radio Shows

12/5/15
We're talking rates. Join us as our rate experts answer your questions.

12/12/15
Don't let your utility bill take the fun out of the holidays. We'll share some cost-saving tips.

12/19/15
JEA's website, jea.com, is more than just a place to visit. Learn about all the things you can do when you go online.

12/26/15
Get charged up about electric vehicles in Jacksonville.

January Radio Shows

1/2/16
It's time for a cold weather checkup. We'll go over tips to keep your energy use from heating up.

1/9/16
Join us as a JEA arborist and forester answers your questions about trees and JEA.

Missed a show? You can listen to it online at jea.com/radioshows.

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12/15

NEWS FROM JEA

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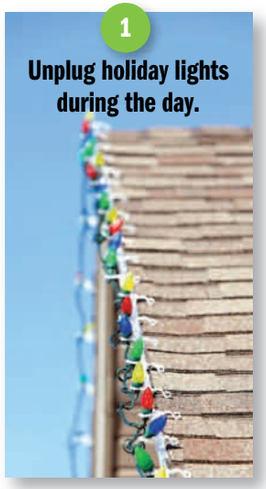
JEA's Neighbor to Neighbor Fund

Energy & Water Efficiency

12 Days of Energy Savings for the Holidays

1
Unplug holiday lights during the day.



2
Set holiday lights on a timer.

Reduce the holiday light display out front.

3

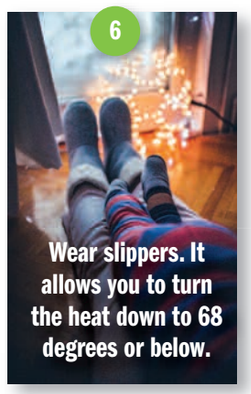
4

Use LEDs for your holiday light display.

5

Make your crockpot your best friend during the holidays.

6



Wear slippers. It allows you to turn the heat down to 68 degrees or below.

7
Install a motion sensor light in your kitchen pantry.

8
Give plants that don't require a lot of water.

9

Always use the air-drying function on your dishwasher.

Save energy. Make hot chocolate in your microwave instead of on your stovetop.

10

11
Rain barrels make a great gift. Buy through your local extension office and save.

12
Wash only full loads in your dishwasher.

Learn more energy-saving tips at jea.com/waystosave.

ELECTRIC RELIABILITY

JEA spent $712,000 refurbishing the foundations of high voltage transmission towers in the Intracoastal Waterway in fiscal year 2015. This infrastructure reliability project should be completed by the end of next year. Visit jea.com/reliability for more.

COMMUNITY INVESTMENT

JEA employees organized a golf tournament at St. Johns Golf and Country Club to raise money for United Way of Northeast Florida. Learn more about our employee fundraising and giving efforts at jea.com/InOurCommunity.aspx.

ELECTRIC SAFETY

EnergyStar qualified light strings are cool to the touch when in use thus reducing fire risk. For more electric safety tips visit jea.com/electric-safety.

Protecting The Environment

Leave the gas behind. Zoom into 2016 with a new electric vehicle! JEA provides incentives to residential electric customers for purchase or lease of a new plug-in electric vehicle. Learn more at jea.com/electricdrive.

continued from front

JEA's Neighbor to Neighbor Fund provides financial assistance to people who need help paying their utility bill. Here are two stories about how the fund assisted people in our community this year.

Theresa

Theresa never dreamed she'd end up like this.

"I've had one thing wrong with me after another," said Theresa, 72, who's been hit with several illnesses including colon cancer, now in remission. Theresa doesn't know where she'd be without her monthly social security check – $1,255. It's the only money she has coming in.

That money ran out last spring when a large tree limb fell on Theresa's Arlington home, forcing her to pay for repairs that left her two months behind on her JEA bill.

Desperate, Theresa called United Way's 2-1-1 service and was put in touch with the administrator of JEA's Neighbor to Neighbor Fund. Money for the fund comes from thousands of JEA customers who sign up to contribute a few dollars every month when they pay their bill.

Theresa met the screening criteria and Neighbor to Neighbor was able to help her keep her lights on. "I don't know where I'd be if my power got cut-off," she said.

Alice

Alice started looking for work the day after she was laid off from her job with a health organization. Despite the setback, Alice felt optimistic about her chances for landing a new position – after all she had experience and a good track record. "I called everyone I knew, asking if they had heard of any openings," she said.

Still, Alice was forced to go on unemployment and borrow from friends and family. She fell two months behind on her JEA bill. "My mother who's 92 lives with me," Alice said. "There was no question. I needed to keep the lights on."

She called United Way at 2-1-1. Because she met the screening criteria Neighbor to Neighbor helped bring her bill up to date.

Persistence paid off for Alice who landed a new job not long ago. Now she's counting her blessings. "I am just so thankful Neighbor to Neighbor was able to help me and my mother," Alice said. "I hope I'm never in that situation again."

Please consider signing up for Neighbor to Neighbor to help folks like Theresa and Alice through a time of crisis. All contributions are tax-deductible. JEA collects the money and sends it directly to United Way's administrating agency to distribute. If you'd like to contribute you can give a lump sum or a designated amount – as little as $2.00 every month. We'll automatically add it to your bill and send you a tax statement at the end of the year. Call 665-6000 or go to jea.com/neighbortoneighbor to sign up.

The Thrill of Victory

JEA's Journeyman Lineman Team of Mike Corbitt, Robert Hess and Brian Gregg won the **World Championship** Oct. 19 at the **30th Annual International Lineman's Rodeo** in Bonner Springs, KA. They beat 200+ teams from all over the world to bring home the top prize. They also placed first in the Municipal Overall category. A second JEA team – Greg Johnson, J.J. Sabo and Dan Prescott – came in second in that same category. JEA Apprentice David Poncher also won big. He took Fourth Place in the Apprentice Mystery Event.

JEA Products and Services

- Go paperless and sign up for JEA's **eBill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

December Radio Show

12/7/13
Tune in for helpful hints to keep holiday decorations and guests from draining your electricity and water budget.

12/14/13
Did you know that if you pay income tax, you can get tax credits for going green? Join us as we review 2013 incentives.

12/21/13
Have you been to jea.com lately? Wait until you hear all the improvements that have been made to help you.

12/28/13
Learn how you can help those struggling to pay their utility bill through our Neighbor to Neighbor program.

JEA Savings Coach on CW17's "Ready. Set. Home."
12/1/13 & 12/8/13 @ 11:30 a.m.

Do you know how to select the correct HVAC filter for your HVAC system? JEA's Savings Coach will show you how. Join us!

NEWS FROM JEA

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Facebook.com/NewsFromJEA

JEA's Neighbor to Neighbor Fund Donations Well Spent

Energy & Water Efficiency

We couldn't let the year end without another quiz to test your energy efficiency savvy. Ready? Set? Go!

1. **What actions should you take this winter to save money your utility bill?**
   A. Have your heating and cooling system serviced by a licensed professional.
   B. Make sure you only increase your thermostat 1 to 2 degrees at a time to prevent the heat strips from coming on.
   C. Air seal around your windows and doors. If you see light it isn't tight!
   D. All of the above
   Answer: D. All the above! Do any or all of these tips to help keep your utility bill down this winter.

2. **How much more expensive is it when the heat strips in your heat pump go on?**
   A. 2 times more
   B. Exactly the same
   C. 4 times more
   D. 3 times more
   Answer: D. 3 times more expensive. Make sure you only increase your thermostat 1 or 2 degrees at a time to limit the amount of times that "auxiliary" or "emergency" heat comes on.

3. **What temperature does JEA recommend you set your thermostat at in the winter?**
   A. 75F
   B. 70F
   C. 68F
   D. 69F
   Answer: C. 68 degrees is our recommendation for energy efficiency. In fact, raising that temperature just one degree can result in a 5 percent increase in your electric bill.

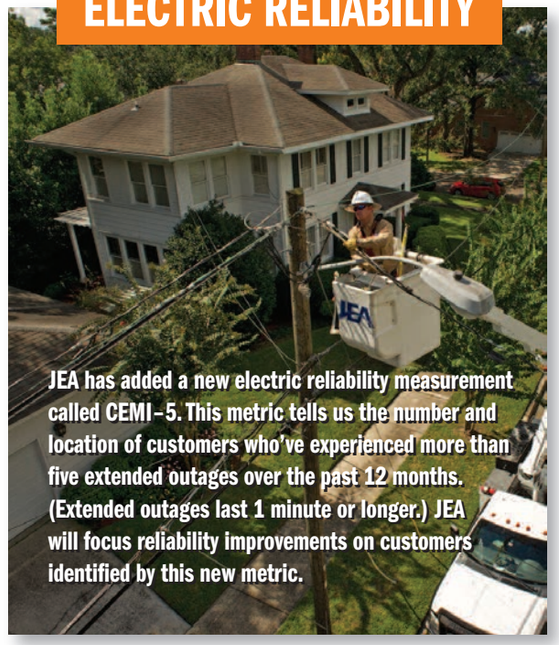
4. **How much electricity do you think the average JEA customer uses each month?**
   A. 84 kWh
   B. 200 kWh
   C. 1 megawatts
   D. 950 kWh
   Answer: D. The average household consumes about 950 kWh of energy each month.

5. **Which state uses the most electricity in terms of residential utility sales?**
   A. Florida
   B. Texas
   C. New York
   D. California
   Answer: B. Texas. Everything is bigger in Texas! Florida comes in second.

0 – 2 correct – Bah-humbug
3 – 5 correct – Ho, Ho, Ho!

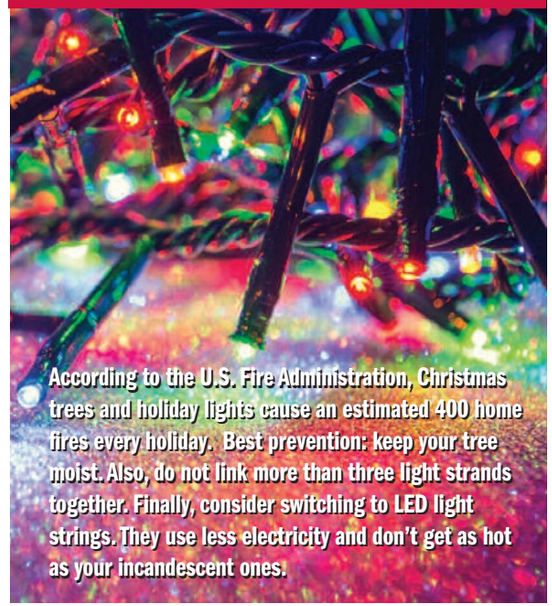
For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

ELECTRIC RELIABILITY



JEA has added a new electric reliability measurement called CEMI–5. This metric tells us the number and location of customers who've experienced more than five extended outages over the past 12 months. (Extended outages last 1 minute or longer.) JEA will focus reliability improvements on customers identified by this new metric.

ELECTRIC SAFETY



According to the U.S. Fire Administration, Christmas trees and holiday lights cause an estimated 400 home fires every holiday. Best prevention: keep your tree moist. Also, do not link more than three light strands together. Finally, consider switching to LED light strings. They use less electricity and don't get as hot as your incandescent ones.

COMMUNITY INVESTMENT

Christmas vacation is a great time to take your kids to MOSH – Jacksonville's Museum of Science & History where the whole family can enjoy a new exhibit called JEA PowerPlay: Understanding Our Energy Choices. Be sure and leave extra time for the Extreme Science show in the fully renovated JEA Science Theater. Visit www.themosh.org for a holiday schedule.

Protecting The Environment

JEA has identified 354 sites where the wastewater pipes tend to gather grease and other debris. We regularly clean these sites to prevent back-ups and sanitary sewer overflows. In FY2013, we had 31 reportable sanitary sewer overflows – down from 2012 when there were 33 and considerably lower than 2007 when there were 79.

Will you help?

Simply designate an amount to be added to your bill each month—as little as $2.00 monthly.

We collect the money and give 100 percent of it directly to United Way of Northeast Florida's administering agency. That agency screens all applicants and gives it to those who qualify—people like Gibson Gilroy.

"I never thought I'd be depending on social security to get by," Gilroy said. "But I'm glad it's there. I'm sure glad the Neighbor to Neighbor program is there, too. It helped me get back on my feet."

You can sign up to participate in Neighbor to Neighbor at jea.com/neighbor. Or, simply check the appropriate box on your paper bill and designate the amount you'd like to give. From all of us at JEA, thank you for helping a neighbor in need.

Connect with JEA on

JEA's Neighbor to Neighbor Program

For Gibson Gilroy (not his real name) living on a fixed income means getting by on a monthly social security check. Payday for this 74 year old comes early in the month when his check for $1,269 arrives electronically in his savings account.

Gilroy lives frugally. He rents a small apartment in Springfield for $500 a month and walks or takes the bus everywhere he goes. At least that used to be the case. In July, Gilroy had a stroke. Medical bills and taxi rides began piling up. Gilroy quickly spent his small savings.

A month later when he got his JEA bill for $190, Gilroy didn't have enough money to pay it. He called 2-1-1, the emergency number for United Way of Northeast Florida and United Way referred him to the agency that administers JEA's Neighbor to Neighbor program. "They paid it for me," Gilroy said, with a sigh. "It was a big, big help."

In the 26 years since the Jacksonville City Council approved legislation creating JEA's Neighbor to Neighbor program to offer a helping hand to a neighbor in need, summer has traditionally been the time of the year when it's needed most. January is the second busiest time of the year.

"The temperatures drop in December and people tend to use their heat at that time. Most people also spend a little extra on their children that month because of the holidays," said Debbie Moore, Director of Development for United Way's administering agency. "So in January budgets that are already stretched to the limit may not include enough to pay the electric bill."

JEA will never call you demanding to perform a home energy audit. Learn more about this scam at jea.com/scams. And if you want to sign up for a free JEA home assessment, call us at (904) 665-6000.

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Learn more at **jea.com/easy**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center.
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find savings on energy efficient products at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

December Radio Topics

12/6/14
Light up your house not your utility bill during the holidays. Learn how to brighten the holidays while dimming the costs.

12/13/14
Do you have a question about your account or your statement? A customer care expert will be here to answer your questions.

12/20/14
Have you been to jea.com lately? We've improved our website and made it easier for you to do business with us.

12/27/14
You asked for it and now we have them. Learn about JEA rebates for plug-in electric vehicles.

January Radio Topics

1/3/15
It's time for a cold weather checkup. We'll go over tips to keep your energy use from heating up.

1/10/15
Join us as a JEA arborist and forester answers your questions about trees and JEA.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers today pay less for utility services today than they did in 2009.

12/14

NEWS FROM JEA

Follow us on Twitter
@NewsfromJEA

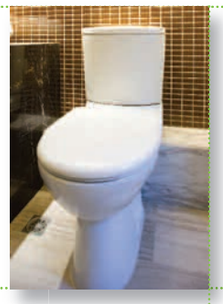
"Like" us on Facebook
Facebook.com/NewsFromJEA

When a financial emergency leads to a budget shortfall, JEA's Neighbor to Neighbor Program can help.

Energy & Water Efficiency

You've heard of the 12 Days of Christmas? Here are 12 days of Energy and Water saving projects that will give back long after the holidays are gone.

1. **Check your toilets.** If they make noise when not being flushed, you could have a leak. Go to jea.com/waystosave to learn more.



2. **Use rebates to change incandescent light bulbs to CFLs or LEDs.** Visit jea.com/lighting-rebates.

3. **Read up on energy and water efficiency. Check out a JEA Home Energy and Water Evaluation kit from your local library.**

4. **Check all faucets** in your home or condo and fix any leaks if you have them.

5. **Test the door gaskets on your refrigerator/freezer.** Place a dollar bill or a piece of paper between the seal and the refrigerator and close the door. Pull the paper out. You should feel tension as you pull. If not, the seal may need to be replaced.

6. **Save energy: make chili in your crockpot** instead of on your stovetop.

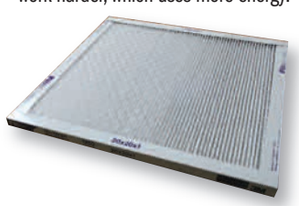
7. **Set water heater at 120°** to prevent burns in accordance with CDC recommendations

8. **Use your microwave** instead of the stove when possible.

7. **Turn off ceiling fans when you leave a room.** Fans cool people not rooms.

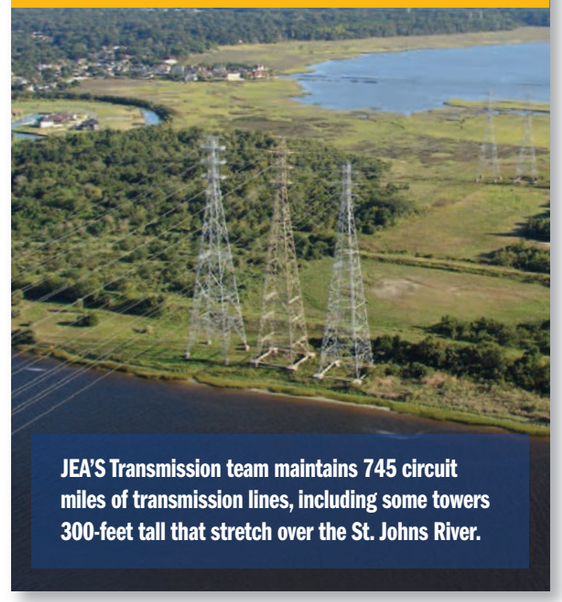
10. **Turn off lights when not in a room and save on your energy bill.**

11. **Change your air filter every month.** A dirty air filter makes your HVAC system work harder, which uses more energy.



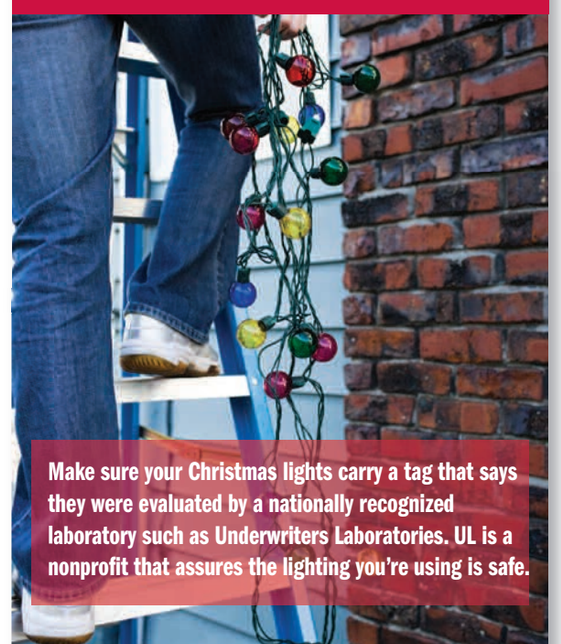
12. **Install a low-flow showerhead** and save water.

ELECTRIC RELIABILITY



JEA'S Transmission team maintains 745 circuit miles of transmission lines, including some towers 300-feet tall that stretch over the St. Johns River.

ELECTRIC SAFETY



Make sure your Christmas lights carry a tag that says they were evaluated by a nationally recognized laboratory such as Underwriters Laboratories. UL is a nonprofit that assures the lighting you're using is safe.

COMMUNITY INVESTMENT

Area middle and high school students learned about engineering and water professions during the Fourth Annual Model Water Tower competition at UNF sponsored in part by JEA and the Florida section of the American Water Works Association. Student-built water towers were judged on cost, hydraulics, structure and design and prizes were given to the winners.

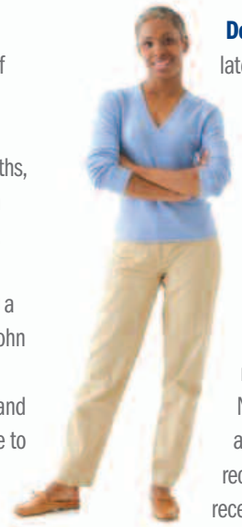
Protecting The Environment

Because it's good for the environment and the bottom line, JEA refurbishes many older transformers to almost new condition and puts them back into service. Total savings from this project in FY14: $585,000.

continued from front

Lorenzo Williams and his wife are in their early 30s and have a 12-year-old daughter named Tamika. The family was homeless and living at the Sulzbacher Center for four months when Lorenzo got a job. The job meant the family needed to move from the shelter to permanent housing. They had money saved to pay moving costs and their first month's rent, but there was nothing left after that to put down for a utility deposit. After applying for assistance from the Neighbor to Neighbor program, the family received financial help to pay their deposit. As social service experts like to say, this family is now "stably housed."

Janet and John McKenzie are a blended family with a combination of four children from their previous relationships. They also had another child together, Ashley Grace, 10 months, bringing their total to five When John hurt his back he was put out of work and under a doctor's care. The only household income was Janet's $260 a week child support payment. Once John was released to return to work, his employer told him he was a liability and he lost his job. John hasn't been able to find work since and neither had Janet—until recently. The couple borrowed from family members to help pay their household bills and will begin receiving food stamps shortly. Neighbor to Neighbor paid this family's utility bill one month in order to keep everyone together and "stably housed."



Denise Bond is in her late 50s. She's disabled, single and living on a fixed income. In early June Denise's air conditioner went out and she spent $424 to fix it, leaving Denise no money to pay her utility bill that month. She called Neighbor to Neighbor and after providing receipts for the repairs, received funding to pay her June bill, thus keeping Denise "stably housed."

Please consider making a $2 monthly donation to JEA's Neighbor to Neighbor Fund. Simply check the Neighbor to Neighbor box on your JEA bill and add the amount to your payment. Or you can make a one-time donation at jea.com. One hundred percent of your contribution will be used to help pay a utility bill or deposit for a carefully screened neighbor who's hit a rough spot.

The Prosperity Fund

And while you're at it, please consider donating to The Prosperity Fund, too. This fund helps needy students pay for college classes at UNF, FSCJ, EWC and JU. The fund operates just like Neighbor to Neighbor—JEA collects the money and fund managers disperse it. You can donate to The Prosperity Fund, just like you donate to Neighbor to Neighbor—check the box on your bill and add the amount to your payment. Or you can make a one-time donation at jea.com. One hundred percent of your contribution will be used to help a needy student attend college.

PROSPERITY SCHOLARSHIP FUND

JEA Products and Services

- Let **MyBudget** take the weather-related monthly variation out of your bill.
- Go paperless. Sign up for JEA's FREE **ebill** to receive your bill electronically by email. You'll receive an alert two weeks before you bill is due to remind you to check your email.
- Pay **online** at jea.com, **by phone** at 665-6000, **in person** at JEA's Downtown Office, **by mail**, or at more than **140 JEA-authorized payment locations** including Winn-Dixie stores and Tax Collector Offices.
- Pay by automatic deduction from your checking account. Pay by debit card or credit card.*
- Sign up to receive an alert when your payment posts to your account.
- Soon: pay by mobile web
- Soon: JEA **MyWay**, a prepaid service option

*There's a $4.95 fee for each $400 amount charged to your credit card.

You want to save money. We want to help.
Join us for **Q&A with JEA** on News/Talk Radio **WOKV, AM 690 & 106.5 FM**. Saturday afternoons at 1 p.m.

December Radio Topics

12/1/12
How much does that new game console really cost? We'll talk about the true costs of electronics.

12/8/12
Tune in for helpful hints to keep holiday decorations and guests from draining your electric and water budget.

12/15/12
Ever wonder what we're up to in your neighborhood? Find out more about JEA's improvement projects.

12/22/12
It's time to take out your JEA bill. We'll go through it together.

12/29/12
Does a ceiling fan really cool the air? Get the facts on myths and misunderstandings.

January Radio Topics

1/5/13
Rules and regulations. We will discuss the impact these have on your electric, water and sewer bill.

1/12/13
What does a squirrel have to do with your electric service? You will be surprised. Tune in to hear what we are doing to improve reliability.

1/19/13
It's good to have choices. JEA has several billing and payment options to allow you to decide what works best for you and your busy life.

1/26/13
A high bill can be frustrating. We will discuss the most common reasons for high utility bills and what you can do to start saving now.

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

JEA's Neighbor to Neighbor program helps scores of families who've fallen on hard times pay a utility bill once every 13 months. By charter, we cannot fund the program, but we can collect your donations and give them to a United Way agency for distribution. We want you to know how your donations have helped those in need. Here are three of their stories. Their names have been changed, but their stories are very real.

continued

Energy & Water Efficiency

Be strategic when making costly energy and water efficiency upgrades to your home or business. For instance, it's probably not a good idea to invest in expensive solar panels just yet, if you haven't invested in a good, thick blanket of insulation in your attic – one that's at least 10 inches deep when measured with a ruler.

Here's a checklist to help you protect yourself from fraudulent and unlicensed contractors when making energy and water efficiency upgrades to your home or business.

- ☐ Stay away from products or services that sound too good to be true such as insulating paints, black box devices or power factor correction equipment, all of which claim to save lots of energy.
- ☐ Research BEFORE buying to get a realistic expectation of the efficiency savings.
- ☐ Find a licensed professional. Local trade associations can help. Never allow an individual who just shows up at your door to do repairs or renovations to your home. Obtain a referral from someone you know and trust.
- ☐ Get a minimum of three quotes from licensed contractors. Make sure everything you want done is written out in each quote.
- ☐ Ask for and CALL the contractors' references.
- ☐ As the homeowner, never pull a permit for work the contractor will perform.
- ☐ Never pay in advance for work, and never pay for services or products you haven't seen yet.
- ☐ If you don't think you're qualified to review the finished work, hire a professional – like an energy auditor – to do it for you.

Did you know? Thirty-five to forty percent of the drinking water JEA pumps from the Floridan Aquifer and delivers to your home every day is used to water lawns, shrubs and plants. The more we use on our yards, the less that's available for other Florida ecosystems, including our natural springs. Winter is a good time to turn your thirsty yard into a more Florida friendly place.

Here's a checklist to help you create a yard that's more heat and drought tolerant.

- ☐ Add two to three inches of mulch around your plants and shrubs to keep moisture in the soil and help prevent weed growth.
- ☐ Consider planting some ground cover instead of grass in parts of your lawn and more native flowers, too. Go to www.floridayards.org and search its database to find native plants that will grow well in your neck of the woods.
- ☐ Put your lawn on a water diet. Irrigate only when necessary, not because it's your designated day to water under water restrictions. And remember, irrigation is only allowed one day a week during winter. For more on the area's water restrictions go to jea.com and type "Water Restrictions" in the search box. Click on Fact Sheets.
- ☐ How do you know if your grass needs water? Walk around your lawn. If your footsteps leave footprints, give your grass a drink.
- ☐ Use fertilizer with slow-release nitrogen to reduce application frequency. This means less nitrogen runoff to damage our waterways.
- ☐ Recycle your grass clippings and leaves right in your own backyard. It's a natural way to fertilize and it reduces the impact on our landfills.

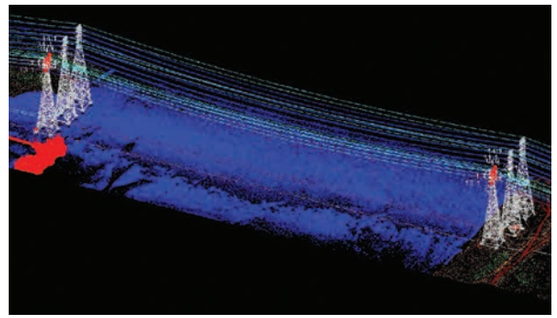
For more efficiency information visit the Ways to Save section at jea.com or contact the Efficiency Coach via email at conservation@jea.com.

ELECTRIC RELIABILITY

JEA's Northside Generating Plant has been awarded the "Top Plant Award" from Power Magazine for improving its original boiler design. One big improvement was finding a way to prevent ash "agglomeration." When ash "agglomerates" it turns into a concrete substance inside the boilers, forcing a shutdown. JEA's engineers realized the key to preventing ash agglomeration was twofold: use an improved fuel blend and create better airflow control around the boilers. The improvements saved us all $80 million because we didn't have to modify the boilers, as well as $20 million a year in operating costs. The Northside plant is now considered one of the best-in-its-class worldwide.

ELECTRIC SAFETY

JEA is using a new technology called LIDAR to map our transmission lines with GPS accuracy. With LIDAR we can make certain all the lines meet proper clearances. We inspect our transmission lines and their accompanying structures on a recurring, two year cycle. It's just another way we're keeping you safe and enhancing our electric reliability.



COMMUNITY INVESTMENT

Customer Care Consultant Margaux Glover joined dozens of additional JEA employees to sort donated food at Second Harvest North Florida during United Way's Day of Caring. JEA employees are proud to participate in and give back to the community we serve. We also raise more than $400,000 every year for United Way through pledge drive donations.

Protecting The

Environment

Did you know JEA recycles nutrients from wastewater into fertilizer? The product is called GreenEdge® and it's sold at ACE Hardware stores or Amazon.com. For more information visit: Green-Edge.com.

JEA's Light it Forward Award

Local agencies provided more than $2.6 million in utility bill assistance to JEA customers in need in 2017. To recognize the people behind the scenes who make this happen every year, JEA created the **Light it Forward Award**. It honors employees who go above and beyond to help low-income customers seeking utility bill assistance. This is the first year of the award and these are its first recipients.

Phyllis Kennebrew, Customer Service Specialist, ElderSource

Phyllis Kennebrew is so personable she often makes friends with the seniors she helps through ElderSource. "I think they think I'm they're daughter," she said laughing. "Some call me once a month to check on me." EldersSource is a nonprofit that helps the aging and disabled in a crisis. Phyllis was nominated for this award by her supervisor because of her compassion and hard work.

Alice Davis, Housing Case Manager, Northeast Florida AIDS Network

Alice Davis helps clients who are HIV-positive secure federal funding to pay their mortgage or rent and utility bill. "Sometimes they have to choose between the lights and eating," she said. "They must eat, so the lights get so far behind they need help. And that's what I do." Alice was nominated for this award by the nonprofit's executive director because she provides the best care she can for people living with HIV in Jacksonville.

Cynthia Robinson, Clerical Support, COJ, Emergency Home Energy Assistance Program

Cynthia Robinson is determined to take care of the senior citizens she comes in contact with by making sure they get the resources they need to pay their JEA bill. She processes vouchers for seniors in crisis—elderly JEA customers with double bills that are close to disconnection. Cynthia's supervisor nominated her for this award because of her great compassion, dedication and love for the seniors she serves.

Will You Consider Helping a Neighbor in Need?

Please consider donating to JEA's Neighbor to Neighbor program to help a neighbor in need keep their lights on. You can sign up to participate at **jea.com/neighbor** or simply check the appropriate box on your paper bill and designate an amount you'd like to give. Your donation is totally tax deductible—we'll send you a statement at the end of the year for tax purposes. Thank you!

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JEA Products and Services

- Take advantage of all we offer. Sign up online: jea.com/register
- Find payment locations: jea.com/paymentlocations
- No more paper bills. Sign up online: jea.com/ebill
- Pay by debit or credit card: Convenience fees (charged by card payment vendor): Payments up to $500: $2.20 $500.01–$1,000: $4.40 $1,000.01–$10,000: $9.95
- JEA MyBudget helps manage your monthly bills. jea.com/mybudget
- Pay your bill automatically: jea.com/autopay
- Find rebates on home energy upgrades: jea.com/rebates
- Pay online at jea.com
- Help a neighbor in need: jea.com/neighbor
- Pay by phone: 665-6000

Backflow preventers help protect the public drinking water supply from contamination. Learn more about getting yours inspected at jea.com/backflow.

A community-owned, not-for-profit public power utility

12/17

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook
Facebook.com/NewsFromJEA

JEA's Light it Forward Award

Energy & Water Efficiency

Traveling over the holidays? Be sure and use JEA's Top Four Tips for Holiday Travelers

1. Turn off your electric water heater at the breaker and save. Turn off your water softener, too.

2. If you have a programmable thermostat,set it for vacation mode. Otherwise, turn your thermostat way down to prevent the unit from running as much.

3.Turn off the main water supply at the street. This may not save water or energy, but it could save loss of property.

4. Unplug things like gaming consoles, computers, printers, Wi-Fi Routers, cable/DVR boxes, battery chargers, entertainment centers, etc. to save on phantom loads.

St. Johns River Power Park Decommissioning

The St. Johns River Power Park (SJRPP) is set to be decommissioned next month. The power park is jointly owned with FPL and has reliably served JEA and FPL customers for 30 years. By closing it, JEA will save $50 million a year, money that will give JEA more financial resiliency to keep rates stable for customers, and fund capital projects benefiting the entire community. Closure will decrease JEA's carbon footprint by 30 percent and reduce the amount of nitrogen released into the St. Johns River. JEA plans to sell all but 100 of the 2,000 acres surrounding SJRPP. The plant's two big cooling towers are also expected to come down.

ELECTRIC RELIABILITY

JEA's total solar capacity is now 22 MW and growing. Enjoy solar power without putting a private solar system on your roof. Learn more at jea.com/solarsmart.

ELECTRIC SAFETY

The metal coating on Mylar balloons conducts electricity. These balloons can cause power outages if they come in contact with a power line. If this happens, please do not touch the utility pole or the balloon string. They could be energized. For more tips, visit at jea.com/electric-safety.

COMMUNITY INVESTMENT

JEA employees organized a golf tournament at St. Johns Golf and Country Club to help raise money for United Way of Northeast Florida. Learn more about our employee fundraising at jea.com/employeegiving.

Protecting The Environment

Volunteers from JEA's Environmental Group will join forces with the Duval Audubon Society to count birds at the Northside Generating Station December 30. It's all part of Audubon's annual Christmas Bird Count. Last year, volunteers counted 26 species at NGS—from the American kestrel to the wood stork. For more on JEA's environmental efforts, go to jea.com/environment.

JEA's Neighbor to Neighbor Fund

Florence Layton used to get a sick feeling every month watching her bills pile up on the kitchen counter because she knew she couldn't pay them.

The money in JEA's Neighbor to Neighbor Fund comes solely from JEA customers who give as little as $1.00 extra when they pay their JEA bill every month.

Back when she worked full time, Layton (not her real name) paid her bills on time, but a car accident left her without a car and a bad back. She lost her job and went on unemployment. Now, Layton works part time at a convenience store near her home and she's able to pay her rent, buy food and pay the utility bill.

The Reversal

In part, Layton credits JEA's Neighbor to Neighbor Fund for helping her turn things around.

Layton needed the fund's assistance before starting her new job. She called United Way's information and referral number, 2-1-1, and was directed to the agency that administers JEA's Neighbor to Neighbor Fund. After filling out some paperwork, Layton qualified for a Neighbor to Neighbor Fund voucher that paid her utilities for one month.

The money in JEA's Neighbor to Neighbor Fund comes solely from JEA customers who give as little as $1.00 extra when they pay their JEA bill every month. Layton now happily contributes $1.00 a month.

Please consider donating to JEA's Neighbor to Neighbor Fund. You can sign up to participate at jea.com/neighbor. Or simply check the appropriate box on your paper bill and designate the amount you'd like to give. Your donation is totally tax deductible and we'll send you a tax statement at the end of the year. From all of us at JEA, thank you for helping a neighbor in need.

Connect with JEA on

JEA Products and Services

- Take advantage of all we offer. Sign up at jea.com/register.
- Find payment locations at jea.com/paymentlocations
- No more paper bills. Sign up up at jea.com/ebill.
- Pay by debit or credit card. (There's a $2.20 convenience fee for payments up to $500. The fee for payments $500.01 – $1,000 is $4.40. The fee for payments $1,000.01 – $10,000 is $9.95. Fees charged by vendor who handles card payments.)
- JEA MyBudget helps manage your monthly bills. jea.com/mybudget
- Pay your bill automatically. jea.com/autopay
- Pay online at jea.com.
- Find rebates on home energy upgrades. jea.com/rebates
- Pay by phone at 665-6000.
- Tough times call for generous neighbors. jea.com/neighbor

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

December Radio Shows

12/3/16 **Winter is coming.** We've got tips for getting your house ready.
12/10/16 **Don't let your holiday decorations** light up your utility costs.
12/17/16 **How does JEA determine its rates?** We'll hear from the experts.
12/24/16 **It's electric!** Get plugged in on plug-in electric vehicles.
12/31/16 **We'll explain billing and payment options** for your new year.

January Radio Shows

1/7/17 **Take the guesswork out of your monthly bill** with JEA MyBudget.
1/14/17 **A JEA arborist and forester answers your questions** about trees and JEA.

Missed a show? You can listen to it online at jea.com/radioshows.

A community-owned, not-for-profit, public power utility. 12/16

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook
Facebook.com/NewsFromJEA

JEA's Neighbor to Neighbor Fund

Energy & Water Efficiency

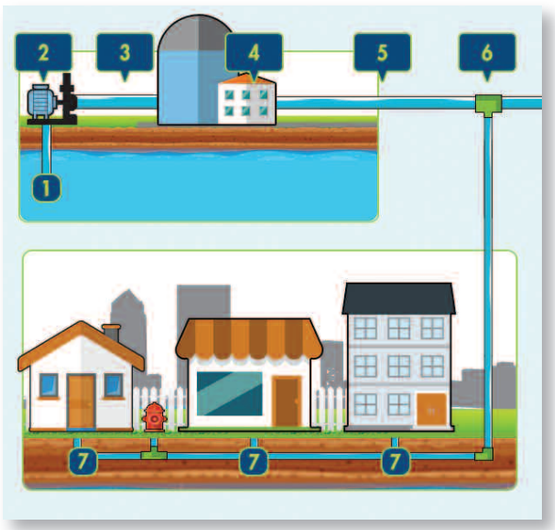
Water Efficiency

December is the time of year when the need to water our lawns decreases, but the desire to take long, hot showers increases. After all, we are Floridians and December mornings can be chilly! With this in mind, we've got some winter water tips:

For more water saving tips, visit **jea.com/ways_to_save**.

Watch for leaks and drips. A dripping faucet or running toilet can add up over time. Don't overlook routine maintenance.

Cheers from JEA, Straight from the Tap!



1. The Floridan Aquifer is an underground river that courses through limestone formations many hundreds of feet underground. 2. Deep Well Turbine Pumps are used to draw the water from the aquifer and deliver it through 3. Well Headers. At the 4. Water Treatment Plant, the water is aerated, stored, and eventually chlorinated as needed. 5. Transmission Mains carry the potable water throughout the many miles of service area and ultimately deliver the water through 6. Distribution Mains, service connections, and water meters to our 7. Customers.

Do you know JEA's source for water is the Floridan Aquifer? With this pristine, groundwater resource stretching beneath our state, JEA customers have the good fortune of drinking from one of the best aquifers in the United States.

With a team of expert engineers, scientists and technicians on staff, JEA consistently delivers clean, safe water to our customers. And this is personal – the JEA team not only serves you, but we also live in your community. We are your friends; your neighbors.

JEA draws water from the Floridan Aquifer. Next we pass it through our water treatment facilities for minimal treatment. This treatment includes aeration to remove sulfur and the addition of a small amount of chlorine to disinfect it. Then, JEA delivers clean, safe water to your home through our distribution system. But we don't stop there. The water we deliver to you is routinely tested to ensure quality and safety, not only by JEA scientists, but also by the Florida Department of Environmental Protection (FDEP).

To learn more about our water quality please visit **jea.com/waterqualityreport**.

ELECTRIC RELIABILITY

Remember to plant new trees far from powerlines so we never have to trim them! Trees and tree limbs fall on powerlines during storms and cause outages. More at jea.com/treetrimming.

ELECTRIC SAFETY

Overloaded sockets cause fires, often during the holidays. For more electric safety tips visit jea.com/electric-safety.

COMMUNITY INVESTMENT

Each year, JEA work groups Adopt-a-Family for the holidays. The families are provided by local nonprofits. JEA employees buy gifts and toys on the families' wish list to help make their holidays bright. For more on our Employee Giving Program, go to jea.com/employeegiving.

Protecting The Environment

As you cook for friends and family over the holidays, remember to pour grease into a container and dump it in the trash or recycle it. Don't pour it down the drain. It will clog your pipes. More at jea.com/grease.

Two years ago, Denise Torres, owner of Comfy Soles on Beach Boulevard, put her home utility account on JEA MyBudget. She was so pleased with the way the program allowed her to pay about the same amount on her JEA bill every month, she soon signed up her shoe store, which sells comfortable shoes she calls a treat for your feet.

Is JEA MyBudget right for your business? To help you decide, send an email to mybudget@jea.com. We'll send you an estimate of what your monthly payment would be. Only small businesses in the same location for at least one year with billing amounts of less than $5,000 are eligible for the payment program.

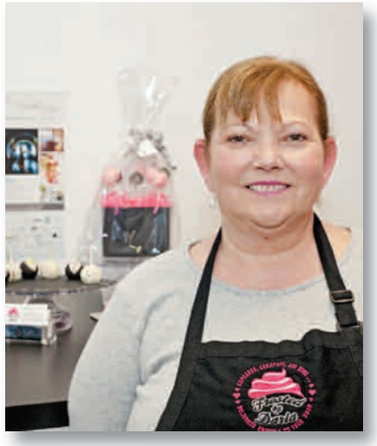
Register for JEA MyBudget by Feb. 28, 2015 and you'll be automatically registered to win a new iPad. We're giving away three of them, so sign up today and be a part of the JEA MyBudget, My iPad® Giveaway!

Connect with JEA on

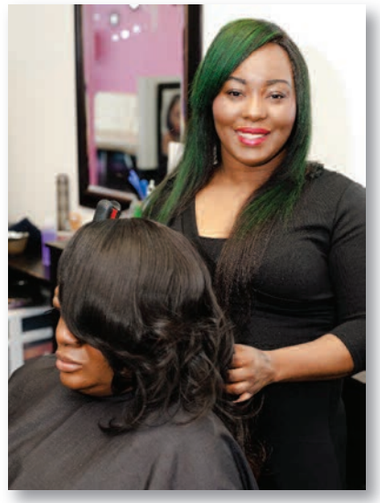
"As a small business owner it's so important to budget and be able to count on certain things, and if I can count on my utility bill being the same every month, that's one wild card I don't have to consider in my financial planning," Torres said.

Whether you have a commercial or a residential account, JEA MyBudget uses a rolling average of your last 12 bills to calculate your payment amount. Every month, JEA adds your current month's usage to your previous 11 months and divides the total by 12. The resulting total varies by just a few dollars every month.

Darla Walz couldn't be more pleased with JEA MyBudget. As the owner of Frosted by Darla, a cupcake and cake pop store on Beach Boulevard, Walz wears many hats. "And they're all covered in frosting," she said, laughing.



Walz enrolled her store utility account in the billing program last September because she thought it would help her manage her business expenses. She hasn't been disappointed.



"I know exactly what's coming my way every month," Walz said. "No surprises."

Tiffany Monae agrees. Her residential utility account was already on JEA MyBudget, when she put her business, Glam Hair Studio on Hogan Road, on the program, too. "I was looking for balance in my JEA bills," Monae said. "MyBudget helps my business a lot."

With JEA MyBudget, there's no "big bill" or "true-up" at the end of the year. However, some months payments may be higher than actual usage. That doesn't bother Denise Torres of Comfy Soles. "Because it means my bills are lower in the summer and winter," said Torres, "when I actually use more electricity. It all evens out."

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Learn more at **jea.com/easy**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center.
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find savings on energy efficient products at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

February Radio Topics

2/7/15
Keeping track of your energy and water use is as easy as the click of a button. From snapshots of daily usage, to yearly usage, to more detailed analysis of weather impacts on electric use, My JEA Tracker shows past and current information.

2/14/15
Back by popular demand – Open Mic Saturday. You choose the topic.

2/21/15
Are you plugged in on how to protect your electronics and appliances? Let us help you keep these valuables running smoothly.

2/28/15
Join us as we go line-by-line through your bill. We'll explain each item and give helpful money-saving tips.

March Radio Topics

3/7/15
Daylight Saving Time signals a time change and a change in watering restrictions.

3/14/15
Become LawnSmart with this free JEA program offered to JEA customers with irrigation systems.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers today pay less for utility services today than they did in 2009.

2/15

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

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Facebook.com/NewsFromJEA

If the Shoe Fits....

Energy & Water Efficiency

Give Your Home an Energy Makeover

JEA's Home Energy and Water Evaluation Backpacks offer a great DIY way to make your home or office more energy and water efficient. The backpack contains tools, worksheets and easy-to-follow instructions to help you give your home an energy and water makeover. Simply check out a backpack at any branch of the Jacksonville Public Library, Nassau County Public Library, or the Ponte Vedra and Bartram branches of the St. Johns County Public Library. All you need is an up-to-date library card.

We also offer free workshops to show you how to use the tools in the backpack. Find a date, time and location that works for you.

Sat. Feb. 21
10:30 a.m. – 11:30 a.m.
Southeast Regional Branch
Room A
10599 Deerwood Park Blvd.
Jacksonville, FL 32256

Wed. Feb. 25
3:00 p.m. – 4:00 p.m.
Ponte Vedra Branch, KIDS WORKSHOP
Conference Room
101 Library Blvd.
Ponte Vedra Beach, FL 32082

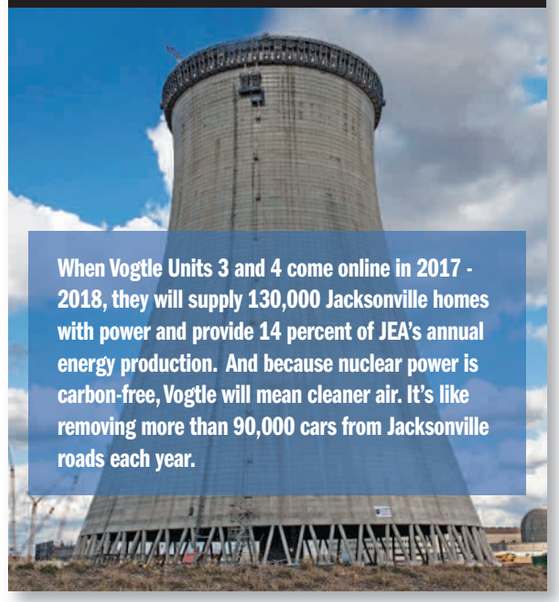
Sat. Mar. 7
10:30 a.m. – 11:30 a.m.
South Mandarin Branch
Conference Room
12125 San Jose Blvd.
Jacksonville, FL 32223

Tues. Mar. 24
5:00 p.m. – 7:00 p.m.
Yulee Branch/FSCJ Nassau Center
Table at front entrance
76346 William Burgess Blvd.
Yulee, FL 32097

Wed. Apr. 15
3:00 p.m. – 4:00 p.m.
Bartram Trail Branch, KIDS WORKSHOP
Multipurpose Room
60 Davis Pond Blvd.
Fruit Cove, FL 32259

Sat. Apr. 18
10:30 a.m. – 11:30 a.m.
Highlands Branch
Room A
1826 Dunn Avenue
Jacksonville, FL 32218

ELECTRIC RELIABILITY

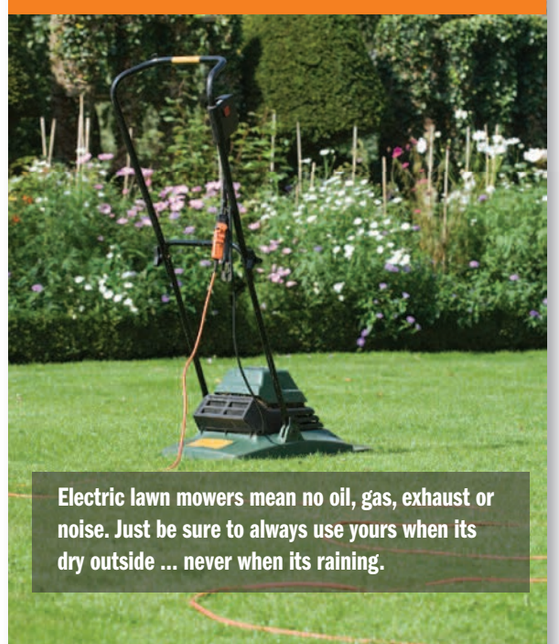


When Vogtle Units 3 and 4 come online in 2017 - 2018, they will supply 130,000 Jacksonville homes with power and provide 14 percent of JEA's annual energy production. And because nuclear power is carbon-free, Vogtle will mean cleaner air. It's like removing more than 90,000 cars from Jacksonville roads each year.

COMMUNITY INVESTMENT

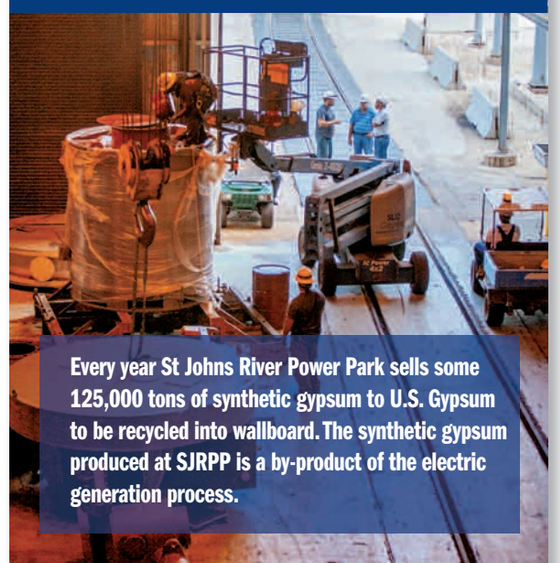
JEA is joining forces with Duval County Public School's Parent Academy to show you how to save money on your electric and water bill. Learn more about these free, budget-friendly Savings without Sacrifice programs at jea.com/schoolprograms.

ELECTRIC SAFETY



Electric lawn mowers mean no oil, gas, exhaust or noise. Just be sure to always use yours when its dry outside ... never when its raining.

Protecting The Environment



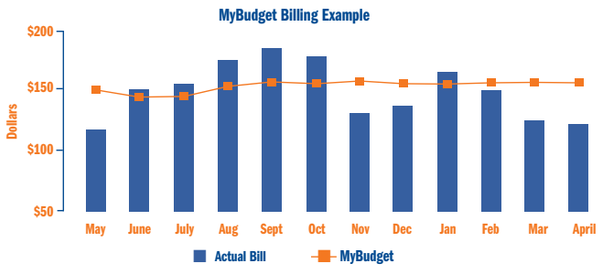
Every year St Johns River Power Park sells some 125,000 tons of synthetic gypsum to U.S. Gypsum to be recycled into wallboard. The synthetic gypsum produced at SJRPP is a by-product of the electric generation process.

JEA MyBudget: Levelized and Predictable Billing

Many JEA customers who live on a fixed income know the value of JEA MyBudget, a billing and payment program that takes the highs and lows out of their monthly JEA bill.

Take JEA customer Kathleen Start. Every month she stretches every penny of her fixed income as far as it will go. She signed up for JEA MyBudget three years ago because she didn't like receiving a high utility bill one month and a low one the next.

"It made budgeting too complicated and my day is complicated enough," said Start, who is 63 and helping to raise a 3-year-old special needs child.



Here's how JEA MyBudget works: every month JEA takes a rolling average of Kathleen's last 12 bills. That means JEA adds her current month's usage to her previous 11 and divides the total by 12, always dropping her very last billing amount. (For example, when February 2018 arrives, JEA drops February 2017 from her rolling average.)

Kathleen's total bill will still fluctuate every month, but only by a few dollars. This makes budgeting easier, because her billing amount is predictable and nearly the same every month.

"I like knowing what I have to pay," Kathleen said. "It makes me very happy."

Will JEA MyBudget work for you? Go to jea.com/mybudget and log in to your jea.com account. The online calculator will give you an estimate of what your JEA MyBudget payment would be every month.

JEA Rebates on HVAC and Insulation

Home heating systems got a workout in January. Do you need to replace yours? We offer rebates if you get the work done by a pre-qualified JEA contractor. Learn more at **jea.com/rebates**.

Does your heating/cooling system struggle as the weather gets more intense outside? You may need maintenance or more insulation in your attic or crawl space. Learn more about JEA's insulation rebates at **jea.com/rebates.**

JEA Products and Services

- Take advantage of all we offer. Sign up online: jea.com/register.
- Find payment locations: jea.com/paymentlocations.
- No more paper bills. Sign up at jea.com/ebill.
- Pay by debit or credit card: Convenience fees (charged by card payment vendor): Payments up to $500: $2.20 $500.01–$1,000: $4.40 $1,000.01–$10,000: $9.95.
- JEA MyBudget helps manage your monthly bills: jea.com/mybudget.
- Pay your bill automatically: jea.com/autopay.
- Find rebates on home energy upgrades: jea.com/rebates.
- Pay online at jea.com.
- Help a neighbor in need: jea.com/neighbor.
- Pay by phone: 665-6000.

2017 Annual Report

Learn about the bottom line of your community-owned, not-for-profit, public power utility at **jea.com/2017AnnualReport.**

Connect with JEA on

A community-owned, not-for-profit public power utility.

2/18

NEWS FROM JEA

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JEA MyBudget: Levelized and Predictable Billing

Energy & Water Efficiency

How to Save Water When Washing Dishes

Do you lightly hand wash your dishes before you put them in the dishwasher? A lot of people do, but experts say it's totally unnecessary. They say you should scrape excess food off plates into a trash can, then put your dishes directly into the dishwasher without rinsing. Here's why:

1. New dishwashers (those 0 – 5 years old) have high-tech jets and special rack setups designed to deep-clean your dishes.

2. When we wash before the dishwasher, we may use a sponge. Study after study has shown that kitchen sponges are major germ-carriers.

3. Experts say pre-washing your dishes can waste up to 6,000 gallons of water per household every year.

4. Dishwashers use much hotter water than your hands can stand – up to 170 degrees.

Fight Blight in Jax!

Show your neighborhood and city pride by helping FIGHT BLIGHT in Jax! The City of Jacksonville is buying back old tires and snipe signs on Saturday, March 24, from 8 a.m. to 2 p.m. at EverBank Field Lot J. Duval County residents can earn $2 per tire up to 10 tires and 50 cents per snipe sign up to 40 signs. Valid identification is required. Call 630-CITY or visit coj.net/BLIGHT for more information.

ELECTRIC RELIABILITY

JEA has replaced 70 streetlights in downtown Jacksonville with historic LED lighting fixtures that are not only energy efficient, also to read but also charming. Visit jea.com/construction to learn more, and then type "Streetlights" in the search box.

ELECTRIC SAFETY

Covering wall outlets with safety caps will make your home safer for children. It will also help stop cold air from seeping into your home through the outlets. For more safety tips, visit jea.com/electric-safety.

COMMUNITY INVESTMENT

JEA Ambassadors are partnering with Junior Achievement to teach elementary and high school students about business, economics and entrepreneurship. Need a JEA Ambassador to help at your event? Visit jea.com/ambassadors.

Protecting The Environment

To effectively serve JEA's water customers, we're building a new water treatment plant in Northwest Jacksonville, expanding or replacing plants in Nassau and St. Johns counties, and updating or rehabilitating older plants and wells throughout our service territory. For more, visit jea.com/onewater.

continued from front

"Most people don't realize the electricity you're using right now was generated less than a second ago," said Mike Brost, JEA's vice president and general manager for the electric system.

Unlike other products, electricity cannot be made in advance and stored on a shelf until needed. The amount of electricity JEA generates at any given time must equal the amount of electricity its customers are consuming at that moment. It's a continual balancing act of supply and demand. "The instant a single customer throws a switch, our electric generators sense the small increase in customer demand and immediately respond with more output," said Brost, who holds an electrical engineering degree from the University of Florida, as well as an MBA from UNF.

Over the course of a day, hundreds of thousands of customer load points – electronics, appliances, heaters, air conditioners, lights – go on and off. "Our fleet of six generation plants 'sees' that combined effect and constantly throughout the day increases and decreases total output to follow the total customer demand," Brost added.

Traditionally, JEA has relied on the big workhorses in its stable – St. Johns River Power Park (SJRPP) and Northside Generating Station (NGS) – to operate continuously throughout the year. JEA would "layer-in" power from its natural gas plants – Brandy Branch and Greenland Energy Center – to meet higher levels of demand. But with the price of natural gas so low these days, JEA is running its natural gas plants throughout the year, and layering-in the older, solid fuel workhorses – SJRPP and NGS – as needed.

Once generated, JEA's electricity is transported through 733 miles of high voltage transmission lines and some 360 substations. After that it's "stepped-down" to a medium voltage level where it flows through 6,543 miles of distribution lines and 100,000 individual transformers to over 422,000 electric customers. "Every step in the process has to work," said Brost, who started at JEA in 1983. "One break in the chain and at least some of our customers are in the dark."

> ***"Most people don't realize the electricity you're using right now was generated less than a second ago."***

Those breaks in the chain don't come often, but when they do they're usually the result of high winds, falling branches or small animals that interrupt service. But more often than not, JEA overcomes those challenges to provide safe and reliable electricity to its customers. As Brost put it, "JEA excels in deploying, operating and maintaining its system assets. And we're successful at that because of the hard work and dedication of our highly talented employees and managers."

Brost, ever modest, sits atop that list of dedicated managers. When not working, he enjoys harnessing the power of the wind on a 30-foot sailboat he owns with his wife, Debbie, who works at the Army Corp of Engineers. Together they are raising their four children. Brost is a lifelong Floridian who likes to give back to his community by volunteering for two nonprofit boards: Quigley House, the domestic violence and sexual assault center in Clay County, and The Bridge of Northeast Florida, which provides opportunities for some of Jacksonville's neediest kids.

Still, when it comes to electric reliability, Brost can sum up that part of his job in a simple sentence. "My idea of electric reliability," he said, "is that you never have to think about us."

JEA Products and Services

- Go paperless and sign up for JEA's FREE **ebill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Office.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access upcoming improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

You want to save money. We want to help.
Join us for **Q&A with JEA** on News/Talk Radio **WOKV, AM 690 & 106.5 FM**. Saturday afternoons at 1 p.m.

February Radio Topics

2/2/13
Why does JEA trim trees? We'll answer your questions about tree trimming.

2/9/13
What you don't know about electric safety could be shocking. Join us as we discuss how to keep you and your family safe.

2/16/13
Questions about your JEA bill? No question is too complicated for Gerri Boyce.

2/23/13
JEA makes it our business to help your business keep utility costs down. Join us as we answer your business questions.

March Radio:
3/2/13
Remarkable Customer Service. We're dedicated to customer service. Call us with a question or problem and we'll take care of it.

3/9/13
Spring Forward. Fall Back. Lawn watering tips and rules, especially during Daylight-saving time.

February and March Television Topics on CW17

2/17/13 at 11:30 a.m. & 2/23/13 at 8 p.m.
Your attic is not just for storage. We'll show you problem areas in your attic that are costing you money. And we'll show you how to fix them.

3/23/13 at 8 p.m. & 3/24/13 at 11:30 a.m.
Smart Irrigation: How to have an emerald green lawn and still save water.

JEA SAVINGS COACH

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

Mike Brost has got your back. He's the guy at JEA who makes sure your heat keeps cranking in the winter and your air conditioning keeps humming in the summer. In other words, Mike Brost is in charge of (among other things) electric reliability at JEA.

continued

Energy & Water Efficiency

Just how efficiency-minded are you? Take our quiz and find out

1. **Should you switch your ceiling fans so the air flows upward in the winter?**
   a. Yes, definitely. It warms a room.
   b. No way. Too much trouble.
   c. It depends.
   Answer: *C. Reversing fan blade direction will only help if you have tall ceilings—at least 12'. You need a large body of hot air to make it worth your while to circulate. If you have low ceilings, the breeze bouncing off and hitting your skin makes you feel 3 -5 degrees cooler—exactly what you want during the summer, not the winter. Always remember to turn off the ceiling fan when leaving a room for an extended period of time.*

2. **How much water do high efficiency toilets use per flush?**
   a. 1-2 gallons
   b. 3-5 gallons
   c. 8-9 gallons
   Answer: *A. In order for a toilet to be labeled high efficiency it can only use, maximum, 1.6 gallons per flush as required by the federal government in 1994. These toilets are a great way to save water. So if you're remodeling, definitely consider them.*

3. **Why does washing clothes in cold water save so much money?**
   a. 90 percent of the energy used to wash in hot water goes to heating the water.
   b. The savings comes in detergent costs—less detergent is needed for cold water washes.
   c. Front load washing machines use less water.
   Answer: *A. Ninety percent of the electricity used to wash clothes in warm or hot water comes from heating the water. You can save about $150 a year by washing in cold water.*

4. **What is the biggest energy-user in your home?**
   a. Refrigerator
   b. Hot water heater
   c. Heating Ventilation and Air Conditioning System (HVAC)
   Answer: *C. Your HVAC system is the biggest energy-user in your home. It accounts for roughly 50 percent of your utility bill each month. For optimum savings, keep your thermostat at 68 degrees or lower in the winter and 78 degrees or higher in the summer.*

5. **What is reclaimed water?**
   a. Water that's saved in rain barrels and harvested for gardens
   b. Highly treated wastewater used for irrigation
   c. Any water that does not run into sewers but instead runs into retention ponds, the Intracoastal or the St. Johns River.
   Answer: *B. A growing number of JEA's commercial and residential water customers who work or live near a JEA reclaim facility are using reclaimed water to irrigate public spaces, golf courses and lawns. Using reclaimed water saves precious water from the Floridan aquifer for drinking and personal use.*

6. **If you left a faucet dripping for a week, what would it fill up?**
   a. A one gallon bucket
   b. A bathtub
   c. A sink
   Answer: *B. A leaky faucet can waste 40 to 46 gallons of water a week, which would almost fill a 50 gallon bathtub.*

Results

5–6 right. You have a high level of efficiency knowledge. Share this knowledge with your family and friends.

3–4 right. Time to do more reading on energy and water efficiency.

0–2 right. Be careful. You could be susceptible to fraudsters who show up at your door uninvited offering to save you money on your utility bills.

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

ELECTRIC RELIABILITY

JEA is spending $3 million a year over the next several years to replace old, underground power lines with new ones that contain cable installed inside electrical conduit. We're also using new technology that allows us to replace these lines without digging up your yard. The newer design standards will provide us all with sturdier cables, fewer outages and faster restoration times.

ELECTRIC SAFETY

If you're in a car accident involving a power line, stay inside your car until help arrives. If the power line is still energized and you step out, your body will become a path for the electricity. Likewise, if you witness an accident involving power lines, do not approach to help. You could be electrocuted. Call 9-1-1.

COMMUNITY INVESTMENT

JEA's foresters are partners and big supporters of Greenscape's annual **Flowering Tree Sale**. They plant acorns gathered from the 250 year-old Treaty Oak Downtown and grow them into saplings to sell or give away at the sale. This year's sale is **February 23**. For details visit www.greenscapeofjacksonville.com

Watch a live stream of JEA's February 19 Board meeting on jea.com. The live stream will begin approximately 9:30 a.m. after the Call to Order.

Protecting The

Environment

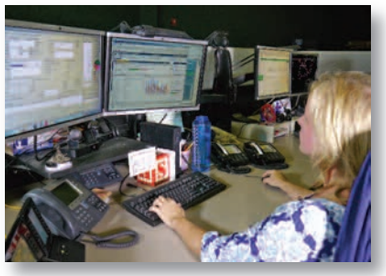
JEA is helping customers use reclaimed water to irrigate lawns, golf courses and green spaces. Reclaimed water is highly treated wastewater. When used for irrigation it reduces the need to draw water from the Floridan aquifer.

When you notify us about a utility outage, your report sets in motion a chain reaction that involves many people and many parts of JEA. You can follow the process of restoring your power—and find out the cause of your outage and how many other customers are affected by it—on JEA's Outage Map at jea.com.

1. There are three ways to report an outage. The fastest and most efficient way is to call us at 665-6000 and report your outage using our **Interactive Voice Response System (IVR)**. You can also go to **jea.com** and report your outage electronically. As always, if you have a special issue, speak with a JEA Customer Care Consultant.

So how do you know JEA has received your outage information? Go to JEA's Outage Map on jea.com—using your smartphone or tablet—and follow our progress as we restore your power.

2. Just like police, JEA has at least one dispatcher working 24 hours a day, seven days a week, 365 days a year. Once a JEA dispatcher gets an outage notification, it's his or her job to assign it to a JEA Troubleshooter.



"Troubleshooters are JEA repair people who work out of their trucks," said Ronnie Dicks, a JEA emergency dispatcher. "A troubleshooter's job is to get to an outage as quickly and as safely as possible, assess the problem, and update the outage map so customers know what's going on."

3. For quick response, JEA Troubleshooters are pre-positioned in seven different zones around Jacksonville. The troubleshooter may actually repair your outage if the repair work is minor. If its major, and more people and equipment are needed, the troubleshooter will call in the "cavalry." All the while, the troubleshooter will update the outage map using the computer in his truck so customers—on their smartphone or tablet—can follow the restoration process.

"It's communication and it tells our customers exactly what's going on instead of them being in the dark, waiting and wondering when their power is coming back on," said JEA Troubleshooter Kenny Lockwood.

4. Some outages can't be fixed by a single troubleshooter. For example if a pole or a transformer needs to be replaced, more people and more equipment are needed. If this is the case, the troubleshooter will call in a line crew, which consists of four or five linemen.

"We'll look at it as a crew and come up with a time when we think we can have the job completed and get the customers back in power," said Matt Stafford, foreman of a JEA repair crew. "I'll enter that into the computer for the outage map before we ever get started working so people will know when the power will be back on for them."

JEA's outage map is a great tool for you to use if you ever experience a power outage. Remember: access it using your smartphone or tablet on jea.com. We work year-round to prevent outages so we hope you never need the outage map. But if you do, rest assured we're doing our best to restore your power as quickly and as safely as possible.

JEA Products and Services

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- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
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*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

February Radio Show

2/1/14
Join our arborist and forester as he talks about JEA's efforts to keep Jacksonville green.

2/8/14
Are you plugged in on how to protect your electronics and appliances? Let us help you keep your valuables running smoothly.

2/15/14
When was the last time you really went through your utility statement? We'll explain each item and give helpful money-saving hints.

2/22/14
It's our business to help your business. We'll talk about the special issues businesses face.

JEA Savings Coach on Demand!
Watch JEA Savings Coach videos anytime you want at Youtube.com/NewsFromJEA

Are the heat strips on your HVAC system adding to the cost of your JEA bill? JEA's David Reed shows you how to find out at www.youtube.com/NewsFromJEA.

2/14

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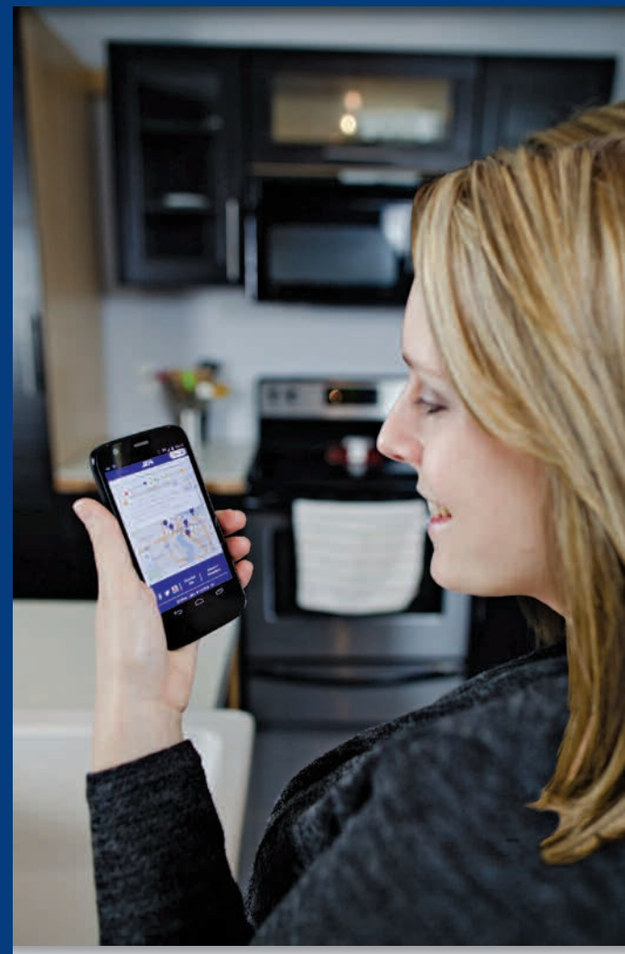


Anatomy of a JEA Outage Call

Energy & Water Efficiency

Simple Measures

What three rooms in your home use the most energy and water combined? If you answered kitchen, bathroom and laundry room, you're right. Below is the top energy and water saving tip for each of these rooms so you can "waste not." Enjoy the savings.

Kitchen

Replace that old fridge or freezer

If your refrigerator was manufactured before 1993, consider replacing it with a newer ENERGY STAR rated one that costs only half as much to run and offers advanced technology to keep your food fresher longer. Use ENERGY STAR's refrigerator retirement savings calculator to see exactly how much you would save. **(www.energystar.gov/index.cfm?fuseaction=refrig.calculator)**

Bathroom

Buy WaterSense labeled Showerheads

Water-saving showerheads that earn the WaterSense label must demonstrate that they use no more than 2.0 gpm. The WaterSense label also ensures that these products provide a satisfactory shower that is equal to or better than conventional showerheads on the market.

Laundry Room

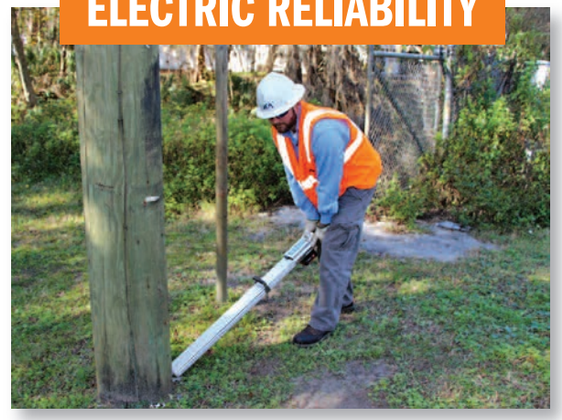
Buy an ENERGY STAR rated clothes washer

According to ENERGY STAR, the average American family washes about 300 loads of laundry each year. ENERGY STAR certified clothes washers use about 20 percent less energy and 35 percent less water than regular washers.

JEA's free Light Bulb Finder app will now help you find the best LEDs for your home, as well as the best CFLs. If you use QR Codes, you can download the app right here with this code. Otherwise go www.lightbulbfinder.net to get the app. And remember, JEA is now discounting LED bulbs at various stores. Go to jea.com to find out more.

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

ELECTRIC RELIABILITY



JEA is using a new drill called the Resistograph to check the health of its 100,000 wood electric poles. The drill has a long needle that checks for hard-to-find wood decay by measuring and recording "relative pole resistance." Easy or no resistance equals wood decay. JEA's service territory is located in country's most severe wood decay zone. Most of our wood poles are Southern Pine.

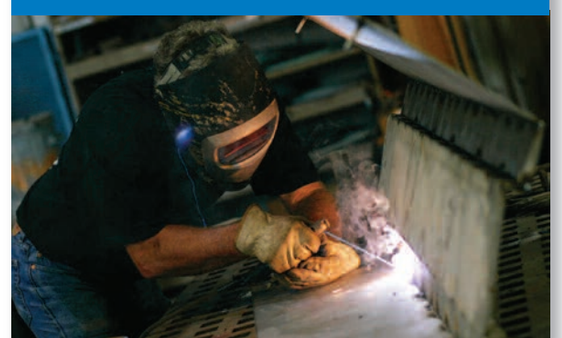
ELECTRIC SAFETY

If you have an outlet or a light switch that's warm to the touch, The Electrical Safety Foundation recommends you call an electrician. You may have problems with your electrical wiring that could result in a fire.

COMMUNITY INVESTMENT

JEA is dedicated to helping students understand, use and enjoy science and technology. To that end, JEA volunteers help 50 Duval County high school students build a competition robot every year for an international robotics competition sponsored by a nonprofit called FIRST – For Inspiration and Recognition of Science and Technology.

Protecting The Environment



JEA's St. Johns River Power Park did not have any Reportable Environmental Events (REEs) in 2013. This is the first time in the 27-year history of SJRPP that it's gone an entire calendar year without a REE. Plant manager Doug Finke says: "It takes early detection, reporting and correction of small problems before they grow into REEs to hit a goal like this."

JEA MyBudget. My Story.

JEA customer Martha Perry signed up for JEA MyBudget a few years ago for one reason: predictability.

She was tired of a utility bill that fluctuated with the weather and simply wanted to know how much her JEA bill would be every month.

"I have a much better handle on budgeting my money now that I'm on MyBudget," Perry said.

With JEA MyBudget we take a rolling average of Martha's last 12 bills. We add her current month's usage to her previous 11 and divide the total by 12. For example, when Martha's February 2017 bill arrives, we drop the February 2016 bill from her average. We do this every month using Martha's last 12 bills so her billing amount is predictable and nearly the same.

"My bill still fluctuates by a few dollars every month, but that's much more manageable than the weather fluctuations I used to have," she said.

To qualify for JEA MyBudget, a customer must have service at his or her home for at least six months so we can set an accurate initial payment amount. The customer's account must also be in good standing. Small businesses that have been in the same location for at least one year and have a monthly billing amount less than $5,000 are also eligible.

Is JEA MyBudget right for you? Log-in at **jea.com/mybudget** to instantly see if you qualify and what your estimated MyBudget payment would be.

Win a $500 Apple or Amazon Gift Card!

JEA MYBUDGET MYCHOICE GIVEAWAY

Sign up for JEA My Budget by February 28, 2017 and you'll be automatically entered to win a $500 Apple or Amazon gift card. Learn more at **jea.com/mybudget**.

JEA eBill iPad Winner

Brian Padley entered our JEA eBill giveaway last fall and was one of two lucky customers to take home an iPad Pro and Apple Pencil. He plans to use both to "do more drafting." Learn more about JEA eBill at **jea.com/ebill**.

Connect with JEA on

JEA Products and Services

- Take advantage of all we offer. Sign up at jea.com/register.
- No more paper bills. Sign up up at jea.com/ebill.
- JEA MyBudget helps manage your monthly bills. jea.com/mybudget
- Pay your bill automatically. jea.com/autopay
- Pay online at jea.com.
- Pay by phone at 665-6000.
- Find payment locations at jea.com/paymentlocations
- Pay by debit or credit card. (There's a $2.20 convenience fee for payments up to $500. The fee for payments $500.01 – $1,000 is $4.40. The fee for payments $1,000.01 – $10,000 is $9.95. Fees charged by vendor who handles card payments.)
- Find rebates on home energy upgrades. jea.com/rebates
- Tough times call for generous neighbors. jea.com/neighbor

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

February Radio Show

- 2/4/17 **The role JEA plays** in the city's economic development.
- 2/11/17 **How can you keep you and your family safe around electricity?** We've got tips!
- 2/18/17 **Undetected water leaks can cause high bills.** JEA has a new way to help you find them.
- 2/25/17 **JEA has spent $3 billion on water/wastewater infrastructure.** Learn about the improvements.

March Radio Shows

- 3/4/17 **Find out what happens during a** free JEA Home Energy Assessment.
- 3/11/17 **JEA has a suite of services for our Commercial Customers.** Learn how we can help you!

Missed a show? You can listen to it online at jea.com/radioshows.

A community-owned, not-for-profit, public power utility. 2/17

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook
Facebook.com/NewsFromJEA

JEA MyBudget. My Story.

Energy & Water Efficiency

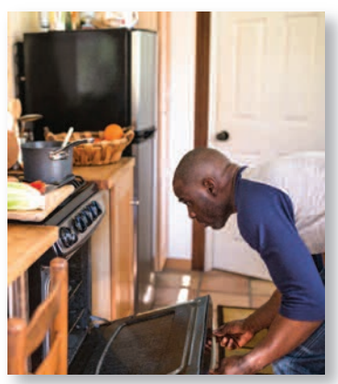
Six Tips for February Energy and Water Savings

1. Wear an extra layer of clothing. Turn the thermostat to 68.

2. Use your crockpot.

3. Plug the drain and fill the sink when you hand wash dishes.

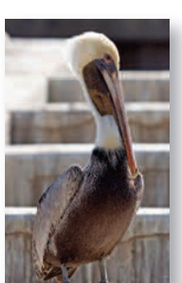
4. Use the energy saving setting on your dishwasher.



5. No peeking. Opening the oven door wastes heat.

6. Defrost frozen food overnight not under running water.

JEA and It's Feathered Friends

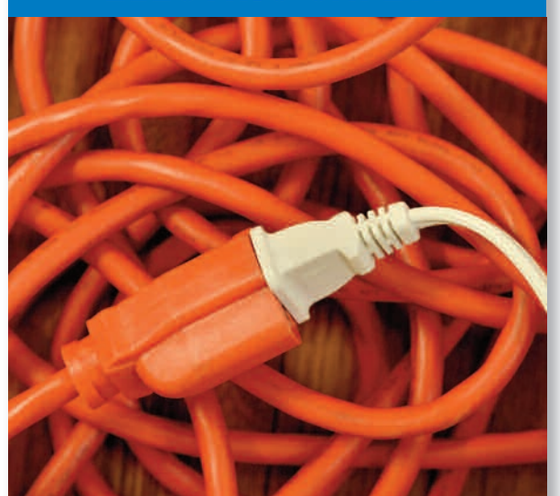


Every year for the past dozen years or so, JEA has led a group of local Audubon Society members around the Northside Generating Station as part of the longest-running wildlife census in the world: Audubon's Christmas Bird Count. This year, JEA escorted birders around the intake flume, out to the river and fuel unloading docks, into the woods and marsh outside the fence line behind the fuel tanks, and then all the way to the northeast corner of the property to walk along the eastern fence line through the woodlands to the marsh. Birders counted 26 species from the American Kestrel to the Wood Stork. Audubon folks appreciate the help from JEA and say our NGS tour is one of their favorites of the entire count.

ELECTRIC RELIABILITY

JEA is rebuilding and upgrading two Riverside substations built in the late 1950's to help improve area reliability. JEA worked closely with Riverside Avondale Preservation (RAP) and the city's Historic Preservation Commission to ensure the new designs worked well in the neighborhood. Learn more at jea.com/construction.

ELECTRIC SAFETY



Do not use extension cords on a permanent basis and never use them with major appliances. For more electric safety tips go to jea.com/electric-safety.

COMMUNITY INVESTMENT

JEA employees are celebrating Black History Month in February for the 28th year in a row. This year's theme *Solutions to the Crisis in Higher Education and Workforce Impacts* explores the importance of a college education and invites you to join the discussion. Watch a video at jea.com/black-history.

Protecting The Environment

Electric vehicles are cleaner for the environment than their gas-powered counterparts. Learn more at jea.com/electricdrive.

Thank You to Our Customers

"Energizing our community through high-value energy and water solutions" is JEA's business mission; and doing so as a premier service provider, valued asset and vital partner in advancing our community is our vision. So when our business customers, large and small, ranked us "Highest Customer Satisfaction with Business Electric Service in the South among Midsize Utilities" through the 2016 J.D. Power Electric Utility Business Customer Satisfaction Study, we were honored and very gratified.

On behalf of the JEA Board of Directors and all 2,200 employees at JEA, I thank you for the trust and confidence you have invested in us and for this amazing recognition. We are committed to serving our community – both residential and business – so that together we can all benefit from a stronger economy and better quality of life.

Over the last three years we have focused on listening more intently to your needs and worked harder to find solutions that benefit customers and the community. We believe this focus helped JEA to achieve the highest score in all six study factors, which includes: Power Quality & Reliability, Corporate Citizenship, Price, Billing & Payment, Communications, and Customer Service. Below is information about the initiatives JEA implemented throughout the last year to enhance our customer overall experience within each of these categories.

- **Power Quality and Reliability –** In 2015, we improved the electric reliability and reduced the number of sustained outages by over 70 percent, and we have continued to improve in communication to customers during outages.
- **Price –** JEA issued two fuel credits to customers in 2015, helping to drive down utility costs.
- **Billing and Payments–** We have made changes to various billing and payment policies, enhanced automated tools including eBill, and now offer business customers more than eight ways to pay, including AutoPay.
- **Corporate Citizenship –** JEA awarded over $850,000 in InvestSmart rebates to businesses in the community for energy efficiency improvements. We developed new rate options to support economic development for expanding and relocating businesses and continued to increase our employee volunteering and ambassador work in the community.
- **Communications –** We expanded our business e-newsletter and added a new Business Resource section on our website, jea.com.
- **Customer Service –** We improved our response time to emailed requests and expanded offerings to include natural gas for business customers.

But we are not stopping here. We have a commitment to continuous improvement and we plan to keep listening and to keep raising the bar for our performance, and ultimately our service to you and our community. We are very proud to bring critical utility services to our community because this is our home, too. Now we are even prouder, because together, we have done something amazing. Thank you for the partnership and this tremendous honor.

Best Regards,
Tom Petway, JEA Board Chair

Disclaimer: JEA received the highest numerical score among 13 midsize utilities in the South in the J.D. Power 2016 Electric Utility Business Customer Satisfaction Study, based on 21,852 responses, and measuring the experiences and perceptions of business customers surveyed March and November 2015. Your experiences may vary. Visit jdpower.com

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find rebates on high efficiency appliances at **jea.com/rebates.**

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

February Radio Shows

2/6/16
We'll discuss all those energy and water-saving myths and claims out there.

2/13/16
Listeners are taking control of the show. You pick the subject.

2/20/16
Don't get zapped in the wallet due to surges. Learn how to protect your electronics and appliances.

2/27/16
Have you ever wondered what is included in your JEA statement? We're going through it line by line.

March Radio Shows

3/5/16
No cost. Little cost. Major improvement. We're talking energy efficiency and saving money.

3/12/16
Daylight Saving Time begins this weekend, which means a change to your lawn irrigation schedule.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2009.

2/16

NEWS FROM JEA

Follow us on Twitter
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Like
"Like" us on Facebook
Facebook.com/NewsFromJEA

Energy & Water Efficiency

Did you know a lot of the air generated by your HVAC system escapes from your home? A home **energy and water assessment** identifies areas that are not working efficiently so you can fix and save!

Four Ways to Conduct a Home Energy and Water Assessment

1. Answer assessment questions on the My JEA Utility Tracker. To do this, log in to your free online **jea.com account**. Click on the big blue button that says **"Utility Tracker."** A blue bar will appear on the next screen. Click on **"My Home"** and answer all the questions. At the end of this assessment, you'll have personalized saving suggestions based on your home.
2. Visit any branch of the Jacksonville Public Library and check out a **JEA Home Energy and Water Evaluation Kit** with your library card. Inside are all the instructions, worksheets and tools you need to conduct a DIY home energy and water assessment. Keep the backpack three weeks before you need to return it.
3. Call **665-6000**. Make an appointment to have a JEA specialist visit your home to conduct a free assessment. Someone must be home to show us around inside.
4. Pay a professionally trained auditor to conduct a comprehensive energy and water assessment.

JEA MyBudget: A Customer's Story

Several years ago, when his wife decided to earn a Master's degree and still work full time, George Pratt, Assistant Chief at the Jacksonville Sheriff's Office, took over paying the family bills.

Pratt knew exactly what his top priority would be as the new family accountant. "I needed to find a way to get a handle on the JEA bills," he said. The bills were—and are—consistently high because his wife and son suffer from bad allergies, forcing the Pratts to operate their HVAC system 365 days a year.

"I went looking online at jea.com," Pratt said. "And that's when I ran into JEA's MyBudget." He signed up right away. "Now I know what to expect on my bill every month," he said, happily. Learn more about this billing program at **jea.com/mybudget**.

Enroll in JEA MyBudget by February 29, 2016, and you'll be automatically entered in a drawing to win one of three 2015 Vizio 50-inch LED Smart TVs with built-in Wi-Fi.

JEA SMART START GIVEAWAY

ELECTRIC RELIABILITY

JEA is investing in smart grid technologies that use wireless metering systems and electric connectivity computer models to help us pinpoint some outages even before you have a chance to report them. Visit jea.com/meters for more.

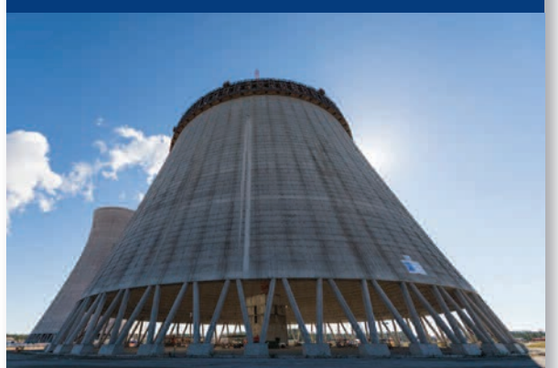
COMMUNITY INVESTMENT

JEA employees are celebrating Black History Month for the 27th year in a row. This year's theme: An American Experience: Overcoming Barriers. Activities include speakers and displays. For more information visit jea.com/black-history.

ELECTRIC SAFETY

Never try and prune or remove vegetation growing on or near to power lines. For more ways to be safe around electricity, visit jea.com/electric-safety.

Protecting The Environment



JEA has a contract for power from two nuclear power plants now under construction in Waynesboro, GA. When online in 2019/2020, Plant Vogtle Units 3 and 4 will help JEA serve 130,000 customers with clean, carbon-free electricity. More at jea.com/nuclear-energy.

Chris Kump describes herself as a loyal JEA MyBudget customer. "I like the idea of knowing what my bill will be every month," said Chris, a customer service manager at Comcast, who signed up for the payment program seven years ago.

With JEA MyBudget we take a rolling average of Chris's last 12 bills. We add her current month's usage to her previous 11 and divide the total by 12. For example, when February 2014 arrives, we drop February 2013 from her average. We do this every month using her last 12 bills, so her billing amount is predictable and nearly the same. And that's why Chris highly recommends JEA MyBudget to her friends.

"With the inconsistent weather we can have around here, especially in the winter, it's really good knowing what your utility bill is going to be every month," said Chris, who moved to Jacksonville from the Detroit area 15 years ago.

Chris says with JEA MyBudget her payments only vary by a few dollars every month. She's noticed that in the spring and fall, when she doesn't use a lot of energy, her MyBudget payment is higher than her actual usage. But she doesn't mind because she knows that in the winter and summer, when she uses more energy than JEA collects payment for, her billing amount still stays about the same.

We're giving away three iPads® to three lucky people who sign up for JEA MyBudget between January 1 and February 28, 2015. jea.com/mybudget.

"If it's hot, you're going to have to turn on the air conditioner. And if it's cold you're going to have to turn on the heat," Chris said. "This way you have consistency and control of your bill year round."

To qualify for JEA My Budget, customers must have service at their home for at least six months so we can set an accurate initial payment amount. Your account must also be in good standing. Small businesses that have a billing amount of less than $5,000 and have been in the same location for at least one year are also eligible for the payment program.

Is JEA MyBudget right for you? To help you decide, send an email to mybudget@jea.com and we'll send you an estimate of what your monthly payment would be. If you register for JEA MyBudget between January 1 and February 28, 2015 you will be automatically registered to win a new iPad®.

We're Making Upgrades: JEA's online bill payment system will be offline January 16 – 19 as we make system upgrades. During this time you will not be able to pay your bill online so please plan accordingly.

Connect with JEA on

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Learn more at **jea.com/easy**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center.
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find savings on energy efficient products at **jea.com/rebates**.

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JanuaryRadio Topics

1/3/15
It's time for a cold weather checkup. We'll go over tips to keep your energy use from heating up.

1/10/15
Join us as a JEA arborist and forester answers your questions about trees and JEA.

1/17/15
There is more than one way to pay at JEA. We will discuss the options that best fit your needs.

1/24/15
Squirrels, branches, trees oh my! Find out how JEA keeps your lights on.

1/31/15
What can you do to save on your utility use? Ask our energy and water expert.

February Radio Topics

2/7/15
My JEA Utility Tracker can help you save money on your utility bill. Learn how it works.

2/14/15
Back by popular demand – Open Mic Saturday. You choose the topic.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers today pay less for utility services today than they did in 2009.

1/15

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook
Facebook.com/NewsFromJEA

JEA MyBudget. MyStory.

Energy & Water Efficiency

Top Five Tips for January Energy Savings

1. **Keep the Cold Out and the Warm In:** Install weather stripping on doors and caulk around windows to seal air leaks.Check your attic insulation level. Learn how at energystar.gov/RuleYourAttic

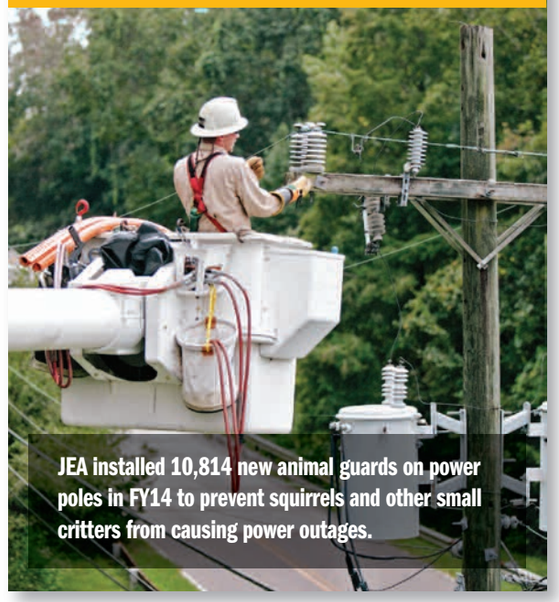
2. **Heat Your Home Efficiently:** Change your air filter once a month. Have a professional tune-up your HAVC system once a year.

3. **Keep Your Thermostat at 68 degrees.** You may get complaints from family members, but just tell them to put on an extra layer of warmth. You're saving money!

4. **Make Bright Lighting Choices:** Replace incandescent bulbs with EnergyStar rated LEDs. You'll like the "brightness" and the savings.

5. **Program for Savings:** If you have not bought a programmable thermostat yet, and you are away from your home during the day, get one!

ELECTRIC RELIABILITY



JEA installed 10,814 new animal guards on power poles in FY14 to prevent squirrels and other small critters from causing power outages.

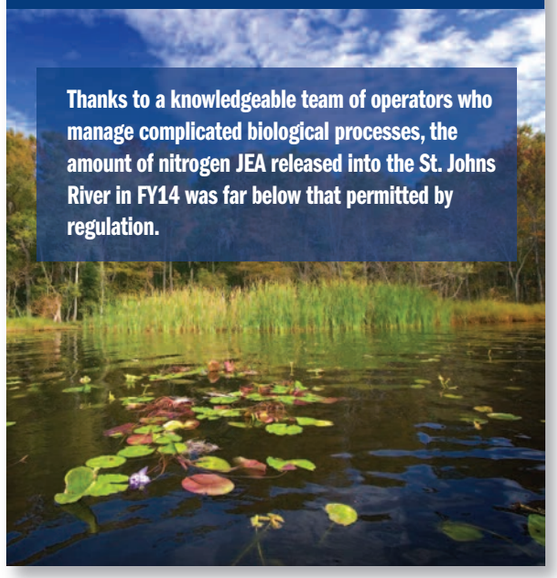
ELECTRIC SAFETY

According to the Consumer Product Safety Commission, 300+ people die each year in fires caused by space heaters. Don't be one of them. Set up your space heater on a level surface away from foot traffic and never go to bed with it on.

COMMUNITY INVESTMENT

JEA has planted 1,842 trees in Jacksonville over the past three years, many in conjunction with Greenscape. To book a tree planting and tree program at your school, call 665-6050.

Protecting The Environment



Thanks to a knowledgeable team of operators who manage complicated biological processes, the amount of nitrogen JEA released into the St. Johns River in FY14 was far below that permitted by regulation.

Here are just a few of your comments about the job we did in 2015. Thank you for your kind words. We really appreciate them!

"As a small business owner it's so important to budget and be able to count on certain things and if I can count on my utility bill being the same every month, that's one wild card I don't have to consider in my financial planning."

Denise Torres, *Owner, Comfy Shoes on Beach Boulevard on why she signed up for JEA MyBuget*

"I have bragged on jea.com many times. I really like your new Outage Information pages. In the event of a storm I can check the area my daughter lives in and worry or not worry about her. I also check my water usage online on the Tracker and can see when I do my laundry. Do not know how you can do any better!"

Barbara K. Shope, *JEA Customer, on how she uses the tools on jea.com*

"I love my jea.com account. I use it to pay my bill online every month. This way I don't have to call customer service. I highly recommend it."

Kim Spencer*, JEA Customer, on the importance of having a free online jea.com account*

"With JEA MyBudget and JEA AutoPay, I have two powerful and convenient programs. One helps me monitor my monthly utility expenses. The other makes sure I never have to worry about missing a payment."

Jorge Viveros*, JEA Customer, on why he's signed up for JEA MyBudget, our levelized payment plan, and JEA AutoPay, our automatic bill payment program*

"I don't know anyone any longer who sits down and writes a check and sends it in with a stamp."

Tom Tyson*, JEA Customer, on why he signed up for JEA eBill*

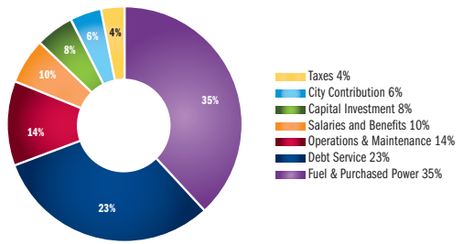
"We value JEA's customer service and partnership. It helps support our efficiency efforts and assists us in running a lean and energy-saving operation."

Lloyd Carter*, Asst. General Manager of Operations, Beaver Street Fisheries*

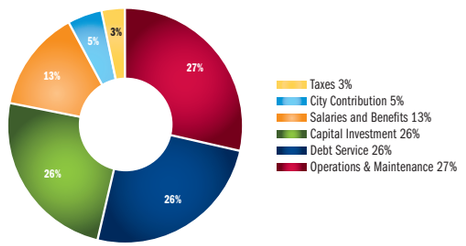
JEA Expenses: Electric & Water/Wastewater

JEA's budget is divided into two distinct areas: the electric business and the water/wastewater business. The charts below show how the revenue was used to operate each business during fiscal year 2015. Following the graphs is a general explanation of how the money was spent.

Electric System Revenue Uses
Total: $1,463,535,000



Water and Sewer System Revenue Uses
Total: $399,730,000



Fuel and Purchased Power – pays for the cost of fuel to generate electricity and the cost of operations and maintenance of power plants. Also pays for debt service for plants jointly owned with other utilities. (St. Johns Power Park is jointly owned with FP&L. Plant Scherer in Georgia is jointly owned with several other power companies.)

Debt Service – repays loans for very large capital investments such as electric generation and substations or water and sewer plants. This is similar to your very large capital investments, most notably your home. A home purchase usually requires a mortgage that's repaid in monthly installments over decades.

Operations and Maintenance – includes materials and supplies to operate and maintain JEA's systems once built.

Salaries and Benefits – includes salaries and benefits for 1,922 employees.

City Contribution – the portion of JEA's budget that is collected by JEA for the City of Jacksonville to support general government services not related to JEA.

Capital Investment – money set aside to pay for additions to our systems. Having this fund allows us to pay for these items directly instead of borrowing money. This is the same idea as if you saved up to buy a car with cash rather than borrowing the money and paying interest.

Taxes – money paid to the state and other entities in order to be your municipal service provider.

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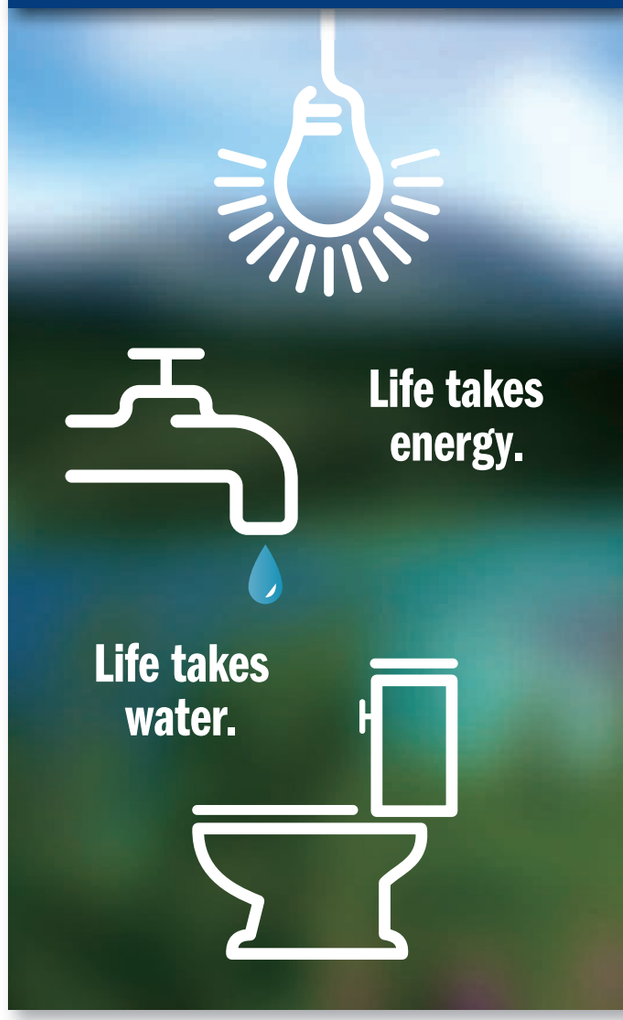


Report to Customers

This report shares highlights about how we are working to improve service, the role we play in our community's economic development and how we are preparing for the future.

We know you look to us to provide you with reliable utility services, at a reasonable price, produced in the most environmentally responsible way. Currently our rates remain at or below the national average and our services are among the best in the nation.

These infographics provide a summary of some of our best work over the past year. We hope you enjoy reading them. Thank you for supporting JEA as we Build Community for you and for future generations of Northeast Florida residents.

We are proud to be your community-owned utility.

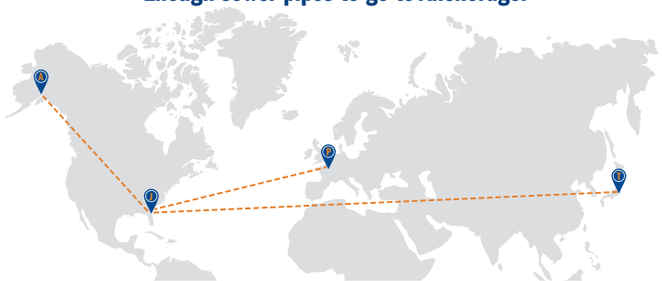
Do you know someone who works for JEA or a JEA contractor? JEA supported

8,000 jobs

both directly and indirectly in its service area in FY15.

JEA maintains a big utility infrastructure to serve you.

Enough electric lines to go to Tokyo.
Enough water pipes to go to Paris.
Enough sewer pipes to go to Anchorage.



Inspected

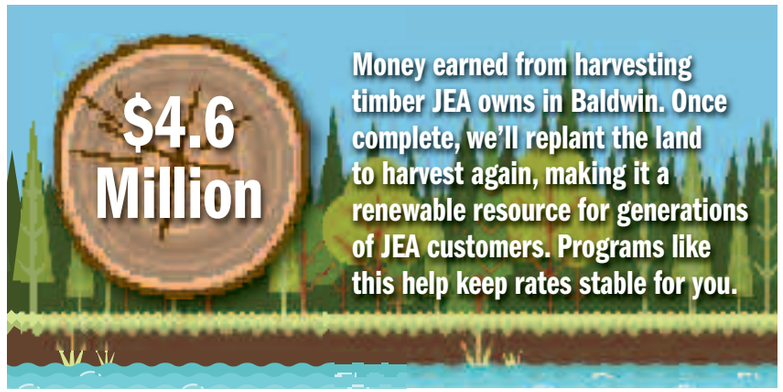
9,500

Electric Poles

Replaced

2,400

to provide you with reliable power



7,593 Hours

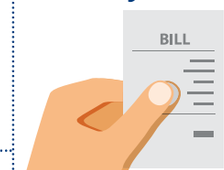
time spent by JEA employees participating in the community

(speaking to groups, giving tours, teaching classes in schools and helping nonprofits)

More than $400,000

raised by employees for United Way of Northeast Florida and Community Health Charities

7 ways to pay your JEA bill.



600 places to pay it.

Northeast Florida workforce earned

$296,964,652

through jobs generated directly and indirectly by JEA in 2015.

Since 2008, JEA customers have experienced a

reduction in electric outages.

JEA spent

$2.71 Billion

directly and indirectly in Northeast Florida for products and services used to deliver your essential utility services.

450,000

Electric Customers

329,000

Water Customers

254,000

Sewer Customers

A cleaner St. Johns River

JEA's 11

wastewater treatment plants have substantially reduced the nitrogen levels in treated wastewater discharged to the St. Johns River.

$110 Million

Money returned to JEA Customers in the form of two 2015 Fuel Fund Credits.

It's equal to a

7.3 percent rate decrease

for the 12-month period.

of you have a free online account at jea.com where you can

- Pay your bill
- Report an outage
- Track your usage

Jan.Bill.14:Layout 1 12/18/13 2:30 PM Page 1

At JEA we work hard to be good stewards of your money. Our focus is on budgeting and managing each and every penny in ways that add up to saving dollars, and sometimes even tens of millions. Here are just a few ways we do that.

It may seem counterintuitive for an electric utility to save money on energy efficient lighting, but we try and practice what we preach. That's why our Facilities Operations Manager, Chris Crane, decided to change the lighting in two JEA parking garages.

He ran the numbers and realized that if he replaced the aging 70-watt high pressure, sodium wall packs in both facilities with induction lighting, he'd save at least 40 percent a year on energy costs.

"Plus the old lights were requiring a lot of age-related maintenance due to lamp, ballast, and lens failures," Crane said. "We repaired at least one fixture a week."

Crane made the switch and found that in addition to the energy savings, he's seeing another benefit too. "Since replacing these fixtures I have spent zero dollars on maintaining the lighting in the parking garages."

Saving Dollars

In October, JEA ran a promotion called The Great Tree Giveaway, and gave trees to customers who signed up for JEA eBill. COJ's tree ordinance requires JEA to purchase big, 8-foot tall trees that must be planted when we remove trees for utility work. That process is known as mitigation, and for the giveaway, JEA decided to offer folks who sign up for eBill the chance to plant some of those trees in their yards.

The promotion was a great success: 1,749 customers registered to have their JEA bill delivered electronically saving JEA customers $1,749 a month or nearly $21,000 a year. If you include the 35,000 already on eBill, this saves our customers some $63,000 year. JEA Chief Customer Officer Monica Whiting summed up the promotion like this: "We did this as a way to thank our customers for helping us save trees and lower costs – all the while making it easier for customers to pay their bill," she said.

Preventive Maintenance

Ben Franklin knew what he was talking about – an ounce of prevention really is worth a pound of cure. For instance, JEA identified 354 sites where area wastewater pipes don't slope properly. Grease and other debris collects in these pipes and could cause sanitary sewer overflows (SSOs).

We now clean these sites on a regular basis to prevent SSO clean-ups. So exactly how much money does this save our customers? The Manager of Water/Wastewater Grid Preventive Maintenance, Brenda Forbes, says that number is hard to pinpoint.

"The savings are both hard and soft dollars," Forbes said. "If we prevent an emergency situation then we don't have to mount an emergency response, which could require overtime. We also don't have to pay for a costly environmental clean-up associated with a sewer spill and we don't have to pay fines if the wastewater enters the St. Johns River – the very river we work so hard to protect!"

Saving Millions

JEA's Financial and Logistical Services unit was busy last year issuing more than $803 million in refunding bonds. The new bonds mean JEA will save approximately $53 million over the debt repayment period as measured in current dollars. The refunding strategy also reduced our exposure to variable interest rates by $545 million.

In addition, JEA's Electric and Water/Wastewater Systems spent less than budgeted in capital improvements in 2013. All the capital improvements that were made were paid for with existing money – we did not assume any new debt.

Since 2011, JEA has added about 25,000 electric, water and sewer customers and the cost of doing business as measured by the Consumer Price Index (CPI) has increased 3.2 percent. Yet by applying best practices and working on continuous improvement, our team has been able to lower expenses by $131 million.

In the end, we appreciate what really matters – the chance to serve our customers the best we can. Yes, the cost of doing business is on the rise for all utilities, including JEA, but we're hoping to stabilize those costs by working hard to cut spending while continually improving our customer service.

JEA Products and Services

- Go paperless and sign up for JEA's **eBill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

January Radio Show

1/4/14
Did you know JEA performs more than 25,000 tests each year to ensure your drinking water is safe? Join us as we talk about your drinking water.

1/11/14
Squirrels, branches, trees oh my! These are just a few of the things that can cause your power to go out. Find out what we are doing to keep your lights on.

1/18/14
There's more than one way to pay. We will discuss what best meets your hectic schedule.

1/25/14
What can you do to save on your utility use? Ask our energy and water expert today.

JEA Savings Coach on CW17's "Your Jax Spotlight"

1/5/14 and 1/12/14 @ 11:30 a.m.

Why is it important to have an energy audit done on your home or business? We'll explain and take a look at the top three ways to get that audit done. Join us in January for "Your Jax Spotlight" formerly "Ready. Set Home!" on CW17.

1/14

NEWS FROM JEA

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JEA: A Culture of Savings

Jan.Bill.14:Layout 1 12/18/13 2:30 PM Page 2

Energy & Water Efficiency

The Lowdown on Light Bulbs

January 1, 2014 marked the end of an era: the 60-watt incandescent light bulb – the most widely used light bulb in America – will no longer be manufactured. Neither will the 40-watt, 75-watt or 100-watt incandescent bulbs.

This change is the result of legislation signed by former President George W. Bush in 2007 creating new efficiency standards for light bulbs sold in the United States. The new standards do not ban incandescent bulbs, but they require all bulbs sold to use about 25 percent less electricity.

60-watt Incandescent

- Burned hot, added heat to a room
- Cost $7.23 a year to use three hours a day at 11 cents a kilowatt hour
- Lasted about a year
- Purchase price: about $2.00

Halogen 60-watt replacement (uses 45-watts)

- Burns hot. Adds heat to a room
- Costs $5.42 a year to use three hours a day at 11 cents a kilowatt hour
- Lasts nine months
- Cost: about $6.00 for a 4-pack.

CFL 60-watt replacement (uses 15-watts)

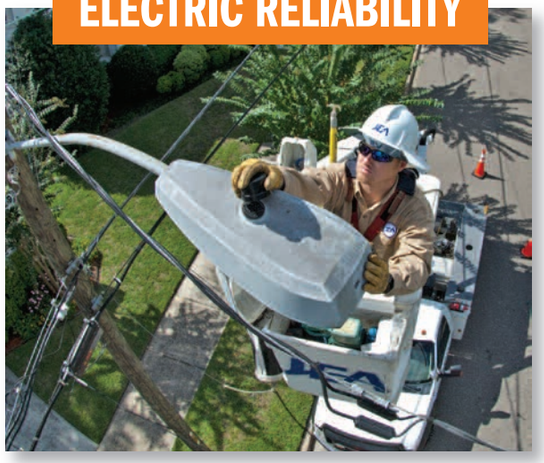
- Adds very little extra heat to a room
- Costs $1.80 a year to use three hours a day at 11 cents a kilowatt hour
- Lasts five years
- Cost: 4-pack under $5.00 with JEA buydowns

LED 60-watt replacement (uses 9.5-watts)

- Adds very little extra heat to a room
- Costs $1.14 a year to use three hours a day at 11 cents a kilowatt hour
- Lasts 20 years
- Cost: under $10 with JEA buydowns

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

ELECTRIC RELIABILITY



Did you know that JEA has one of the best performance records in Florida for momentary outages? On average, JEA customers saw just 2.5 momentary outages last year. A momentary outage occurs when your power "blinks" a time or two within a few seconds.

ELECTRIC SAFETY

The next time your toast gets stuck in the toaster be sure and un-plug it before you stick a metal knife or fork inside to pull the toast out. Silly as this sounds, most people who die of electrical causes, die of low voltage accidents, according to the National Safety Council.

COMMUNITY INVESTMENT

Attend a free workshop to learn how to use JEA's Home Energy and Water Evaluation Kit: **Saturday, Jan. 11 @ Beaches Branch Library. Saturday, Feb. 8 @ Southeast Regional Library. Saturday, Mar. 8 @ Regency Square Library.** All programs begin at 10:30 a.m. Preregistration required at jea.com/backpack.

Protecting The Environment

JEA has partnered with Tree Hill Nature Center to create programs on energy and water savings for both middle school and elementary school students. To book a free show contact Greta Combs at Tree Hill Nature Center at educator@treehill.org.

continued from front

Voncea Fuller is one of our most visible volunteer leaders. As a JEA Community Outreach Coordinator, Voncea works closely with United Way and other local non-profits to organize company-sponsored volunteer events. These include painting and repairing homes for elderly residents, food drives, toy drives, warm clothing drives and serving meals to the homeless at The Clara White Mission. But organizing and participating in these events isn't enough for Voncea. She's an active volunteer at her church, Shiloh Metropolitan Baptist, and she sits on the board of Family Support Services, a child welfare agency serving Duval and Nassau counties. As a mother of two grown children, Voncea especially enjoys making a difference for children in the community. Family Support Services has taught her a lot about teenagers hoping to be adopted.

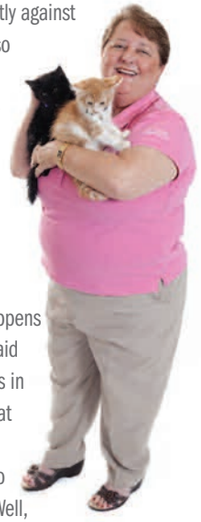
"It's hard to get them to trust you and not reject you. Some of these children are broken, while some don't want to be a victim of their circumstances," she said.

Voncea isn't the only JEA employee to assume a leadership role in a cause he or she cares deeply about. **Tony Cowart** started coaching Pop Warner teams in 1986 after he enrolled his son in T-ball and was told there weren't enough coaches. "They said if I'd take the 15 kids who didn't have a coach I could coach my own son. So I did," said Tony, who works as an emergency dispatcher in JEA's water division. His four children are now grown, but Tony still coaches youth athletics and serves on three boards: The Greater Jacksonville Youth Athletic Council, The Greater Jacksonville Pop Warner Football Conference Board of Athletics and the City of Jacksonville's Peer Review Board. The last board hears appeals from would-be volunteers whose background checks have been flagged.

"We're the ones letting these folks go out and work with our kids, so we're real careful about who we allow to do that," said Tony, who believes youth athletic programs build character. "If you set children on the right path, it comes around to pay dividends. I've seen it time and again."

Tony plans to spend, as he put it, even more time with Pop Warner once he retires.

Mello-Dee Simmons has also seen—time and again—the aftereffects of a cause she's close to, but the outcome is not positive. She's fervently against pet overpopulation, so fervent in fact she started her own non-profit two years ago in St. Augustine called Wags & Whiskers, a no-kill pet rescue.



"It's terrible what happens to unwanted pets," said Mello-Dee, who works in Technology Services at JEA. "I used to think someone needs to do something about it. Well, that someone turned out to be me."

Mello-Dee's nonprofit operates out of a bricks-and-mortar building, but it also depends on hundreds of like-minded folks who foster unwanted dogs and cats in their home until a "forever home" can be found for them. Wags & Whiskers also offers free or low-cost spay and neuter services for pets. To pay for these services, Mello-Dee applied for a state grant for Wags & Whiskers and was awarded $20,000.

"I can't save every unwanted pet," she said, "but I know I've made a difference in at least a thousand lives."

In the end, it's this desire to make a difference that motivates many of us at JEA. As Voncea Fuller simply said, "I see the need that's out there and I just want to do what I can to help."

JEA Products and Services

- Go paperless and sign up for JEA's FREE **ebill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Office.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access upcoming improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your credit card

You want to save money. We want to help.
Join us for **Q&A with JEA** on News/Talk Radio **WOKV, AM 690 & 106.5 FM**. Saturday afternoons at 1 p.m.

January Radio Topics

1/5/13
Rules and regulations. We will discuss the impact these have on your electric, water and sewer bill.

1/12/13
What does a squirrel have to do with your electric service? You will be surprised. Tune in to hear what we are doing to improve reliability.

1/19/13
It's good to have choices. JEA has several billing and payment options to allow you to decide what works best for you and your busy life.

1/26/13
A high bill can be frustrating. We'll discuss the most common reasons for high utility bills and what you can do to start saving now.

February Radio Topics

2/2/13
Why does JEA trim trees? We'll answer your questions about tree trimming.

2/9/13
What you don't know about electric safety could be shocking. Join us as we discuss how to keep you and your family safe.

January and February Television Topics on CW17

1/19/13 & 1/20/13
Our new television show, "JEA's Savings Coach," debuts Saturday, January 19 at 8 p.m. and Sunday, January 20 at 11:30 am. Join us as we show you how home energy audits can save you money on your electric bill.

2/17/13 at 11:30 a.m. & 2/23/13 at 8 p.m.
JEA's Savings Coach examines attic insulation. We'll show you around a poorly insulated attic and we'll show you how to fix it.

ON AIR

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

JEA employees are proud of a robust volunteer culture at work, even more proud when we see our colleagues assume volunteer leadership positions in the community.

continued

Energy & Water Efficiency

Insulation is a great way to keep your home warmer in the winter—without turning up the thermostat. While it can be costly to add insulation to your attic or crawlspace if needed, the insulation can pay for itself quickly through lower utility bills.

Think of insulation as a big, thick, fluffy blanket covering your attic or crawlspace. Insulation keeps cold out of your home in the winter and heat out of your home in the summer by using air pockets in most cases. If you want the most from your investment in insulation, you need to ensure all your doors, windows and other openings have a tight seal. If you don't, it's like wearing a thick winter jacket with a pair of running shorts.

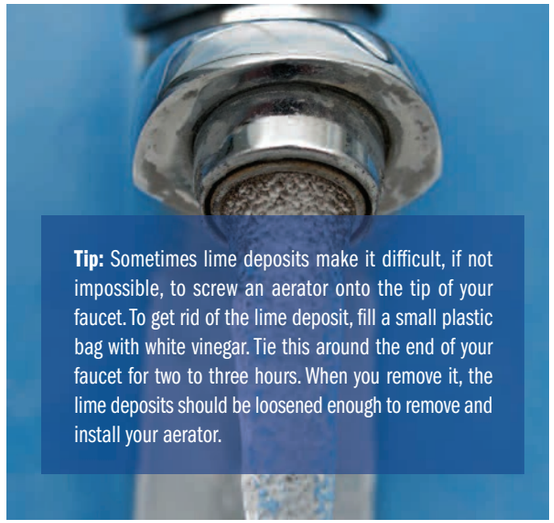
Do-it-yourself insulation inspection. If you can safely access your attic or crawlspace, you can easily check your home's insulation. Make sure it covers every corner of your attic with no swales or dips in the coverage. Stick a ruler into the insulation in several places to measure its thickness. If your insulation measures less than five inches, you'd probably benefit from adding more. The best coverage for our climate is 12 to 14 inches of insulation. Be sure to go online to jea.com/waystosave and click on the green ShopSmart logo at the bottom of the page to find JEA rebate information if you're thinking of adding more to your home.

When installing, don't forget to secure insulation over the back of the hatch or door leading into your attic, especially if it's located inside the air-conditioned house. These indoor hatches are a notorious source of energy leaks. By the way, it's fine to add new insulation atop old. But remember, crushed insulation has fewer air pockets, and saves you less money so don't store things on top of it.
Note: the above discussion is for traditional homes with attic insulation.

More hot water is used in Florida homes in January than any other month, according to a study conducted by the Florida Solar Energy Center. The study found that the average Florida household uses 67.2 gallons of hot water per day in January compared to 42.2 daily gallons in July.

How to reduce this? Since a lot of hot water is likely used for bathing, make sure you're using high-efficiency shower heads. How do you know if your showerhead disperses water at a rate of less than 2.5 gallons per minute (gpm)? Simple. Look on the nut, body or crest of the showerhead for its flow rate. More than 2.5 gpm means you've got some saving to do.

Sink aerators are another way to reduce the amount of water consumed at home. Aerators are little screen devices that screw onto the end of your kitchen or bathroom faucets. The screens allow the water to mix with air, thereby reducing the amount of water that flows from your faucet **without reducing the water pressure.**



Tip: Sometimes lime deposits make it difficult, if not impossible, to screw an aerator onto the tip of your faucet. To get rid of the lime deposit, fill a small plastic bag with white vinegar. Tie this around the end of your faucet for two to three hours. When you remove it, the lime deposits should be loosened enough to remove and install your aerator.

JEA begins a new t.v. show on CW17 this month called JEA Savings Coach. Join us January 19 at 8 p.m. and January 20 at 11:30 a.m. as host Brian Pippin shows you ways to save on your utility bill.

For more efficiency information visit the Ways to Save section at jea.com or contact the Savings Coach via email at savingscoach@jea.com.

ELECTRIC RELIABILITY

JEA is using extensions (left) and animal guards (cone shaped device on right) on some of its main lines. The fiberglass extensions are about 18 inches longer than our standard insulators, which places the wires an additional 18 inches from the tree line. The animal guards have caps that prevent animals from directly contacting electrical equipment. When combined with tree trimming, all three enhancements have improved electric reliability by 93 percent.

ELECTRIC SAFETY

Call before you dig! Sunshine 8-1-1 is a free notification service for anyone digging, drilling or excavating. Digging into underground power lines can be deadly and cause outages. Call Sunshine 8-1-1 between 7 a.m. and 5 p.m. Monday—Friday. The company will notify us to mark your underground power lines. Plan Ahead. www.callsunshine.com

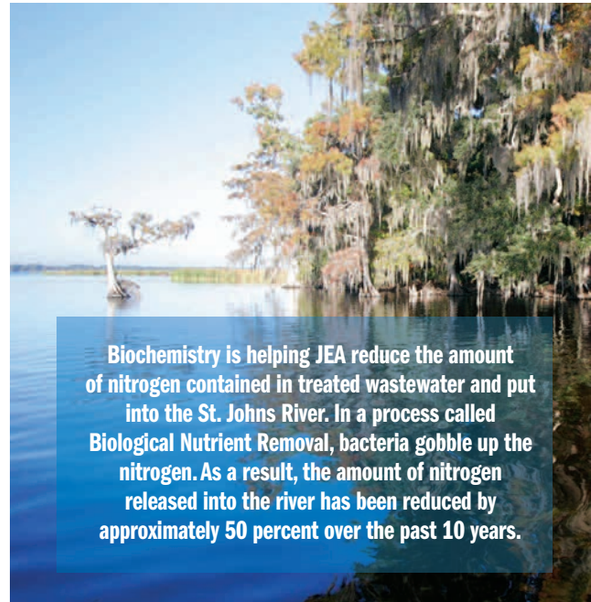
COMMUNITY INVESTMENT

JEA has provided discount prices for more than three million compact fluorescent light bulbs purchased by our customers since 2008. Now we've added another tool to make buying your CFL's even easier. It's a FREE mobile app that gives you on-the-spot recommendations for energy efficient bulbs that look good and help you save the most money. Download the app at www.lightbulbfinder.net

Every great city has a vision for itself and what it will become. We are proud to support JAX2025 to create a community-owned, community-driven vision for Jacksonville. What do you want JAX to be by 2025? Make your voice heard. Become a Visioneer for Jacksonville's future at www.JAX2025.org.

Protecting The

Environment



Biochemistry is helping JEA reduce the amount of nitrogen contained in treated wastewater and put into the St. Johns River. In a process called Biological Nutrient Removal, bacteria gobble up the nitrogen. As a result, the amount of nitrogen released into the river has been reduced by approximately 50 percent over the past 10 years.

We Are JEA

After two big storms in just 11 months, JEA employees are well-acquainted with their storm assignments. That's because when a big storm hits and your power is out, we all work around the clock to help restore services.

"I help employees develop their leadership skills, but during a hurricane I work in the call center answering calls from customers."

Janel, *Leadership Development Solutions Specialist*

"Normally, I help expand our solar offerings, but during hurricanes I travel with linemen into neighborhoods to answer customer questions."

Edgar, *Manager, Customer Solutions*

"i work in procurement, but during hurricanes i provide food and snacks for field personnel. After all, an army travels on its stomach."

Rachelle, *JEA Procurement Vendor Specialist*

"As a Six Sigma Master Black Belt, I help solve process problems. During hurricanes, I help with logistics for mutual aid crews."

Greg, *Six Sigma Master Black Belt,*

"As an industrial and systems engineer, I help plan how JEA will generate power in the future. During hurricanes, I work in the Customer Care Center dealing with customer outage issues."

Mary, *JEA Manager Electric Generation Planning*

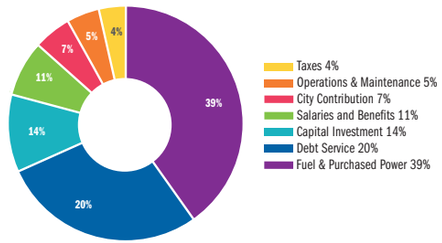
"My 'blue sky' job is working with computer systems downtown, but during a hurricane I roll with JEA crews into neighborhoods to help customers."

Patrick, *JEA Corporate Applications Specialist*

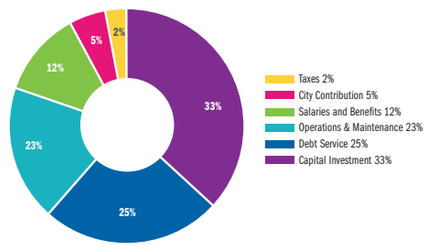
JEA Expenses: Electric & Water/Wastewater

JEA's budget is divided into two distinct areas: the electric business and the water/wastewater business. The charts below show how revenue was used to operate each business during fiscal year 2017. Below the graphs is a general explanation of how the money was spent.

Electric System Revenue Uses
$1,383,122



Water and Sewer System Revenue Uses
$462,674



Fuel and Purchased Power – pays for the cost of fuel to generate electricity and the cost of operations and maintenance of power plants. It also pays for debt service for plants jointly owned with other utilities. (St. Johns Power Park is jointly owned with FPL. Plant Scherer in Georgia is jointly owned with several other power companies.)

Debt Service – repays loans for very large capital investments such as electric generation and substations or water and sewer plants. This is similar to your very large capital investments, most notably your home. A home purchase usually requires a mortgage that's repaid in monthly installments over decades.

Operations and Maintenance – includes materials and supplies to operate and maintain JEA's systems once built.

Salaries and Benefits – includes salaries and benefits for 2,000+ employees.

City Contribution – the portion of JEA's budget that is collected by JEA for the City of Jacksonville to support general government services not related to JEA.

Capital Investment – money set aside to pay for additions to our systems. Having this fund allows us to pay for these items directly instead of borrowing money. This is the same idea as if you saved up to buy a car with cash rather than borrowing the money and paying interest.

Taxes – money paid to the state and other entities in order to be your municipal service provider.

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2017 Report to Customers

It takes a well-maintained electric system to recover quickly from devastating hurricanes. That's why we continually inspect, maintain and upgrade our existing infrastructure to meet an ever-increasing need for reliability.

2017

$135 Million
Capital Improvements

$20 Million
Storm Hardening + Preventive Vegetation Management

458,000
Electric Customers

344,000
Water Customers

267,000
Sewer Customers

10,000
Reclaimed Customers

With over 8,000+ miles of pipes, JEA's water/wastewater system is one of the largest and most complex in the country. That's why we are constantly inspecting, maintaining and upgrading our infrastructure to keep it as reliable as possible for our customers.

2017

$188 Million
Capital Improvements for Water/wastewater Systems

$29 Million
Storm Hardening the Wastewater system

$400,000

Raised by JEA employees for United Way of Northeast Florida and Community Health Charities. More at jea.com/employeegiving.

453

Projects and events involving JEA employees talking to groups and serving the community. More at jea.com/community.

$100 Million

Spent Storm Hardening JEA's Electric System Over Last Five Years

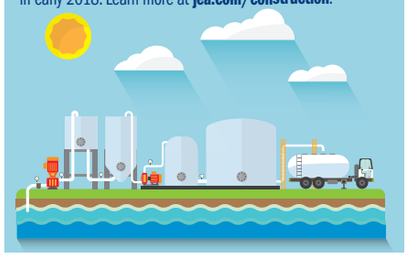
700+

Children Learned Electric Safety Through a JEA Power Pals class

Two Big JEA Construction Projects

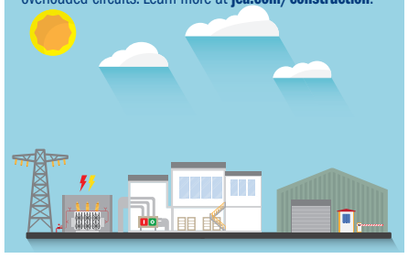
$9.6 Million

Water/Wastewater 2017 system improvements included construction of a new water treatment plant to provide 6 million gallons of clean drinking water a day to Northwest Jacksonville in early 2018. Learn more at **jea.com/construction**.



$11.6 Million

Electric 2017 system improvements included a new substation in fast-growing southwest Duval County to reduce the chance of unplanned outages due to overloaded circuits. Learn more at **jea.com/construction**.

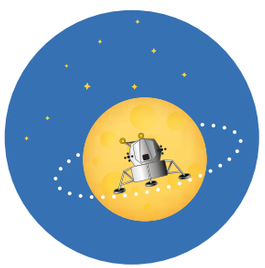


22 megawatts
Amount of solar power currently on the JEA grid

288 megawatts
Amount of solar power JEA expects to have by 2022

70+
JEA customers who chose to have 1–100 percent of their power come from solar through JEA SolarSmart

JEA's 8,000+miles
of water/wastewater pipes is greater than the
6,783 miles
it takes to drive a lunar rover around the circumference of the moon.

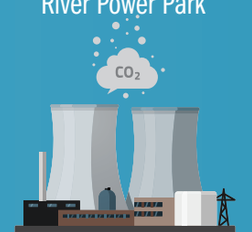


Social media updates reached more than

10 Million People

during Hurricane Matthew and Tropical Storm Irma

30 percent
Reduction in JEA's carbon footprint with closure of St. Johns River Power Park



Lost During Hurricane Matthew

186 Power Poles
327 Transformers

Lost During Tropical Storm Irma

240 Power Poles
345 Transformers

114,000
Customers took advantage of JEA rebates on insulation, HVAC and lighting

903,000 kWh/year
Energy saved by using these JEA rebates

JEA eBill

Elizabeth Brody and Tom Tyson have never met, but they share at least one thing in common.

Both are big fans of JEA eBill. In fact, they both use the same word when describing this JEA billing program: convenient.

"I don't know anyone any longer who sits down and writes a check and sends it in with a stamp," said 37-year old Tom Tyson, a web designer for a local realty company. "I pay all my bills online through my bank. It's so convenient." Elizabeth

Brody echoes that sentiment. "When my bill arrives, I move it into an email folder. That way I don't lose track of it," said Elizabeth, a retired secretary. "I like my eBill. It's really convenient."

Elizabeth likes JEA eBill for another reason, too. When she moved here from San Diego four years ago, she fell in love with Jacksonville's trees. "But so many of them are getting cut down to build apartment communities," Elizabeth said. "So I feel like eBill helps me do my part. It helps save trees."

Read your JEA eBill on a new Apple Watch.™ Sign up for JEA eBill from July 1 – August 31 and you'll be automatically entered into a drawing to win one of three Apple Watches.™ Sign up at jea.com/ebill.

Just Say No!

Please help keep our sewers from becoming tunnels of bacon fat. We're putting up billboards and wrapping JEA vehicles to remind you of the proper way to dispose of grease, fats, cooking oils and dairy products, too, because they bind to grease. Use your trash can or recycle. Clogged sewers can back up into your home, causing a big mess and an expensive plumbing bill. Learn more at **jea.com/grease**.

Connect with JEA on

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Learn more at **jea.com/easy**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center.
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find savings on energy efficient products at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

July Radio Shows

7/4/15
Did you know insulation is the single best energy-efficiency improvement you can make in your home? Join us as we discuss your insulation options.

7/11/15
What do trees have to do with electric reliability? Listen in to hear the part JEA foresters and arborists play in keeping you outage-free.

7/18/15
Don't lose your cool in the summer heat. It's time to review the top tips for keeping your JEA bill from heating up.

7/25/15
Choosing the right light bulb doesn't need to be stressful. We'll talk about the best bulbs to fit your needs.

August Radio Shows

8/1/15
A small donation can make a big community impact. Join us as we discuss JEA's Neighbor to Neighbor program.

8/8/15
We'll bust some of those energy and water-saving myths and claims out there.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2009.

7/15

NEWS FROM JEA

Follow us on Twitter
@NewsfromJEA

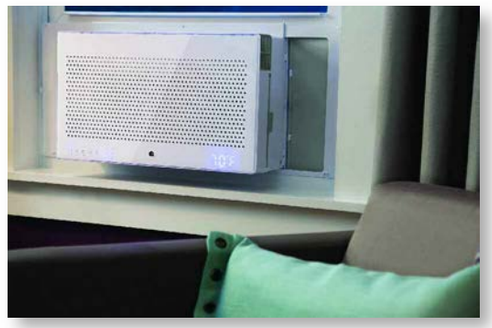
Like
"Like" us on Facebook
Facebook.com/NewsFromJEA

The Great Apple Watch™ Giveaway

Energy & Water Efficiency

The Smart Money on Window Air Conditioning Units

You've heard of smart thermostats? Now there's a smart window air conditioner. It's called Aros and it's made by Quirky and GE. Using an app, Aros connects to Wi-Fi, allowing you to control your window unit from wherever you are. It's predictive, too, meaning it will turn itself off when you leave for work and turn itself back on before you get home. The inventors say it will minimize your energy bills and maximize your comfort. Cost? About $300 a unit. Do your homework before buying, however. New smart products are entering the market every day.



JEA Home Energy and Water Evaluation Kit

JEA, The Green Team Project and the Jacksonville Public Library have teamed up to bring you free-to-use Home Energy and Water Evaluation kits. The kits are full of tools to help you find energy and water leaks in your home. Check one out of a library near you and attend a free seminar to learn how to use it!

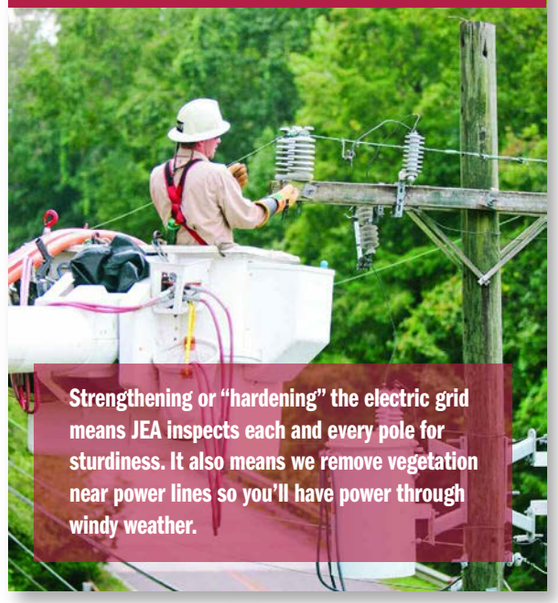
Tuesday, July 14
7:00 p.m. – 8:00 p.m.
University Park Library, Meeting Room B
3435 University Blvd. N.
Jacksonville, FL 32277

Saturday, July 25
10:30 a.m. – 11:30 a.m.
Bartram Trail Library, Multipurpose Room
60 Davis Pond Blvd.
Fruit Cove, FL 32259

Wednesday, August 19
3:00 p.m. – 4:00 p.m.
Hilliard Branch, Children's Workshop
15821 Co Road 108
Hilliard, FL 32046

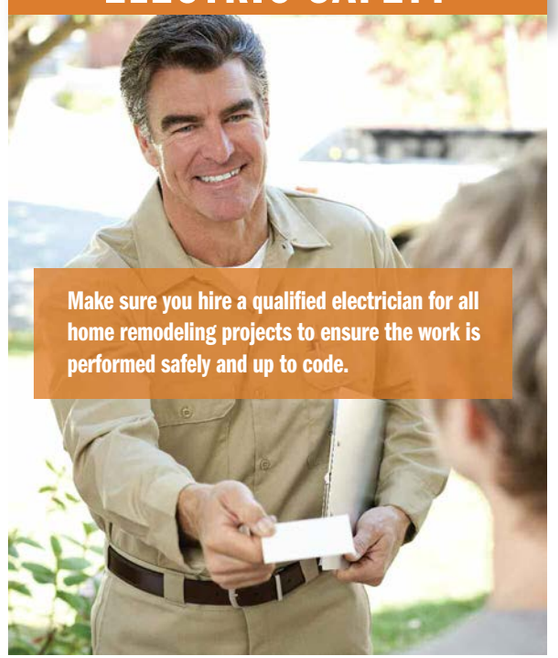
Tuesday, August 25
7:00 p.m. – 8:00 p.m.
West Regional Library, Community Room
1425 Chaffee Road S.
Jacksonville, FL 32221

ELECTRIC RELIABILITY



Strengthening or "hardening" the electric grid means JEA inspects each and every pole for sturdiness. It also means we remove vegetation near power lines so you'll have power through windy weather.

ELECTRIC SAFETY



Make sure you hire a qualified electrician for all home remodeling projects to ensure the work is performed safely and up to code.

COMMUNITY INVESTMENT

JEA employees volunteered to help serve meals to the homeless and disadvantaged during the 21st Annual Miracle on Ashley Street, a fundraiser for the Clara White Mission.

Protecting The Environment

JEA honored 41 companies at its 10th Annual Industrial Pretreatment Awards. The companies achieved 100% environmental compliance in Industrial Pretreatment for 2014. Pictured (L-R) Paul Steinbrecher, JEA Director of Permitting and Compliance, Ron Green, Saft Health & Safety Manager, Alan Parsley, Saft Human Resources Manager and Tom Rauth, JEA Manager of Pollution Prevention Programs.

July.Bill.14:Layout 1 6/17/14 9:23 AM Page 1

For three days last May, JEA participated in a hurricane readiness exercise with state and local emergency management officials. The exercise helped improve coordination within JEA and with government officials so that in the event of a major storm, JEA will operate as smoothly as possible.

Stay Connected

In 2012 when Hurricane Sandy hit the Northeast, thousands of people lost power for days. But many stayed informed about the status of their outage through social media.

We encourage you to do the same. Connect with JEA on Facebook, Twitter and/or Google+ to receive our storm updates. Bookmark our outage page

ahead of time on your smartphone so you can view all reported outages and follow their restoration. You'll find it at jea.com/outage. Also, questions about what to do before, during and after a storm? We've got answers at jea.com/hurricane.

To report an outage online, you'll need a jea.com online account. Go to jea.com/registration to create one. It's fast and it's free.

Of course, you can always report an outage by phone. Just call us at (904) 665-6000. Save that number to your contacts in your phone so you don't have to search for it!

Connect with JEA on

Exercise: Day One

JEA managers learn a Category 3 hurricane named "Jones" is in the Caribbean about to hit Key West. Managers warn employees to have their family hurricane preparation plans ready.

Exercise: Day Two

Hurricane Jones leaves South Florida in a shambles. After requests from state and local officials, JEA CEO Paul McElroy develops a plan with his Incident Command Team to send waves of crews and equipment every four hours to help South Florida recover.

"We'll stagger their departure so the roads don't get clogged and we'll send the water and electric crews together so they can team-up on the trip," McElroy said during the exercise.

Computer models say Jones will travel northwest. Nevertheless, JEA's Incident Command Team creates a fallback recovery plan: if Jones heads east, our crews traveling south will return home.

Exercise: Day Three

Jones, indeed, heads to the Florida Panhandle. Several tornadoes touch down in Northeast Florida, causing serious damage, including one that knocks down a stretch of giant 500KV transmission lines near Cecil Commerce Center.

"We have crews assessing the damage," said Mike Brost, JEA Vice President and General Manager of the Electric Systems during the exercise.

Exercise: After Action Report

At the close of the training, participants wrote down suggestions about how to make JEA's response run more smoothly during a real storm. As Ed Dendor, JEA's director of emergency preparedness put it, "This way JEA can continually improve its emergency plans and procedures."

JEA Products and Services

- Go paperless and sign up for JEA's **eBill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

July Radio Show

7/5/14
Don't lose your cool in the summer heat. We'll discuss air conditioning tips.

7/12/14
Did you know that inadequate insulation and air leakage are leading causes of energy waste in many homes? Insulation is also one of the easiest home energy upgrades to make. We will examine all your options when it comes to insulation.

7/19/14
Trees provide needed shade in the summer. They can also cause outages during those afternoon storms. One of JEA's arborists will join us to talk about the balance of maintaining our tree canopy and providing reliable power.

7/26/14
With so many choices, finding the best light bulb for your needs can be daunting. We'll try to make your decision a little clearer with the facts.

JEA Savings Coach on CW17's "Your Jax Spotlight"
7/6/14 & 7/13/14 @ 11:30 a.m.

Is spray foam insulation the right type of insulation for your home?
JEA's Energy and Efficiency Specialist David Reed shows you the pros and cons of spray foam insulation. Join us!

7/14

NEWS FROM JEA

Follow us on Twitter
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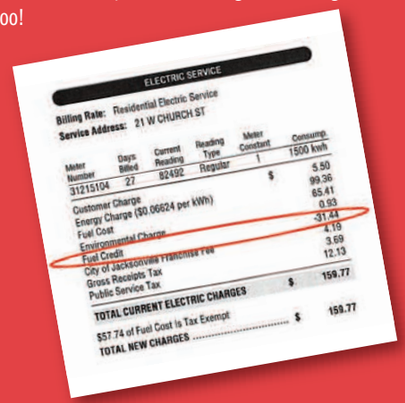
"Like" us on Facebook
Facebook.com/NewsFromJEA

Hurricane Jones: A Preparedness Exercise

You're Getting a Fuel Credit in July

The electric portion of your bill contains a Fuel Credit this month. When we save on the price of natural gas used for generation, you save, too!



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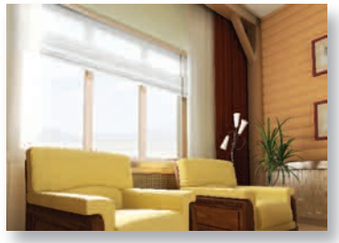
Energy & Water Efficiency

It's the middle of summer and hotter than hot, which makes it a great time to try and reduce the amount of heat that enters your home. This will make your home cooler without increasing your energy bill. Here are some tips to help you accomplish this.



Windows: In some homes, up to 25 percent of heat that gets inside comes from your windows, especially ones that get direct summer sun. So think of ways to shade your windows – awnings, shade screens, window tints, window film, or shade trees. Then, close the blinds/drapes on top of that.

Exterior walls and doors: Paint your home a light color to reflect the sun. It will absorb less heat.

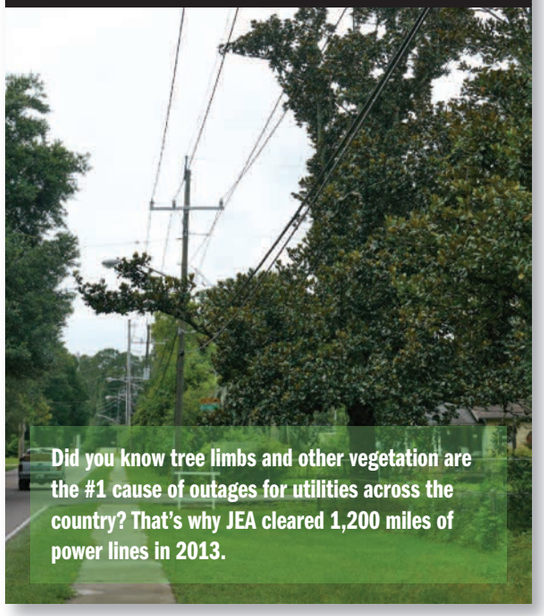
Insulation: Give your home a good line of defense. Make sure you have enough attic insulation to keep the heat out of your house. Grab a yardstick and measure the depth of your insulation. Loose-fill, blown-in insulation should measure about 13 inches for full effect.

Internal Heat Sources: Use a clothesline instead of your clothes dryer. Use the microwave or outside grill instead of your oven. You get the idea.

Weatherization: Make sure your weather stripping around your doors isn't cracked. Replace it if it is. Caulk around your window frames. Make sure the fireplace damper is closed. And if you have a pet door, make sure it fits the door snugly.

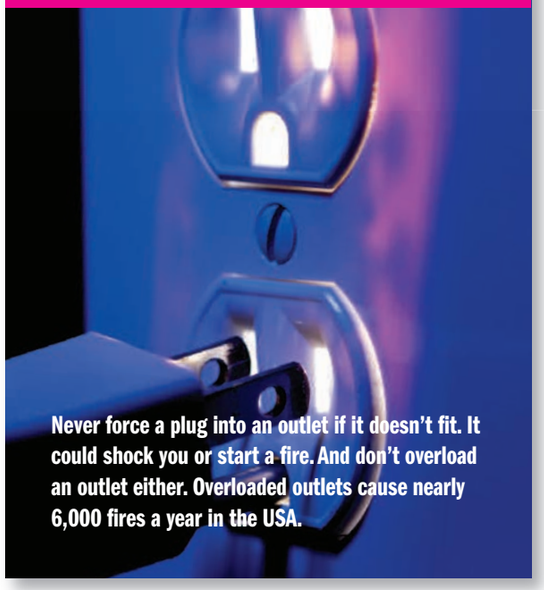
A big thank you to the 6,208 customers who registered for JEA eBill during our Spring promotion. JEA eBill is the online billing option that saves everyone time and paper. Three lucky JEA customers received an iPad Air. *Pictured: Charudatta Bhat and Jennifer Woodson, Not pictured: our third winner, Victoria Mogford, a college student at UNF away for summer break.*

ELECTRIC RELIABILITY



Did you know tree limbs and other vegetation are the #1 cause of outages for utilities across the country? That's why JEA cleared 1,200 miles of power lines in 2013.

ELECTRIC SAFETY

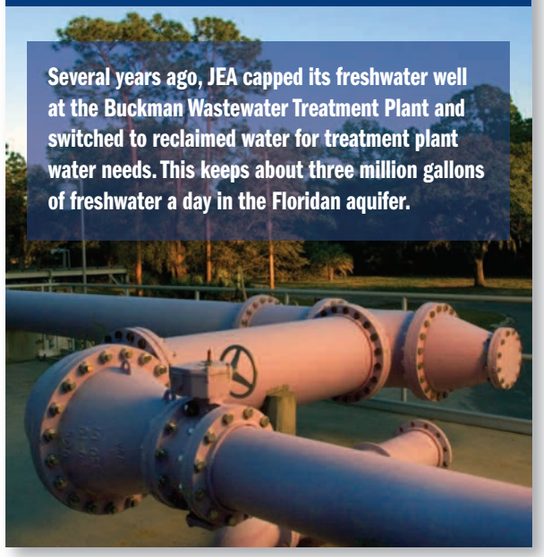


Never force a plug into an outlet if it doesn't fit. It could shock you or start a fire. And don't overload an outlet either. Overloaded outlets cause nearly 6,000 fires a year in the USA.

COMMUNITY INVESTMENT

One hundred and fifty five JEA volunteers helped build 25 homes in Jacksonville's New Town Success Zone during the HabiJax Blitz Build in June. For four days JEA volunteers installed siding and laid sod. Some also helped renovate 25 owner occupied homes in the same area.

Protecting The Environment



Several years ago, JEA capped its freshwater well at the Buckman Wastewater Treatment Plant and switched to reclaimed water for treatment plant water needs. This keeps about three million gallons of freshwater a day in the Floridan aquifer.

JEA AutoPay: "It's Simplicity"

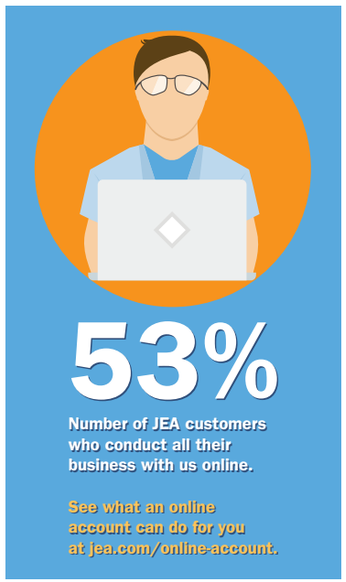
For Leigh Elizabeth Bryan and her father Louis Black, traveling for pleasure is actually work. Leigh is President of Avondale Travel. Louis is the CEO. They each journey around the world, often for more than a week at a time, checking out different tours and properties in anticipation of sending clients on the same trip.

Leigh recently took a train ride through the Rocky Mountains from Banff to Vancouver aboard a private train called the Rocky Mountaineer. "Beautiful scenery. Delicious food. It was a very unique experience," she said.

Louis is the cruise expert. "I've been on three cruises this year," he said. "More than 300 total."

Because they're both busy and out of town a lot, Leigh and Louis signed up their business and each of their residential accounts for JEA AutoPay. "It's simplicity," Leigh said. Lou agrees. "I can be gone for weeks at a time and this way, I know my utility bill is paid. It's so convenient. I wouldn't pay any other way."

Discover a better way to pay your JEA bill and you may discover a more convenient way to prepare dinner. Sign up for JEA AutoPay by August 31 and you'll be automatically entered to win a gift card from Blue Apron (cook-it-yourself, farm-fresh meal delivery service) or a portable gas grill. You choose your prize just like you choose your way to pay! Sign up at jea.com/AutoPay.



Do You Pay Your JEA Bill at Winn-Dixie Stores?

As of July 27th, Winn-Dixie will no longer accept check payments or any payments of less than $30. Find all the places to pay your JEA bill at **jea.com/paymentlocations**.

"Highest Customer Satisfaction with Business Electric Service in the South among Midsize Utilities"

Disclaimer: JEA received the highest numerical score among 13 midsize utilities in the South in the J.D. Power 2016 Electric Utility Business Customer Satisfaction Study, based on 21,852 responses, and measuring the experiences and perceptions of business customers surveyed March and November 2015. Your experiences may vary. Visit jdpower.com.

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
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- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find rebates on home energy upgrades at **jea.com/rebates**.

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July Radio Shows

7/2/16
Insulating your home is the single best energy-efficiency improvement you can make. Join us to discuss insulation options.

7/9/16
What do trees have to do with electric reliability? Hear from our JEA foresters and arborists.

7/16/16
Don't lose your cool in the summer heat. It's time to review the top tips for keeping your bill from heating up.

7/23/16
Choosing the right light bulb doesn't need to be stressful. We are going to talk about the best bulbs to fit your needs.

7/30/16
A small donation can make a big community impact. Join us as we discuss JEA's Neighbor to Neighbor program.

August Radio Shows

8/6/16
Separate fact from fiction! Join us as we discuss all those energy and water-saving myths and claims out there.

8/13/16
JEA treats about 70 million gallons of sewage a day. We will flush out the interesting things we are doing in sewer treatment.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2008.

7/16

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook
Facebook.com/NewsFromJEA

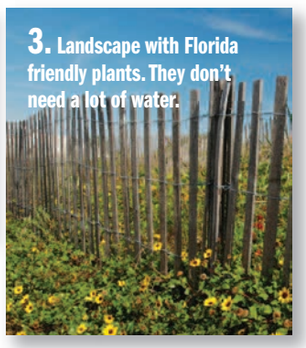
JEA AutoPay: "It's Simplicity"

Energy & Water Efficiency

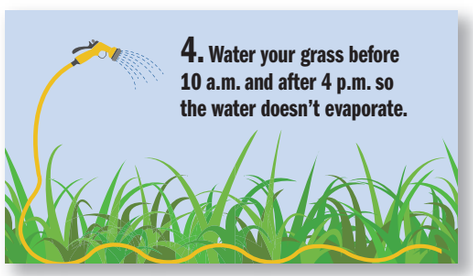
JEA's Top Five Ways to Save Water at Home

1. Fix all leaky toilets and sinks.

2. Install high-efficiency showerheads. Limit showers to just 5 minutes.



3. Landscape with Florida friendly plants. They don't need a lot of water.



4. Water your grass before 10 a.m. and after 4 p.m. so the water doesn't evaporate.

5. Put a bucket in your shower for water collection. Use the water on your plants.

Ensuring a Plentiful Supply of Water

Help ensure that Northeast Florida residents have a safe and plentiful supply of clean drinking water for future generations. Think water conservation. Not only will you save water, but money, too. Remember: every drop counts!

JEA HydroLogic!

JEA has partnered with MOSH to build a new outdoor exhibit designed to encourage sustainability and water efficiency in gardens and landscaping. The exhibit is called JEA HydroLogic. Check it out and see how using water responsibly outdoors can be beautiful, fun and smart! Learn more about JEA HydroLogic at **jea.com/themosh**.

JEA HYDROLOGIC

Connect with JEA on

ELECTRIC RELIABILITY

JEA's new program targeting pole climbing vines has reduced vine-caused outages by 50 percent. For more on our electric reliability efforts, visit jea.com/About/Electric_Generation/

ELECTRIC SAFETY

If you're taking your home renovation "down to the studs," it's a great opportunity to update the electric wiring in your home. For more electric safety tips, visit jea.com/electric-safety.

COMMUNITY INVESTMENT

JEA employees participated in the HabiJax Blitz Build 2016, volunteering to help to build 12 new homes and complete five rehabilitation projects in just five days in the city's New Town neighborhood. Learn more about our employee volunteer efforts at jea.com/volunteer.

Protecting The Environment

Congratulations to the 42 companies honored at JEA's 11th Annual Industrial Pretreatment Awards. Coca-Cola Refreshments, USA, Inc. and K&G Box each won platinum awards for 10 years of 100 percent compliance. Learn more about industrial pretreatment at jea.com/wastewater. (L-R: Mike Hightower, JEA Chief Public Affairs Officer, Coca-Cola's Ronald Cordle and Jamaal Medley, and Tom Rauth, JEA Manager Pollution Prevention Programs.)

The End of an Era for Jacksonville

In about six months, JEA will decommission one of the biggest workhorses in its stable of electric generating plants. St. Johns River Power Park (SJRPP) is jointly owned with Florida Power & Light (FPL) and has reliably served JEA and FPL customers for 30 years. Below, the top four questions customers are asking about the plant closing.

Will this make my bill go up? No. In fact, by closing SJRPP, JEA will save millions every year. That money will be redirected to help pay down debt early and to help pay for important capital projects that will benefit our customers. Best of all, the decommissioning will help keep your rates stable longer.

Will my power be just as reliable as it is now? Yes. Part of the reason we are decommissioning the plant is that our customers are using less electricity. Homes and businesses are more energy-efficient these days, plus we're adding more solar to our generation fleet and more natural gas in the years ahead. By closing SJRPP we'll increase asset utilization and keep our generation capacity more in line with what our customers actually need.

What's going to happen to the land around the power park? JEA will keep about 100 of the nearly 2000 acres for a possible future natural gas plant. The rest will be sold, including a 30-acre parcel on the river on Blount Island where ships pull up to off-load coal for the plant.

What are the environmental benefits of closing SJRPP? JEA will decrease its carbon footprint by 30 percent. We'll also reduce the nitrogen released into the St. Johns River. And those two big cooling towers you see from the Dames Point Bridge? They'll be knocked down.

Is JEA MyBudget Right for You?

JEA MYBUDGET MYCHOICE GIVEAWAY

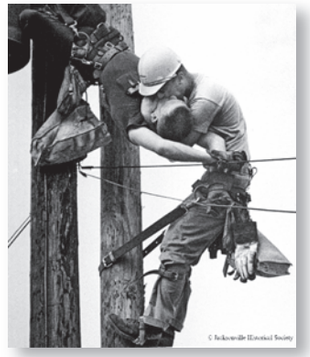
Predictability is important. Especially when it comes to utility bills. Go to **jea.com/mybudget** to see what your estimated MyBudget payment would be and if you qualify. Sign up for JEA MyBudget by August 31, 2017 and you'll be automatically entered to win a $500 Amazon or Apple gift card.

The Zika Virus: Prevent and Protect

Be sure and remove standing water around your home to prevent mosquito infestations. The Centers for Disease Control recommends using EPA-registered insect repellent. Look for the product's registration number ("EPA Reg.") on the back of the label. More at **coj.net/mosquito**.

50th Anniversary

Fifty years ago on July 17, 1967 Jacksonville Journal photographer Rocco Morabito captured this incredible photo of JEA lineman J.D. Thompson saving the life of fellow lineman R.G. Champion. It's known round the world as the "Kiss of Life" photo. Morabito won a Pulitzer Prize for spot news photography for the photo in 1968.



JEA Products and Services

Take advantage of all we offer. Sign up at jea.com/register.

No more paper bills. Sign up up at jea.com/ebill.

JEA MyBudget helps manage your monthly bills. jea.com/mybudget

Pay your bill automatically. jea.com/autopay

Pay online at jea.com.

Pay by phone at 665-6000.

Find payment locations at jea.com/paymentlocations

Pay by debit or credit card. (There's a $2.20 convenience fee for payments up to $500. The fee for payments $500.01 – $1,000 is $4.40. The fee for payments $1,000.01 – $10,000 is $9.95. Fees charged by vendor who handles card payments.)

Find rebates on home energy upgrades. jea.com/rebates

Tough times call for generous neighbors. jea.com/neighbor

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

July Radio Shows

7/1/17 **Keep your summer bills in check.** We've got tips to help you do just that.

7/8/17 **Is your irrigation system working correctly?** How to spot problems.

7/15/17 **The 50th Anniversary of the "Kiss of Life" photo.** We'll remember.

7/22/17 **What is Florida-friendly landscaping?** Ask our expert!

7/29/17 **How to spot a utility scam phone call.** Be Aware!

August Radio Shows

8/5/17 **How clean is JEA's drinking water?** We'll talk about our latest Water Quality Report.

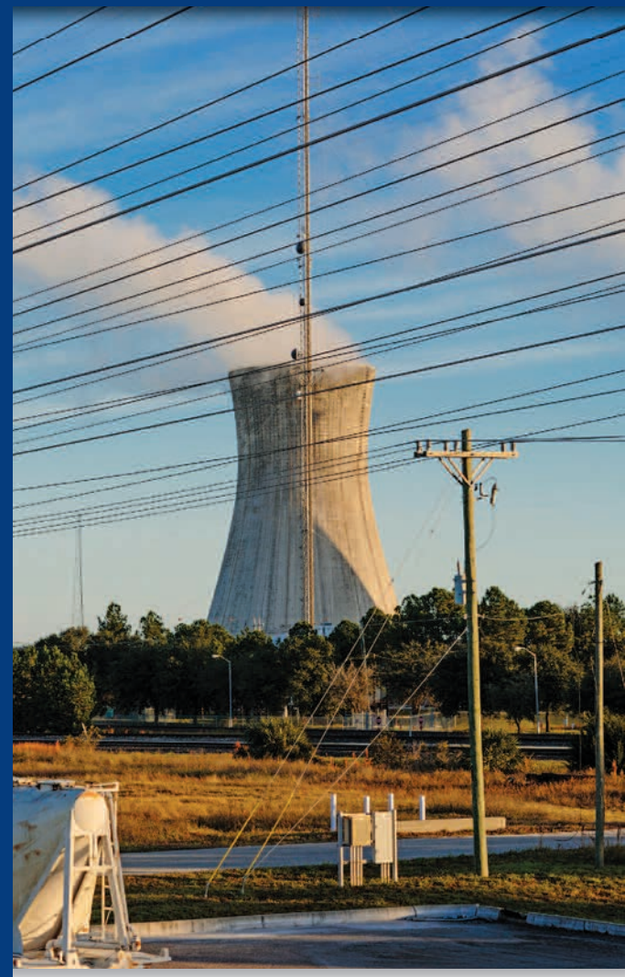
8/12/17 **JEA Solar Power. For Everyone.** We'll tell you how to get it.

Missed a show? You can listen to it online at jea.com/radioshows.

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook Facebook.com/NewsFromJEA



The End of an Era for Jacksonville

Energy & Water Efficiency

JEA's Top Five Most "Unusual" Ways to Save Water

1. Skip at least one shower a week. Get everyone in the family to do the same.

2. Buy a plastic bucket. Stick it in the shower to collect water while you wait for the shower to heat up. Use it for bathing on the day you don't take a shower. (see top left)

3. Never fill your sink or bathtub up to the overflow drain. It's. Just. Plain. Wasteful.

4. Try irrigating your lawn only once a week.

5. Mulch. Mulch. Mulch. You can save at least 20 gallons per 1,000 sq. ft. every time you water.

The Power of Tracking Your Usage

Would you like to know your bill to date before you actually receive it? Sign in to your free, customized My JEA Utility Tracker and find out. You need a free online account to use your tracker. Creating one is easy at jea.com/online-account. Meantime, watch a video about the My JEA Utility Tracker and see what it can do for you at **jea.com/trackmyusage**.

Connect with JEA on

JEA's Water Quality Report for 2016

is now available at **jea.com/WQR2016**. For a paper copy, email your address to **waterquality@jea.com** or call **(904) 665-6000** to request one. You can also pick up a copy at any branch of the Jacksonville Public Library or at our Downtown Customer Business Office at 21 W. Church Street, 32202.

ELECTRIC RELIABILITY

A ribbon-cutting for a new solar farm off Pecan Park Road brings JEA's total utility scale solar generation to 19 MW and growing. Another solar farm near Old Plank Road is set to open soon. JEA is making solar available to everyone. Learn more at jea.com/solarsmart.

ELECTRIC SAFETY

Got a light switch that's hot to the touch? Turn off the switch and call an electrician. More tips at jea.com/electric-safety.

COMMUNITY INVESTMENT

JEA Ambassadors had a great time teaching JEA Power Pals, our elementary school curriculum on electric safety, to first graders at Henry F. Kite Elementary school. Learn more at jea.com/powerpals.

Protecting The Environment

Congratulations to the 41 companies honored at JEA's 12th Annual Industrial Pretreatment Awards. Learn more about the awards at jea.com/industrialpretreatment. L-R: Mike Hightower, JEA Chief Public Affairs Officer, L.W. Berg, Swisher International, and Tom Rauth, JEA Manager, Pollution Prevention Programs.

continued from front

Jean Nestor feels blessed to be a participant in the ShopSmart with JEA program. He recently insulated the attic of his Southside home with blown-in insulation and was able to take advantage of a special that doubles his insulation rebates. (There's still time to take advantage of that special. It ends August 15.) "We had no insulation before and our home had humidity problems," Nestor said. "Now we have R-38 and the humidity problems are gone and our home is much cooler." The rebate was taken at purchase when Nestor bought his insulation for .30 cents off a square foot. "The price for the highest grade of insulation from Vern's Insulation with the rebate became almost the same price of the lowest grade of insulation without the rebate," Nestor said.

David Timmer is updating his appliances. His purchase of a front loading clothes washer with steam setting qualified him for a $25 ShopSmart with JEA rebate. Timmer filled out the necessary paperwork and got a check in the mail after purchase of his appliance. He says the rebate felt like icing on the cake. "The main thing is better efficiency with the clothes washer and then to save money on the utilities," he said. Timmer was so pleased with his new energy-efficient clothes washer – and rebate – he's going back for a new refrigerator soon. And, yep, he'll get another $25 rebate on that new appliance, too.

Jerry van Horne is thrilled with the 10 solar screens he purchased earlier this year from Green Energy Options (jaxsolarscreens.com). Van Horne first saw the outdoor window screens at the Spring Home and Patio show and soon decided they were a "no-brainer" for the west-facing windows of his Intracoastal West home. "I really like to use energy-efficient products that can save me money," he said. Green Energy Options took the rebate off the top of Jerry's bill. Now he's waiting to enjoy the savings. "I can't wait to compare my summer bills this year to my summer bills last year," van Horne said. "I can already tell the difference inside in late afternoon. There's so much less heat coming in."

shopsmart with JEA

*ShopSmart with JEA is also offering a **Double Rebate Special** for anyone replacing their HVAC system. The special ends August 31. Visit jea.com/shopsmart for details. And remember: Shop smart, save big thanks to JEA.*

JEA Products and Services

- Go paperless and sign up for JEA's FREE **ebill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

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July Radio Topics

7/3/13
Gerri Boyce explains the connection between electric reliability and planting the right tree in the right place.

7/10/13
Are you overwatering your lawn? Your chance to talk with JEA's LawnSmart experts,

7/17/13
How will an energy audit save you money? Gerri Boyce explains.

7/24/13
Open Mic: call Gerri with questions about your utility service.

JEA Savings Coach on CW17

July Television Topic
7/20/13 at 8 p.m. & 7/21/13 at 11:30 a.m.
Plan for everything. Hope for nothing – nothing happening that is. What to do before, during and after a hurricane with JEA Savings Coach Brian Pippin.

August Television Topic
8/17/13 at 8 p.m. & 8/18/13 at 11:30 a.m.
Are your windows doing you a disservice? Is cooled air leaking through them like a sieve? We'll show you some fixes that won't cost you a lot of money.

JEA SAVINGS COACH

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

Like "Like us on Facebook." Facebook.com/NewsFromJEA

ShopSmart with JEA Rebates

These ShopSmart with JEA customers are delighted with the money JEA saved them on their home energy efficiency upgrades. Read on to learn how JEA can save you money, too.

continued

Energy & Water Efficiency

Top Three Smartphone Apps to Help You Become More Energy Efficient

Use your smartphone to help you save energy by downloading a free app. Here are three of the best as chosen by The Alliance to Save Energy (ase.org) a non-profit organization that promotes energy efficiency worldwide through research, education and advocacy.

Kill-Ur-Watts

View, track and manage your electric consumption over time on your smartphone. Calculate your home's carbon footprint and compare it to national averages. Free on iTunes.

JEA's Light-Bulb-Finder.net

JEA has partnered with the creators of this app to help you find the right energy-saving compact fluorescent light bulbs right here in Jacksonville. This app will help you pick the right CFL based on light quality (brightness) and style. Download it for free at lightbulbfinder.net.

My Water Diary

This easy-to-use app is remarkable for its simplicity. You'll be amazed how much water you use even when you're trying to be conscious of not wasting it. Download it for free from iTunes.

Leaky Pools

If you thought leaky toilets and leaky faucets were big water-wasters. So is a leaky pool. Most pool leaks fall into one of two categories: a leak in the pool's plumbing and/or a leak in the pool itself—be it vinyl or concrete.

Start with the Obvious

Thoroughly check your pool pump. Is water pooling on the grass nearby? Are there any sunken or eroding areas around the perimeter of your pool or pool equipment? If the answer to this is yes, you may have a leak in your pool's plumbing. If not, the leak may be in the pool itself.

Test for a Leak in a Hard-Surface Pool

Turn off the pump so the water is still. Squirt a few drops of blue food coloring near the pool light—a common leak spot. Try the pool skimmer next. If there's a leak in either of these areas, the food coloring will be sucked away. If not, the food coloring will remain suspended in the still water. Repeat this around the rest of your pools fixtures—and close to pool cracks—until you find the culprit. Once you find your leak its best to call a pool professional to fix it.

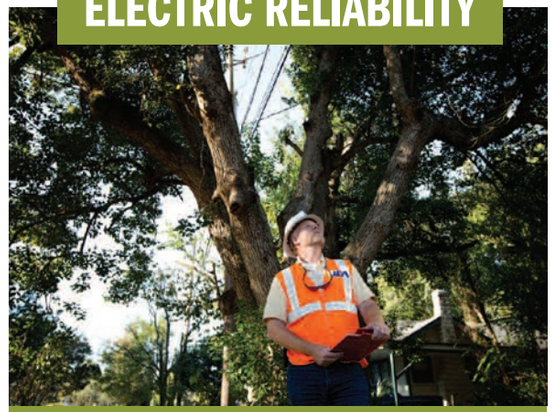
Test for a Leak in a Vinyl Surface Pool

Get out your mask and snorkel and swim around the pool carefully looking for rips in the vinyl. Pay special attention to high-traffic areas, where rips are more likely to occur. Once you find your leak its best to call a pool professional to fix it.

And remember: The Department of Energy says using a pool cover while you're away for long periods of time helps reduce water evaporation by 30 to 50 percent. It also won't take you as long to clean your pool when you return.

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

ELECTRIC RELIABILITY



JEA follows a regular schedule for inspecting and trimming trees in our service territory. By clearing vegetation away from power lines, we greatly reduce the chance of a storm-related power outage.

COMMUNITY INVESTMENT

Scores of JEA volunteers helped put up siding and lay sod as part of the 25th Anniversary of Habijax. Volunteers built 25 homes in one week in the New Town Success Zone near Edward Waters College.

ELECTRIC SAFETY

Look up. Be aware of overhead power lines when working in your yard. Always know the location of power lines when carrying or setting up a ladder or using long-handled pool-cleaning tools.

Protecting The

Environment

JEA's use of solar power means Jacksonville can avoid approximately

22,000 tons

of greenhouse gas every year.

In the words of JEA Managing Director and CEO, Paul McElroy, jea.com is "our front door." That's why we put out the welcome mat every month by updating the stories on our home page. We want to give you the latest information from JEA. Perhaps its efficiency advice designed to save you money. Or information on our newest billing and payment plans. Or a story about a JEA employee who's also an exceptional community volunteer.

We also want jea.com to be a fast and convenient way for you to conduct business. With that in mind, we thought we'd share some new – and not so new – features on jea.com that you may not be familiar with yet.

First, have you set up a JEA Account yet? It's fast and it's free and it gives you access to all sorts of online tools. All you need is an email address and a password. Go to **jea.com/registration** to set up your account if you don't have one yet.

Did you know we have an Interactive Outage Map on jea.com? If you experience an electric outage, grab your smartphone and type jea.com into your browser. It will take you to the mobile version of our site. From here you can report your outage and find out how widespread the outage is in your area. The map will also tell you the status of the JEA crew assigned to fix your problem. When you report an outage through your mobile device or online, you can also ask to receive proactive updates – emails or texts – about your problem. Yes, you can do this over the phone, too, but our interactive map may be more convenient.

Scheduling a payment is a new option, designed to make paying your JEA bill fast and easy. After you receive your bill – either by email as an ebill or in the mail you can schedule your payment for any date before, and including, your due date. The bill will be paid automatically on the selected date. We'll send you an email confirmation when your payment has been posted. Find out about how to schedule a payment (including step-by-step instructions) at **jea.com/easy.**

Finally, another really "cool thing" on jea.com is our online tool called My JEA Utility Tracker. Studies have shown that most people conserve more energy and water when they watch their consumption. Tracker helps you understand how your behavior affects your bill. You can monitor your consumption with reports and graphs delivered on a near real-time basis. Tracker also gives tips that can help you save on your utility bill – tips appropriate to your home and your lifestyle.

In the end, we'd like to extend an invitation from our front door to yours: stop by and visit us at jea.com.
Explore. Enjoy. And Save!

JEA Products and Services

- Go paperless and sign up for JEA's **eBill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
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It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

June Radio Show

6/7/14
What happens after the storm? We'll discuss what you can expect should northeast Florida experience a tropical storm or hurricane.

6/14/14
Do you know your source for water? And, no, it's not your water faucet. We'll take a look at JEA's water system and what we do to ensure its quality.

6/21/14
Renewable energy sources are getting more and more attention. We're discussing JEA's renewable program and how you can be part of it.

6/28/14
Need someone to interpret your bill? Have a question about your account? A customer care expert will answer these questions and more.

JEA SAVINGS COACH

JEA Savings Coach on CW17's "Your Jax Spotlight"
6/1/14 & 6/8/14 @ 11:30 a.m.

Did you know your portable home generator could kill a JEA Lineman?
We'll show you how to make sure that never happens. Join us!

6/14

NEWS FROM JEA

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Like
"Like" us on Facebook
Facebook.com/NewsFromJEA

From Our Front Door to Yours

Energy & Water Efficiency

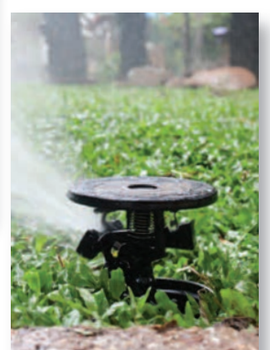
If you want to lower your utility bills, the best way to do it is to live more efficiently. And not just inside your home. Outside, too. Here are some landscaping tips that will help you save on your energy and water bills. Given the growth cycle of trees and shrubs, you won't see the full effect of some of these savings overnight, so get started now!

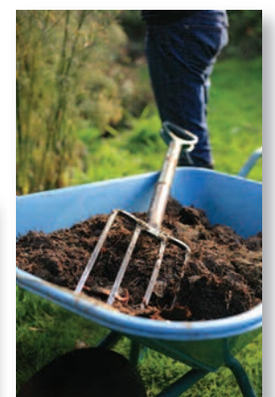
Landscaping for Energy and Water Efficiency:

1. Plant deciduous trees that will shade your home in the summer, but allow sun to warm it in the winter. Trees such as Red maples and Magnolias are good choices. Just be careful not to plant tall-growing trees near power lines or too close to the house.

2. Plant bushes, shrubs and climbing vines on a trellis to shade your patio area.

3. Water early in the morning. Don't overwater: you only need ½ an inch twice a week. And know your watering days. Find out at jea.com/wateringdays.





4. Use lots of mulch or pine straw around plant roots to keep them cool and reduce evaporation.

Save Water with Florida Natives

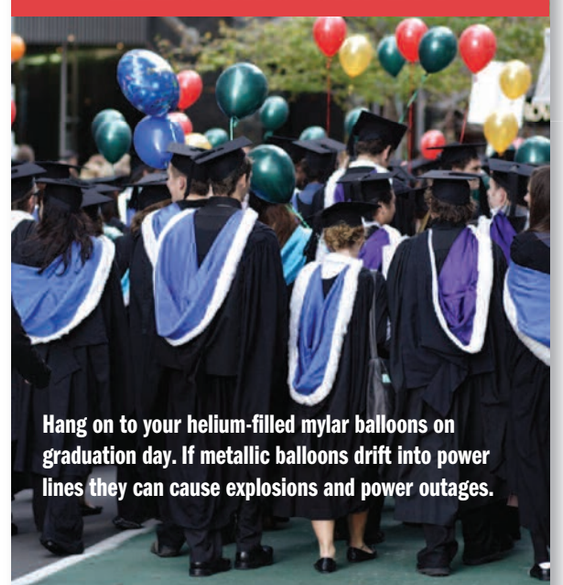
Florida native plants are naturally suited to the hot summers and cool winters of Northeast Florida. To learn what grows best in your soil type, visit JEA's Florida Friendly Gardens beside our Downtown Customer Care Center on 21 W. Church Street. We've planted three gardens with Florida-friendly plants. Each garden features a different type of soil: clay, sandy and loamy. Signs show you the best plants for each soil type.

ELECTRIC RELIABILITY

With storm season upon us, be sure and follow us on social media for the most timely updates. We've increased our social media presence and offer options for everyone. Join us!

Connect with JEA on

ELECTRIC SAFETY



Hang on to your helium-filled mylar balloons on graduation day. If metallic balloons drift into power lines they can cause explosions and power outages.

COMMUNITY INVESTMENT

Take the kids on a summer field trip to MOSH, Jacksonville's Museum of Science & History. JEA's PowerPlay Exhibit is now better than ever with new touch screens and additional interactive exhibits designed to teach children how power is delivered to their homes rain or shine 24/7.

Protecting The Environment

JEA's 2013 Annual Water Quality report is available online at jea.com/WaterQualityReport. This report contains important information about the source and quality of your drinking water. We're happy to mail you a copy – just send your address to WaterQuality@jea.com. Copies are also available at all branches of the Jacksonville Public Library and at our Downtown Customer Center at 21 W. Church Street. You can also call 665-6000.

77221_Layout 1 5/14/15 2:38 PM Page 1

Let's hope the predictions are accurate and the 2015 hurricane season is a quiet one. Just in case, here are some important reminders.

Please take a moment and update your contact information. Should there be a bad storm, we'll be sending emails and calling customers to keep everyone informed about the restoration process. To make sure we can contact you, simply log in to your jea.com account and update your contact information **jea.com/UpdateMyInformation/** or call us at **(904) 665-6000** to make those updates.

Another great way to stay in touch before, during and after a storm is to "Follow" us on Twitter and "Like" us on Facebook. We're easy to find on both social media platforms: **Twitter.com/NewsFromJEA** and **Facebook.com/NewsFromJEA**. And of course, social media is a great way to stay in touch all year long to learn about things like the water main break that's snarling traffic or the boil water advisory in your neighborhood.

Finally, check out JEA's new Outage Center at **jea.com/Outage-Center** where we've made it easy for you to find all the storm resources you need. Remember, in case of an outage you can report and check on the status of a restoration ticket directly from your smartphone. You can still call us at **(904) 665-6000**, but traditionally during a hurricane or tropical storm, our phone lines are swamped. You'll get in the queue a lot faster by reporting your outage online using your smartphone.

The Power of a Good Testimonial

Kim Spencer is a big fan of her jea.com account. "It completely serves the purpose," said Kim, who works in Account Delivery at PaySpan, a healthcare payments and reimbursement network. She uses her jea.com account to pay her bill online. "This way I don't have to call customer service," she said.

Kim has had her free jea.com account for over a year and usually logs in once a month to pay her utility bill. While on jea.com she enjoys the fresh content on the homepage because it gives her the latest news and information about JEA. "It's very close to my idea of an ideal website," Kim said. "It's convenient and functional. I highly recommend it."

To sign up for a free jea.com account, go to jea.com/online_account.

Don't Let the Dogs Out!

Sometimes a JEA employee may need to enter your yard to read a meter or work on equipment. Please make sure your dog is secure inside your home so our workers are safe. Our employees wear JEA clothing and drive JEA vehicles and they'll knock on your door to let you know what they need to do. Please ensure their safety while they work in your yard. Thank you.

Connect with JEA on

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Learn more at **jea.com/easy**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center.
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find savings on energy efficient products at **jea.com/rebates**.

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June Radio Shows

6/6/2015
What happens after the storm? We'll discuss what you can expect should Northeast Florida experience a tropical storm or hurricane.

6/13/2015
Do you know your source of water? And, no, it's not your water faucet. We'll take a look at JEA's water system and what we do to ensure its quality.

6/20/15
It's electric – your car that is. Find out about charging stations and rebates for your plug-in electric vehicle.

6/27/15
Renewable energy sources are getting more and more attention. Learn how you can be a part of JEA's renewable program.

July Radio Shows

7/4/15
Did you know insulating your home is the single best energy-efficiency improvement you can make? Join us as we discuss your insulation options.

7/11/15
What do trees have to do with electric reliability? Listen in to hear what JEA foresters and arborists are doing to improve reliability.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2009.

6/15

NEWS FROM JEA

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"Like" us on Facebook
Facebook.com/NewsFromJEA

Hurricane Restoration It's Time to Update

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Energy & Water Efficiency

Test your energy and water efficiency knowledge. Ready? Set? Go!

1. **How much does it cost to leave one incandescent light on for eight hours a day?**
   a. Almost $55 a year
   b. Almost $22 a year
   c. More than $100 a year

2. **Old refrigerators in the garage:**
   a. Don't use much energy because there's usually not much inside them.
   b. Could cost nearly $150 a year to operate.
   c. Can remain plugged in even when not in use.

3. **How often should you check your HVAC filters?**
   a. Once a year
   b. Every six months
   c. Once a month

4. **How much can a programmable thermostat save you in energy costs when used correctly?**
   a. About $180 year
   b. About $50 a year
   c. About $500 a year

5. **What's the best temperature setting for your HVAC system in the summer months if you want optimal energy savings?**
   a. 68 degrees
   b. 74 degrees
   c. 78 degrees

Answers: 1. B, 2. B, 3. C, 4. A, 5. C
0 correct: We recommend you go to jea.com/waystosave and read up on how to save money on your electric bill.
1 – 3 correct: You're on your way to saving.
4 – 5 correct: Congratulations. You're saving money on your electric bill!

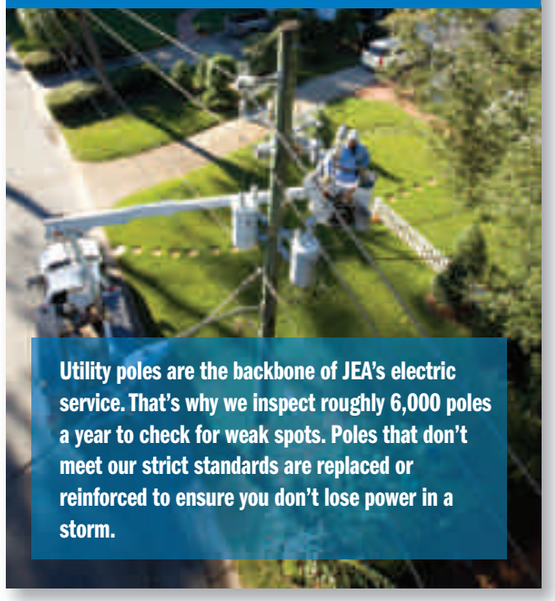
JEA Home Energy and Water Evaluation Kits

JEA, The Green Team Project and the Jacksonville Public Library have teamed up to bring you free-to-use Home Energy and Water Evaluation kits. The kits are full of tools to help you find energy and water leaks in your home. Check one out of a library near you and attend a free seminar to learn how to use it!

Tues, June 9
7:00 p.m. – 8:00 p.m.
Murray Hill Library, Meeting Room
918 Edgewood Ave. S.
Jacksonville, FL 32205

Sat, June 20
10:30 a.m. – 11:30 a. m.
Webb Wesconnett Library, Meeting Room B
6887 103rd St.
Jacksonville, FL 32210

ELECTRIC RELIABILITY



Utility poles are the backbone of JEA's electric service. That's why we inspect roughly 6,000 poles a year to check for weak spots. Poles that don't meet our strict standards are replaced or reinforced to ensure you don't lose power in a storm.

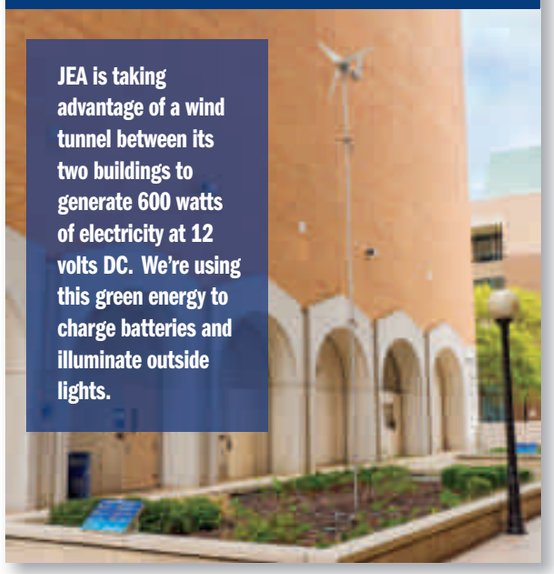
ELECTRIC SAFETY

Did you know your generator could kill a JEA Lineman? If you connect the generator directly to your home's circuit rather than using an extension cord to power a single appliance, power from the generator could "backfeed" from your home and energize wires our linemen are trying to fix. Please read the manufacturer's instructions and use your generator responsibly.

COMMUNITY INVESTMENT

Some JEA employees can add vinyl siding installation to their skillset. They've perfected their technique over the last few months volunteering for HabiJax and building homes in Jacksonville's New Town neighborhood.

Protecting The Environment

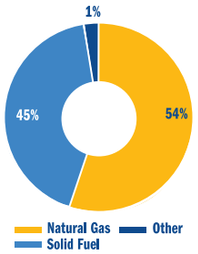


JEA is taking advantage of a wind tunnel between its two buildings to generate 600 watts of electricity at 12 volts DC. We're using this green energy to charge batteries and illuminate outside lights.

June.Bill.5.17.qxp_Layout 1 5/19/17 11:49 AM Page 1

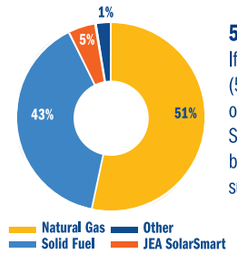
JEA SolarSmart: Solar Power. For Everyone.

How Much Will Your Bill Go Up with JEA SolarSmart?



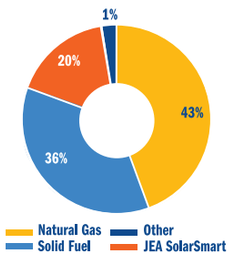
JEA Power Supply Mix

If you use 1,000 kWh of electricity a month, the electric portion of your bill is $123.35 and your power supply mix looks like this:



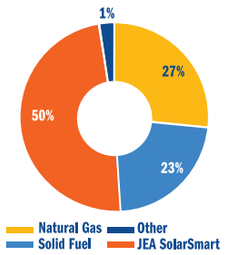
5% JEA SolarSmart

If you choose to have 5 percent (50 kWh) of the electric portion of your bill come from JEA SolarSmart, your electric bill would be $125.57 and your power supply mix would look like this:



20% JEA SolarSmart

If you choose to have 20 percent (200 kWh) of the electric portion of your bill come from JEA SolarSmart, your electric bill would be $132.24 and your power supply mix would look like this:



50% JEA SolarSmart

If you choose to have 50 percent of the electric portion of your bill (500 kWh) come from JEA SolarSmart, your electric bill would be $145.55 and your power supply mix would look like this:

Bill Mackey has been waiting for June to get here.

About eight months ago he read a newspaper story about an upcoming new solar offering at JEA. Mackey is so interested in solar he tracked down the program's manager and learned that JEA SolarSmart would launch June 1, 2017. Mackey can't wait to participate.

Here's how JEA SolarSmart will work: JEA customers can choose how much of their energy—from 1 to 100 percent—they want to come from a number of new solar farms within JEA's service territory. JEA SolarSmart customers will then receive a separate Fuel Cost refund depending on their percentage chosen. They'll also see a separate JEA SolarSmart charge on their bill. This charge will pay for their solar energy and be based on their solar percentage selection. (To see a bill example go to jea.com/solarsmart.)

Mackey wants either 50 to 100 percent of his energy usage to come from JEA's solar farms. He's okay with paying a little more each month because he believes in solar power and he knows he's being billed "at cost" for the amount of solar energy he's using.

"I've thought about putting solar panels on my house, but it's not as cheap as it is getting it from a solar farm," said Mackey, a retired software engineer. "Plus my roof isn't southern facing for optimal exposure. So JEA SolarSmart is perfect for me."

Assuming Mackey uses 1,000 kWh of energy a month, and he chooses to have 50 percent of his energy come from the new solar farms, the EPA says he will save about 4.6 tons of carbon dioxide emissions from being released into the atmosphere every year. If he elects 100 percent, he'd see a savings of about 9.2 tons a year.

"It's well worth it," said Mackey, adding, "I'm pretty proud of JEA for doing this. I hope they do more."

JEA SOLARSMART

To learn more about JEA SolarSmart or to sign up for the program go to jea.com/solarsmart. Every JEA customer who elects to receive a portion of their energy from JEA SolarSmart will receive a certificate of recognition and a window cling that says you are "Proud to Support JEA SolarSmart."

JEA Products and Services

- Take advantage of all we offer. Sign up at jea.com/register.
- No more paper bills. Sign up up at jea.com/ebill.
- JEA MyBudget helps manage your monthly bills. jea.com/mybudget
- Pay your bill automatically. jea.com/autopay
- Pay online at jea.com.
- Pay by phone at 665-6000.
- Find payment locations at jea.com/paymentlocations
- Pay by debit or credit card. (There's a $2.20 convenience fee for payments up to $500. The fee for payments $500.01–$1,000 is $4.40. The fee for payments $1,000.01–$10,000 is $9.95. Fees charged by vendor who handles card payments.)
- Find rebates on home energy upgrades. jea.com/rebates
- Tough times call for generous neighbors. jea.com/neighbor

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

June Radio Shows

6/3/17 **JEA shares the lessons it learned** from Hurricane Matthew.

6/10/17 **Why should I care about conserving water?** We'll talk with a water expert from the SJRWMD.

6/17/17 **Solar Energy with none of the fuss.** How does the new JEA SolarSmart work?

6/24/17 **What is JEA's Demand Rate pilot** and how might this revolutionize your electric bill?

July Radio Shows

7/1/17 **Keep your energy bills in check this summer.** We've got tips.

7/8/17 **A do-it-yourself check of your irrigation system.** We'll give you the step-by-step.

Missed a show? You can listen to it online at jea.com/radioshows.

A community-owned, not-for-profit, public power utility. 6/17

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

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JEA SolarSmart: Solar Power. For Everyone.

June.Bill.5.17.qxp_Layout 1 5/19/17 11:49 AM Page 2

Energy & Water Efficiency

Tips for Cleaning Your Solar Panels

Installing solar panels on the roof of your home is like buying your own generator. You need to keep the panels clean for optimum output, just like you need to keep your generator in good shape for optimum output too. Relying on rainfall alone to clean your solar panels is just not good enough.

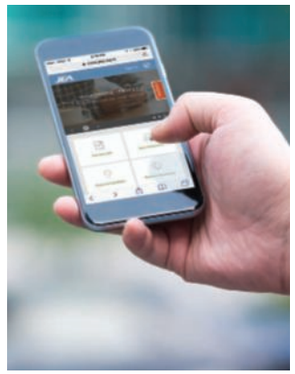
1. Have your solar panels cleaned 3–4 times a year for optimum output. Some experts believe cleaning improves output by 6–7 percent.
2. Adapt your cleaning schedule to the seasons. For instance, in oak and pine pollen season, you may want to clean them more.
3. Make sure your panels are cleaned in accordance with the Manufacturers recommendations by a qualified contractor who's licensed and insured. No brushes, abrasives or harsh detergents.

JEA's Water Quality Report for 2016 is now

available at **jea.com/WQR2016**. For a paper copy, email your address to **waterquality@jea.com** or call **(904) 665-6000** to request one. You can also pick up a copy at any branch of the Jacksonville Public Library or at our Downtown Customer Business Office at 21 W. Church Street, 32202.

We Have a New Look!

Tired of pinching and zooming to view jea.com while using a mobile device? We know. That's why the new jea.com adapts to whatever type of computer, tablet or phone you have. On a smartphone, you can now view a complete bill, update account information and preferences, request a payment extension and much, much more. What are you waiting for? Check it out! Learn more about the new design and features at **jea.com/new**.



Connect with JEA on

ELECTRIC RELIABILITY

JEA has wrapped up The Baldwin Electric Conversion Project. The project improves reliability for Baldwin residents and businesses by upgrading and standardizing the electric equipment that serves the town.

ELECTRIC SAFETY

Home generators can kill JEA lineman if they are not hooked-up correctly. We made a video to show you how to use them safely. Watch it at jea.com/generatorsafety.

COMMUNITY INVESTMENT

JEA employees are practicing for a big intramural basketball tourney to raise money for the annual Community Health Charities Employee Campaign. Last year a team of engineers and accountants won, but this year a team from the water department hopes to unseat them. Fundraising target: $15,000, all for CHC!

Protecting The Environment

The best way to avoid transmitted mosquito-borne viruses is to prevent mosquito bites. Use EPA registered repellents, protective clothing, and dump any standing water. More at coj.net/mosquito.

Preparing for Storm Season

JEA's Director of Emergency Preparedness, Ed Dendor, inside JEA's Emergency Operations Center.

How will JEA communicate with customers if a hurricane knocks out communications systems? More importantly, how will JEA restore electric, water and wastewater service as quickly as possible after a storm passes?

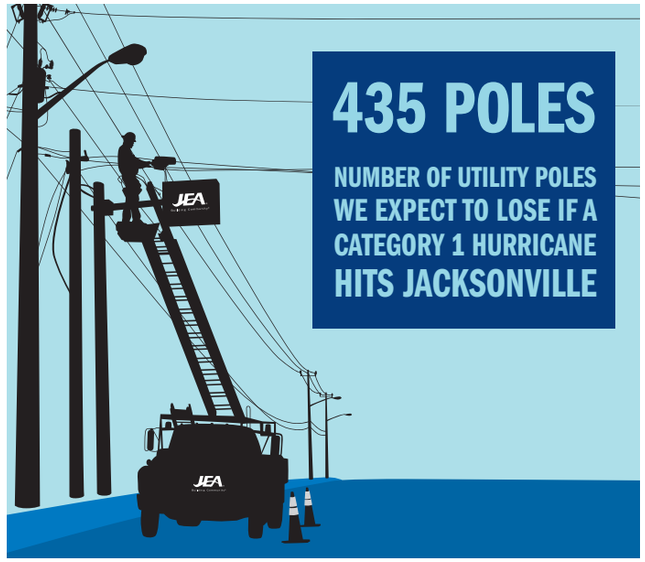
JEA's Director of Emergency Preparedness, Ed Dendor, sits at the nexus of difficult emergency management questions like these and JEA's hurricane preparedness plans. He believes the best way to be as prepared as possible for a storm is to practice. That's why JEA conducted a hurricane drill for five days in mid-May.

"During an event like a hurricane, everyone is emotional," Dendor says. "But we're all more likely to be able to deal with difficult events if we've thought about it beforehand when we're non emotional. That's why we practice."

Practice means every JEA employee knows what his or her assignment would be during and after a storm. JEA also impresses upon employees to have hurricane plans prepared for their families and to put together hurricane kits with key supplies.

"It's important for JEA and for our customers to think it through ahead of time and develop plans for the days after a storm," Dendor said. "It's just like a football game. In order to be successful on the field you've got to have a playbook or a plan and you've got to practice those plans."

Are you planning a hurricane preparedness event for your church, school, club or organization? Include a JEA expert! Simply fill out a speaker request form at jea.com/ambassador.



"Highest Customer Satisfaction with Business Electric Service in the South among Midsize Utilities"

Disclaimer: JEA received the highest numerical score among 13 midsize utilities in the South in the J.D. Power 2016 Electric Utility Business Customer Satisfaction Study, based on 21,852 responses, and measuring the experiences and perceptions of business customers surveyed March and November 2015. Your experiences may vary. Visit jdpower.com.

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find rebates on home energy upgrades at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

June Radio Shows

6/4/16
What happens after the storm? We'll discuss what you can expect should northeast Florida experience a tropical storm or hurricane.

6/11/16
Do you know your source of water? And, no, it's not your water faucet. We'll take a look at JEA's water system and what we do to ensure its quality.

6/18/16
It's electric – your car that is. Find out about charging stations and rebates for your electric vehicle.

6/25/16
Don't lose your cool this summer. Let's go over energy and money saving tips for hot weather.

July Radio Shows

7/2/16
Did you know insulating your home is the single best energy-efficiency improvement you can make? Join us as we discuss your insulation options.

7/9/16
What do trees have to do with electric reliability? JEA foresters and arborists will explain.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2008.

6/16

NEWS FROM JEA

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Like "Like" us on Facebook
Facebook.com/NewsFromJEA

Preparing for Storm Season

Energy & Water Efficiency

How to Water Efficiently, Follow Water Restrictions and Still Have a Green Lawn

In order to efficiently water your lawn in the summer, experts say you must begin by calibrating your sprinkler system.

"It doesn't matter if it's an in-ground system or if it's a hose with a sprinkler attached that you haul around the yard," said Terry DelValle, horticulture agent for UF's Duval County Extension Office. "You still need to calibrate first." Calibration is the process of finding out how much water comes out of each sprinkler head during a given amount of time.

DelValle says in the summer you want to put out ½ to ¾-inch each time you water, which is only twice a week given the current water restrictions. This will soak the soil and give your grass a deeper root system.

"You don't want to guess. Too much water is costly and opens the door to weeds and disease problems," DelValle said.

To calibrate: gather together some straight-sided cans, the kind that tuna fish or cat food comes in. Place the cans in your yard and turn on your irrigation system. Run the system for a set period of time (10 minutes) and measure the amount of water in each can. Add amounts together and divide by the number of cans to get an average. Then determine how long you need to run the system to deliver between ½ and ¾-inch of water. Different zones will likely take different amounts of time so calibrate each zone. Once you get run times for each zone, program the times onto your system's time clock. If there's a big variation between zones, you may want to have someone look at your system.

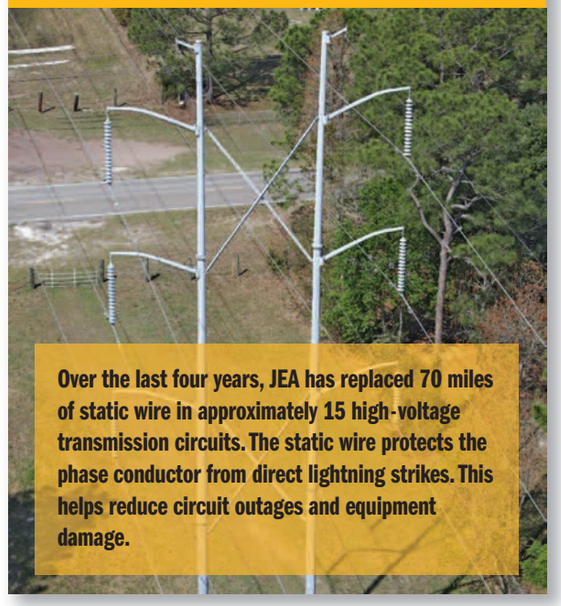
"The other important thing to do is make sure your rain sensor is working," DelValle said.

Rain sensors will tell your in-ground system if there was sufficient rainfall and irrigation is not necessary. But DelValle says rain sensors often need to be replaced. "If your sensor is five-years old, there's a good chance it's not working properly," she said.

Finally, DelValle recommends a rain gauge in your yard. "This way you'll know right away if you need to water," she said. "Every time you can manually shut off your system, you save yourself money."

Connect with JEA on

ELECTRIC RELIABILITY



Over the last four years, JEA has replaced 70 miles of static wire in approximately 15 high-voltage transmission circuits. The static wire protects the phase conductor from direct lightning strikes. This helps reduce circuit outages and equipment damage.

COMMUNITY INVESTMENT

The City helps residents with special needs evacuate in a hurricane, but you must be registered ahead of time. Get the form you need at jaxready.com.

ELECTRIC SAFETY

Generators can come in handy after a storm, but they can pose a big risk to you, your family and to JEA linemen. Watch a video on how to operate one safely at jea.com/generators.

Protecting The

Environment

JEA's 2015 Water Quality Report is available at jea.com/waterqualityreport2015. For a paper copy email your address to waterquality@jea.com or call 665-6000 to request one.

continued from front

JEA Emergency Operations Center

In addition to staffing the City of Jacksonville's Emergency Operation Center (EOC) during and after a storm, JEA has its own EOC burrowed into the third floor of a hurricane-rated Downtown building. "It's got computers and televisions and ham radios, back-up generators and five pallets of food and water," Dendor said. From here, JEA will direct linemen and water and sewer crews to work until winds exceed 45 miles per hour. At that point it's not safe for JEA personnel to be out in a storm.

Once the hurricane ends, restoration will come in steps. First, JEA teams will assess the damage at its facilities and plants. Then JEA will begin restoring service to critical facilities such as hospitals, police and fire stations. Large blocks of customers come next and then smaller groups of homes and businesses scattered throughout the service area.

I always start to feel a little on edge and watch the news more to see about storms," Carter said. Carter and Kellogg—and all of JEA's 1,986 employees—know they'll play a huge role restoring Jacksonville to normalcy should we ever get hit by a hurricane. That's why JEA's Director of Emergency Preparedness Edwin Dendor has two thick binders in his office full of plans created with "scalability" in mind.

For example, if Jacksonville gets hit by a tropical depression, chances are JEA would handle that response itself—possibly with help from neighboring counties. But if Jacksonville gets hit by a Category 5 storm like Hurricane Andrew, then Dendor would turn to the plan he hopes he never has to use—the one where we need a coordinated response from state, regional and federal officials to restore utility service after a storm.

"We're in the worry business," Dendor said. "We plan for everything and pray for nothing ... nothing happening, that is.
"

Emergency Training Day

Every year JEA has seasonal emergency preparedness training. This year, 180 JEA managers attended a hurricane preparedness training day at UNF complete with breakout sessions and keynote speakers from NOAA, FEMA and the City of Jacksonville's Emergency Management team. "Preparedness is key," Dendor said. "We have our plans and checklists ready. We hope our customers do, too."

JEA Lineman Richard Kellogg is ready to serve. He was one of dozens of JEA linemen who went to Long Island to help restore power after Hurricane Sandy. He's still amazed at how well JEA maintains its electrical lines compared to other utilities. "Our foresters trim trees all year long so the trees don't knock down power lines in a storm. A lot of utilities don't even bother with that," Kellogg said.

Bud Carter, JEA maintenance mechanic, is ready to serve, too. But he hopes he never has to. As he put it, "We've been lucky so far. I just hope a hurricane never happens here."

Duval County residents who are medically dependent on electricity will need to evacuate to a Special Needs shelter. You must be registered to go to a Special Needs shelter, even if you've registered before. Download the registration form from the coj.net website or call the City at 630-2489.

JEA Products and Services

- Go paperless and sign up for JEA's FREE **ebill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access upcoming improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us S**aturday afternoons at 1 p.m.** for **Q&A with JEA** now on **Newstalk WOKV 104.5 FM**

June Radio Topics

6/1/13
What's the one thing survivors of Hurricane Sandy said was invaluable during that storm? Gerri Boyce on getting ready for hurricane season.

6/8/13
A few preventative steps can go a long way in protecting your home from power surges. Gerri's got a power surge RX for your appliances.

6/15/13
JEA's water gets high marks for quality and cleanliness from the EPA. Gerri Boyce answers your FAQ's on H20.

6/22/13
How is JEA reducing greenhouse gases? Gerri explains our emission reduction programs.

6/29/13
Looking for ways to save on your energy bill without sacrificing comfort? Gerri Boyce has some great ideas.

JEA Savings Coach on CW17

May Television Topic
Saturday, May 18 at 8 p.m. & Sunday, May 19 at 11:30 a.m.
HVAC School. Part 1: How to get the most chill for your bills (dollar bills, that is) with your existing HVAC system.

June Television Topic
Saturday, June 22 at 8 p.m. & Sunday, June 23 at 11:30 a.m.
HVAC School. Part 2: What to consider when buying a new HVAC system.

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

Emergency Preparedness

JEA has been keeping its eye on storms for more than a century. Still, every year when the calendar hits June 1st, employees like W. Maurice Carter (Bud), a maintenance mechanic in JEA's Water and Sewer Division and Richard Kellogg, a JEA lineman, begin to feel a little anxious.

continued

Energy & Water Efficiency

Four New Power-saving Gadgets

There are lots of new gadgets on the market designed to help you save money on your electric bill. We wanted to tell you about four of the most-promising. Our JEA engineers are still evaluating their functionality and the claims of their makers, but if you've tried them let us know what you think. Send us an email at savingscoach@jea.com.

The Modlet

This cool-looking little device gives you a way to monitor the amount of electricity an appliance uses. Modlet stands for "modern electric outlet." Simply plug it into a wall and plug one or two appliances into the modlet – like a television and game console.

The Modlet is a cloud-connected outlet with surge-protection that lets you monitor your power consumption on your PC. You can also schedule on/off times for devices that are plugged into it. With the modlet, you will need to download accompanying software so you can monitor your energy usage at www.mymodlet.com or monitor it remotely with your smartphone. One modlet costs about $50. The manufacturer, ThinkEco, says the outlet will pay for itself in energy-savings in six to 12 months. This product also comes in a more expensive office version.

Evolve Showerhead Adapter

Who hasn't turned on a shower and let it run until the water got hot? The Evolve Showerhead Adapter can help all of us stop doing that. It senses when the cold water gets to 95 F, and automatically lowers the flow on your showerhead to a trickle to keep hot water from pouring down the drain. You pull an accompanying cord when ready to begin your shower.

The company claims you'll save $75 a year in energy costs because you won't be wasting so much hot water, and it claims you'll save 2,700 gallons of water. We haven't had a chance to validate this yet, but we do know this device looks easy to install. Just use the plumber's tape in the box and twist the Shower Start into your existing shower arm. Cost: about $25.

Smart Power Strips

These devices take "slaying phantom loads" to new heights. Phantom loads are all those sneaky standby mode lights that stay on even after you've turned off an electronic device. Standby mode makes those electronic devices faster and easier to turn back on, but they use power on the sly.

A lot of us know about this and have hooked-up our electronic devices to power strips. We turn off the power strip at night and sleep soundly knowing the power is really "off."

Enter smart power strips. They shut off your devices automatically whenever they're charged or go into standby mode. Another words, leave your computer for several hours? A smart power strip will turn it off for you.

The Nest

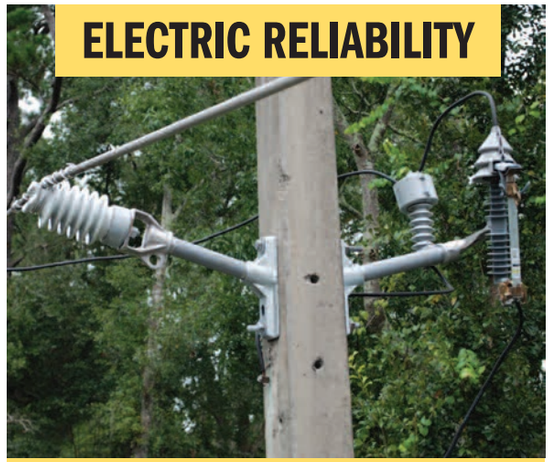
If you haven't heard yet, thermostats are getting smarter. A lot smarter. And none does a better job at marketing itself than a smart thermostat called Nest.

The company says Nest learns your schedule, programs itself and can be controlled from your phone. It also claims it can lower your heating and cooling bills up to 20 percent. Plus, if you buy a Nest through the Nest Together page on the company's website, www.nest.com, The Arbor Day Foundation will plant a tree in your honor somewhere in the world.

A Nest sells for $249 per unit. Keep in mind that the savings on any programmable thermostat comes by setting the temperature higher in the summer and lower in the winter, especially when you are away from home. If someone is in your home all day, every day, you'll be hard pressed to get your money back in energy savings.

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

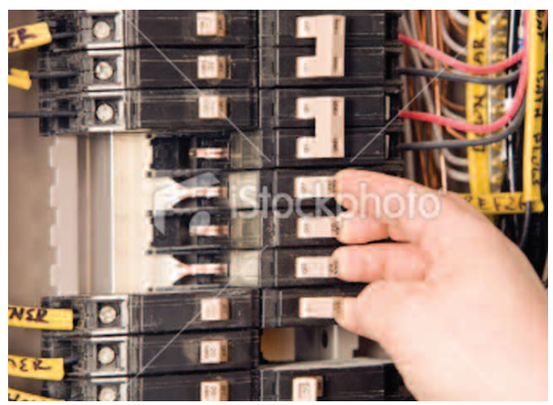
ELECTRIC RELIABILITY



Each month JEA inspects its worst performing fuse laterals and upgrades them to improve reliability. So, what's a fuse lateral? It's a little like our road system. Think of a main distribution line as the interstate. The fuse laterals are the various road exits that extend out from the interstate and bring energy to small pockets of customers.

ELECTRIC SAFETY

Before beginning a home project that involves electricity, be sure to turn off power to all the necessary circuits. Also, while you're working on that project, make sure the power cannot accidentally be turned back on.



COMMUNITY INVESTMENT

JEA is working with The MOSH to provide free adult and family training seminars at the museum on Saturdays from 2:30 – 3:30 p.m. Topics include basic energy and water conservation education to help you lower your bill. Visit www.themosh.org for more.

Protecting The

Environment

JEA's 2012 annual Water Quality Report is now available at jea.com/waterqualityreport. The report contains important information about the source and quality of your drinking water. To speak to someone about the report or have a paper copy mailed to you, call (904) 665-6000 or email WaterQuality@jea.com.

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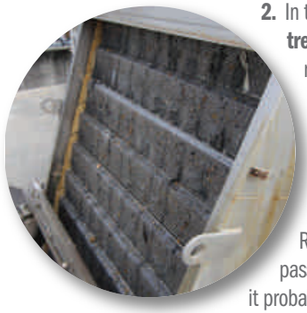
Have you ever wondered what happens to the dirty water from your kitchen, laundry or bathroom after it goes down the drain?

A lot of folks don't realize how much work goes into cleaning up Jacksonville's wastewater in order to return it to the environment. Here's a quick tour of the process so you can see for yourself.

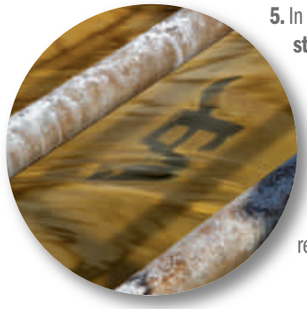
1. Wastewater travels from your home or business through local sewers to one of our eleven wastewater treatment plants.



2. In the **preliminary treatment stage** plastics, rags and other non-sewage solids are removed from the wastewater so they don't interfere with the treatment processes. Remember, if it didn't pass through your body, it probably doesn't belong in the toilet.

3. During **primary treatment,** the solids you flush from your toilet or put into your drains are removed. Wastewater flows through a settling tank so heavy solids will settle to the bottom and floating materials such as grease, float to the top. (Grease clogs drains. Turn it into biodiesel. Visit jea.com/core for more.)

4. The **secondary treatment** is pure biology. It removes dissolved materials from the wastewater. Micro-organisms in our treatment tanks gobble up organic matter as their food supply and also remove nitrogen nutrients from the wastewater. The water becomes very clear after the micro-organisms "dine" on the organic matter. Pumps remove settled materials and send them to digesters, where the material volume is reduced. After treatment, these solids are pasteurized, dried into pellets and sold as a slow-release fertilizer.



5. In the **final disinfection stage,** any remaining organisms are killed or inactivated by chlorine or ultraviolet light. If we use chlorine, the wastewater is then dechlorinated before it's released.

6. At this point the water exceeds all standards and is ready to be returned to the environment either through release to the St. Johns River or by pumping to reclaimed water users to be used again, mostly for irrigation.

JEA Products and Services

- Go paperless and sign up for JEA's **eBill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

March Radio Show

3/1/14
Do you have questions about your account or service? A customer care expert will answer these questions and more.

3/8/14
Daylight Saving Time signals a time change and it also signals a change in watering restrictions back to two days a week.

3/15/14
Leaks can be costly. Don't flush your money down the drain. We'll talk about the most common leaks and how you can fix them.

3/22/14
Every week we hear great questions from our listeners. Let's revisit the top five and uncover some myths while we're at it.

3/29/14
Ever wonder what we're up to in your neighborhood? JEA is constantly working on improvement projects and today is the day to ask about them.

JEA Savings Coach on CW17's "Your Jax Spotlight"
3/2/14 & 3/9/14 @ 11:30 a.m.

Is the ductwork in your home working for you or against you? JEA's Savings Coach David Reed will show you how to find out in the March edition of "Your Jax Spotlight" on CW17.

3/14

NEWS FROM JEA

Follow us on Twitter
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Facebook.com/NewsFromJEA

From Flush to Finish:

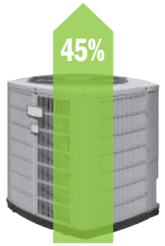
A Tour of JEA's Wastewater Treatment Plants

66759_Layout 1 2/20/14 9:58 AM Page 2

Energy & Water Efficiency

In addition to Spring Cleaning ... Give Your Home a Spring Energy & Water Assessment!

It's as easy as 1,2,3:



1. The average home wastes up to 45% of its HVAC output.

2. A home energy and water assessment identifies the areas that are not working efficiently.

3. Fix the wasteful areas and save money on your energy bill!

There are three ways to conduct a home energy and water assessment:

Call 665-6000 and make an appointment to have a JEA specialist visit your home to conduct a free home energy assessment. Someone must be home for the assessment.

Go to any branch of the Jacksonville Public Library and check out a JEA Home Energy & Water Evaluation Kit. Inside are all the instructions, worksheets and tools you need to conduct a do-it-yourself home energy and water evaluation.

Hire a professionally trained auditor to conduct a comprehensive energy and water evaluation.

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

ELECTRIC RELIABILITY

JEA plans to spend $17 million over the next three years, storm hardening – or toughening – the electric systems. Among other things, weak electric poles will be replaced with new ones that can better withstand a hurricane. Want to learn more about storm hardening? Watch a JEA video on youtube.com/NewsFromJEA.

ELECTRIC SAFETY

If you see someone being shocked, call 911 immediately. And stay away – if you touch the person, you may be shocked, too.

COMMUNITY INVESTMENT

JEA is partnering with the City to clean-up Jacksonville! Bring your old tires and used bandit signs to Everbank Field, Lot J on Saturday, April 5, 8 a.m. – 2 p.m. The City will buy back used tires for $2.00 each and used bandit signs for .50 cents each. Restrictions apply: up to 10 tires at $2.00 a tire and up to 40 signs at .50 cents a sign. Call 630-CITY for more.

Protecting The Environment

JEA's Environmental and Fuels Laboratory in Springfield performs over 225,000 analyses a year on water, wastewater, chemical and fuel samples. JEA uses the data for operational control, to ensure the environmental health and public safety of the communities we serve, and to make sure all permit and regulatory requirements are met.

Anatomy of a Power Outage

5:15 p.m.
Rick Mende experiences a power outage January 28 at his home on Sailfish Drive in Atlantic Beach. The home is for sale and Rick's realtor, Tansy Moon, is showing it at 6:00 p.m.

5:16 p.m.
Rick looks up JEA's number on his smartphone and calls 665-6000 to see how long the outage will last. Because his contact information is up-to-date, JEA computers link his phone number to his property and Rick doesn't need to enter an address or account information into the system.

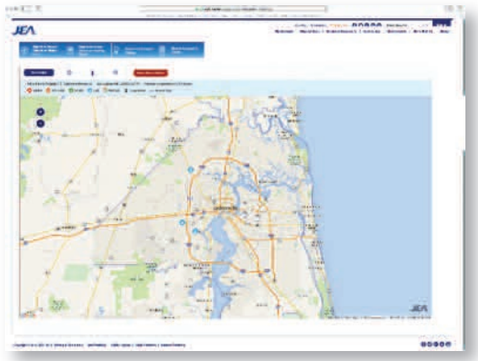
5:16 p.m.
JEA immediately tells Rick 2,581 people are affected by the outage. It also says JEA is working to restore power. The estimated time of restoration (ETR) is 7:15 p.m.

5:16 p.m.
Rick selects an option to receive a follow-up call with any outage updates. He calls realtor Tansy Moon to reschedule the showing.

7:00 p.m.
Rick gets a call from JEA saying power has been restored to his home. "I was pretty impressed with the system," he said. "It worked great."

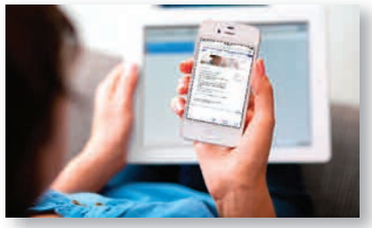
Report an Electric Outage Online

1. Go to jea.com
2. Navigate to the outage map. Click on the red button at the top of the page that says "Report Electric Outage." All you need is your JEA account number or the phone number associated with your account, as well as the house number or zip code where the outage is located.
3. The system will also ask if / how you want us to contact you with updates. Select emails, texts or phone calls and we'll keep you up-to-date.



Text Us to Report an Electric Outage

If you register your cell number in advance on jea.com, you can simply text the word "OUT" to "MyJEA" (69532) to report an electrical outage.



Register your number at jea.com/alerts.

"Highest Customer Satisfaction with Business Electric Service in the South among Midsize Utilities"

Disclaimer: JEA received the highest numerical score among 13 midsize utilities in the South in the J.D. Power 2016 Electric Utility Business Customer Satisfaction Study, based on 21,852 responses, and measuring the experiences and perceptions of business customers surveyed March and November 2015. Your experiences may vary. Visit jdpower.com.

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find rebates on high efficiency appliances at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

March Radio Shows

3/5/16
From no cost to major investments, you can make improvements in energy efficiency and save money.

3/12/16
Daylight Saving Time begins this weekend, which means a change to your lawn irrigation schedule.

3/19/16
Planting the right plant in the right place can save your plants and your water.

3/26/16
Don't flush your hard-earned money down the drain. We'll discuss the most common leaks and how to fix them.

April Radio Shows

4/2/16
Safe digging is no accident. We'll discuss why you need to call before you dig.

4/9/16
Find out about JEA eBill, a convenient and environmentally friendly way to receive, review and pay your bill.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2008.

3/16

NEWS FROM JEA

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Facebook.com/NewsFromJEA

Anatomy of a Power Outage from a JEA Customer's Point of View

Energy & Water Efficiency

Spring cleaning this month? Combine your list of spring cleaning projects with this energy efficient checklist for savings all year long.

Turn down your hot water heater to 120-degrees Fahrenheit.

Turn on and keep on the energy-saving setting on your dishwasher.

Survey your incandescent lights. Replace three of the most used ones with LEDs. Best targets: 60 – 100W bulls used several hours a day.

Reduce your phantom load. Buy a power strip and plug in electronic devices. Turn devices on and off with the power strip.

is your refrigerator more than 15-years old? Consider replacing it with one labeled EnergyStar.

Don't forget to change the air filters in your HVAC system. Consider hiring a specialist for a seasonal checkup.

The Fuel Charge on Your Bill Has Gone Down

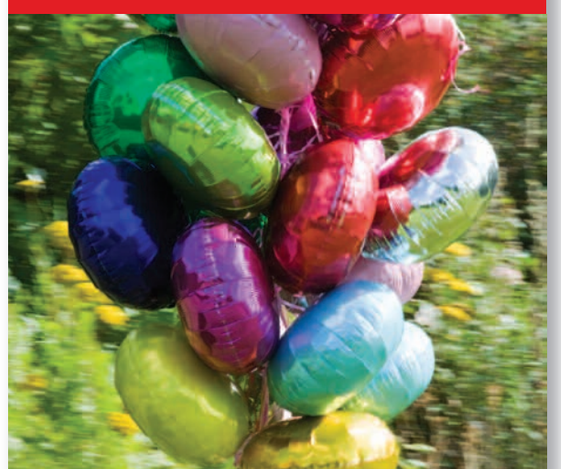
JEA's Board of Directors voted in January to lower your Fuel Charge to 2008 levels. That translates to a 5.56 percent decrease in the electric portion of 1,000 kWh/month residential customer's bill!

Connect with JEA on

ELECTRIC RELIABILITY

Advanced technology meters help identify the location of an outage. This cuts the time it takes JEA to arrive and restore power, thus reducing your outage time. Learn more jea.com/meters.

ELECTRIC SAFETY



Keep yourself and anything you may be touching – tools, ladders, even metallic balloons – well away from power lines. For more electric safety tips visit jea.com/electric-safety.

COMMUNITY INVESTMENT

JEA Ambassadors recently taught electric safety to first graders at R.V. Daniels Elementary. By the end of the four-week training the students became JEA Power Pals! Learn more at jea.com/power-pals.

Protecting The Environment

Electric vehicles cut tailpipe emissions to practically zero. Take advantage of JEA's EV incentives. Learn more at jea.com/electricdrive.

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OneWater: Stewardship for the Future

JEA is proud to serve 337,200+ water customers and 261,000+ sewer customers in our community. Our customers expect safe, clean drinking water for their homes and businesses—and JEA is committed to delivering that. The same goes for sewer service. You want to flush the toilet and not think any more about it. We take care of it.

"JEA plans 20-plus years ahead for water supply management, infrastructure renewal and replacement, and growth. As Northeast Florida continues to attract new businesses and residents, JEA will continue to promote conservation and implement reuse projects as part of the way to safeguard critical water resources well into the future."

Brian Roche, JEA VP, General Manager, Water and Wastewater Systems

But, have you ever considered what goes on behind the scenes? JEA has a professional, expert team of employees responsible for managing every aspect of the water and wastewater systems. From the planning and engineering behind

infrastructure improvements for the future needs of our community to ensuring the safety and quality of our drinking water supply, JEA makes these a priority every day.

How about the longevity of the water supply—do you ever worry about that? This is a serious consideration, and every single one of us plays a role in the answer. Like other communities in the U.S., we are beginning to plan for the future as water usage continues to grow. In the future, water conservation won't be as easy as shortening showers or following lawn-watering guidelines.

Over the next few months, we will tell you about the important and often unseen work our water and wastewater teams do. We hope to provide an education about all things water—from conservation and preservation of our natural resource, to overall infrastructure improvements, to treatment processes and more.

We all play a role in protecting our one water. Please visit jea.com/onewater for conservation tips and more.

Daylight Saving Time Begins

Be sure and spring forward March 12 for the start of Daylight Saving Time. This means a new schedule for irrigating your lawn. Learn more at **jea.com/wateringdays.**

Honey You Left the Water Running!

You don't need a fancy in-ground irrigation system to enjoy the peace of mind and water-saving benefits of a reliable outdoor water timer. For about $20 you can buy a timer that hooks up to a spigot. The timers basically work like an old-fashioned kitchen timer. Just twist the timer to the desired length of watering time and the device will stop the water flow when done.

JEA Products and Services

- Take advantage of all we offer. Sign up at jea.com/register.
- Find payment locations at jea.com/paymentlocations
- No more paper bills. Sign up up at jea.com/ebill.
- Pay by debit or credit card. (There's a $2.20 convenience fee for payments up to $500. The fee for payments $500.01–$1,000 is $4.40. The fee for payments $1,000.01–$10,000 is $9.95. Fees charged by vendor who handles card payments.)
- JEA MyBudget helps manage your monthly bills. jea.com/mybudget
- Pay your bill automatically. jea.com/autopay
- Pay online at jea.com.
- Find rebates on home energy upgrades. jea.com/rebates
- Pay by phone at 665-6000.
- Tough times call for generous neighbors. jea.com/neighbor

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

March Radio Shows

3/4/17 **Learn what to expect** during a free JEA Home Energy Assessment.
3/11/17 **JEA has an entire suite of services just for our business customers.** Learn how we can help you!
3/18/17 **Fix-a-Leak Week is coming up.** The most common water leaks and how to find them.
3/25/17 **Learn the amazing science behind** JEA's state of the art wastewater treatment system.

April Radio Shows

4/1/17 **Safe digging is no accident.** We'll discuss why you need to call before you dig.
4/8/17 **JEA and the City are working together** on a new septic tank phase out program. Learn details.

Missed a show? You can listen to it online at jea.com/radioshows.

A community-owned, not-for-profit, public power utility. 3/17

NEWS FROM JEA

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OneWater: Stewardship for the Future

March.Bill.2.17.qxp_Layout 1 2/22/17 8:38 AM Page 2

Energy & Water Efficiency

Hi-Tech Help for Energy Saving

Everything is smart these days. Smartphones. Smart cars. Smart TVs. Now you can make your home smarter too with a smart home energy monitor.

These monitors usually come in two parts: a device that attaches to your home's fuse box and software that allows you to see on your smartphone and/or laptop what the device is telling you about your energy usage.

These products are relatively new but a lot of companies are making them. A good place to begin your research is to go to Amazon.com and type 'home energy monitor' in the search box. An array of products will come up and each does about the same thing: the hardware finds and analyzes appliances in your home; the software reports the findings in real time. It's a great way to find out which appliances are using a lot of energy.

Expect to pay $200—$300 for most standard smart home energy monitors. And you'll need to pay another $100—$150 to have it installed properly by a licensed electrician.

Free Tree Giveaway

Hurricane Matthew destroyed thousands of Jacksonville's trees. That's why JEA is partnering with Greenscape of Jacksonville **April 1** to celebrate and replenish our tree canopy as part of the city's Arbor Day celebration.

This year, Greenscape's Great Tree Giveaway will be held in **Metropolitan Park** from **10:00 a.m.—4:00 p.m.** Greenscape will give away up to 4,000 trees. Species expected to be available include oaks, river birch and red maples in 3 gallon buckets. You can only take home one or two free trees per person based on availability and crowd turnout. Arrive early and enjoy the family-focused festival that will going on during the giveaway.

And remember: when you plant your new tree, plant it well away from any powerlines. Learn more about JEA's Right Tree, Right Place planting guidelines at jea.com/treeplanting.

Connect with JEA on

ELECTRIC RELIABILITY

JEA employees have almost finished installing the electric infrastructure at Amazon's new warehouse location near JIA. This warehouse is set to open in the fall and employ more than 1,000 full-time employees. For the nuts and bolts of infrastructure and business expansion visit jea.com/economic-development.

COMMUNITY INVESTMENT

Need an interesting speaker at your next club meeting? Consider booking a JEA Ambassador. More on the topics we offer at jea.com/ambassadors.

ELECTRIC SAFETY

Teach your child electric safety with JEA's free online games. Find them at jea.e-smartonline.net.

Protecting The Environment

JEA's boilers and combustion turbines that generate electricity are equipped with state-of-the-art air pollution control equipment, including flue gas desulfurization (FGD) systems to control sulfur dioxide emissions. More at jea.com/electric-facilities.

JEA Guest Pay

JEA offers a variety of products and services all designed to make it easier for you to do business with us. You can pay your billing amount online or on the phone. You can pay it automatically or in person at hundreds of payment locations around Jacksonville. You can live a little greener by signing up to receive your JEA bill electronically or your power from JEA SolarSmart. And you can take the highs and lows out of your utility bill by signing up for JEA's levelized billing program, JEA MyBudget.

Now there's something new to add to all our products and services. It's called **JEA Guest Pay** and the concept is a simple one. You can pay someone else's JEA bill with a credit or debit card as long as you have that customer's account number and zip code. JEA Guest Pay is also a perfect solution for customers who want to pay their own bill online but don't want to log in to their jea.com account.

We think parents with kids in college will find JEA Guest Pay handy. So will someone who wants to help a neighbor or friend or family member in need. Simply get the customer's account number and zip code and go to **jea.com/guestpay**.

Learn more about JEA Guest Pay and our entire suite of products and services at **jea.com/myaccount**.

Celebrate Jacksonville's Official Arbor Day with a Free Tree Giveaway

JEA, a Tree-Line-USA utility, annually partners with Greenscape of Jacksonville to giveaway thousands of trees at Jacksonville's official Arbor Day Festival.

This year, the family friendly festival will be held **March 24 from 11 a.m. to 4 p.m.** at the **Jacksonville Fairgounds.** Trees will be given away on a first-come, first-served basis. Species expected to be available include oaks, river birch and red maples in 3 gallon pots.

Remember to plant your new tree well away from any power lines. Learn more about JEA's Right Tree, Right Place planting guidelines at jea.com/treeplanting.

Enhancing the Quality of Life for the Entire City

Learn about valuable city resources and participate in educational workshops at the inaugural **COJ Neighborhood & Community Summit** on **Saturday, April 21, 2018, 8 a.m. to 2 p.m.** The summit is free to the public, but space is limited. Please register at **coj.net/neighborhoodsummit2018**. Snacks and lunch will be provided.

JEA Products and Services

- Take advantage of all we offer. Sign up online: jea.com/register.
- Find payment locations: jea.com/paymentlocations.
- No more paper bills. Sign up at jea.com/ebill.
- Pay by debit or credit card: Convenience fees (charged by card payment vendor): Payments up to $500: $2.20 $500.01–$1,000: $4.40 $1,000.01–$10,000: $9.95.
- JEA MyBudget helps manage your monthly bills: jea.com/mybudget.
- Pay your bill automatically: jea.com/autopay.
- Find rebates on home energy upgrades: jea.com/rebates.
- Pay online at jea.com.
- Help a neighbor in need: jea.com/neighbor.
- Pay by phone: 665-6000.

How much water can the average family save annually by running the dishwasher only when full?

a. 30 gallons
b. 100 gallons
c. 320 gallons

Answer: 320 gallons.
Source: EPA WaterSense

Connect with JEA on

A community-owned, not-for-profit public power utility.

3/18

NEWS FROM JEA

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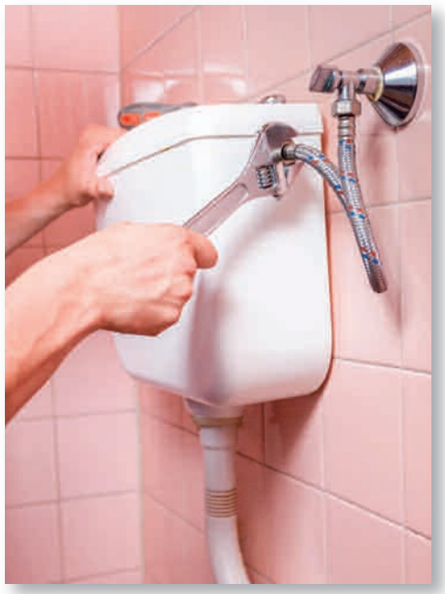
Facebook.com/NewsFromJEA

Introducing JEA Guest Pay

Energy & Water Efficiency

JEA's Top Five Ways to Save Water at Home



1. Fix all leaky faucets and toilets right away. A leaky toilet can waste up to 200 gallons of water a day!

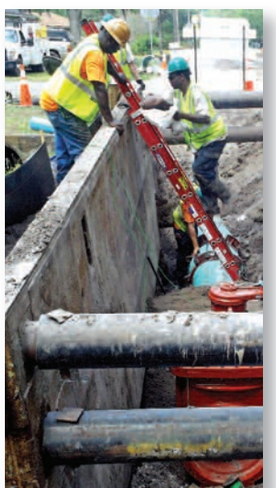
2. Install high-efficiency, low-flow shower heads, faucets and toilets. Confused about what to buy? Just look for the WaterSense label.

look for WaterSense · Meets EPA Criteria ·

3. Replace parts of your lawn with beds of low-water, Florida-friendly plants.

4. Make sure all your sprinkler heads are working and aimed correctly.

5. Put your lawn on a water diet. Irrigate less.



Framework to Resiliency

JEA is committed to a plan called "Framework to Resiliency" that's designed to strengthen JEA's wastewater system, especially during storms. The plan calls for improving pump stations and force mains across Jacksonville. As part of the plan, we're building a new pump station on Lenox Avenue. This $5 million project calls for replacing an aging force main that runs under I-295. A secondary force main will also be installed for "back up" or redundancy. The Lenox Avenue project is set to be completed in time for the 2018 hurricane season.

$200 million
To be invested in JEA's Wastewater System
in the years ahead as part of "Framework to Resiliency"

March 22 is World Water Day

Learn simple tips for using water more efficiently and conserving this precious resource at **jea.com/waterconservation**.

UN WATER
22 MARCH
WORLD WATER DAY

ELECTRIC RELIABILITY

JEA spent $20 million strengthening the electric system in 2017. This included trimming a lot of trees so falling branches don't cause outages in a storm. Visit jea.com/reliability for more.

ELECTRIC SAFETY

Never enter an electric substation. If you see suspicious activity anywhere near a substation, please call 9-1-1 immediately. For more electric safety tips, visit jea.com/electric-safety.

COMMUNITY INVESTMENT

The St. Johns River Cleanup on March 24 is a big volunteer event at JEA. Employees have pulled everything from old tires to cases of discarded cans and bottles from the river's banks. Learn more about JEA employee volunteer efforts at jea.com/volunteer.

Protecting The Environment

JEA saves almost $5,000 each year by sending electronic Water Quality Reports to customers instead of mailing them. Reports from the last decade are available at jea.com/waterqualityreport.

continued from front

Balduzzi and McCrory are certified irrigation auditors who've been part of JEA's LawnSmart irrigation and water conservation program for the last 11 years. During that time they've helped nearly 4,000 JEA water customers reduce their outside water use by about 20 percent—although Balduzzi is careful to point out that not everyone sees that kind of a reduction.

"When customers don't see a big savings, it usually gets down to one thing," Balduzzi said. "They have a big yard with a lot of turf." JEA started its LawnSmart water conservation program in 2002 after research by the St. Johns River Water Management District (SJRWMD) showed the Floridan aquifer falling as the state's population was rising. Much of the potable water taken from the aquifer, SJRWMD has determined, is used to irrigate landscapes. (JEA's own water analysis indicates that 35 to 40 percent of the water pulled from the aquifer by our customers is used to water lawns and landscapes.)

Water restrictions, mandated by the St. Johns River Water Management District, change when daylight saving time begins March 10. Homeowners with odd numbered or no address can water Wednesday and Saturday. Homeowners with even numbered addresses can water Thursday and Sunday. Commercial properties can water Tuesday and Friday.

Step-by-Step Irrigation Tuneup

Enter Balduzzi and McCrory who will come to your home and show you how to use your inground irrigation system more efficiently. In order for them to come, though, your system must use JEA potable or reclaimed water and it must be functional or the team can't do the audit. In addition, you need to be home between 9 a.m. and 2 p.m. on a Tuesday, Wednesday or Thursday—or make arrangements to have someone at your residence for the appointment—in order to book an appointment.

The audit takes about an hour. Balduzzi and McCrory will gather information from your water meter, your controller and your acreage of irrigated landscape. They'll measure each irrigation zone in your system and enter that data into a software program developed at the University of Florida. It will help them determine the flow rate for each zone. That's the amount of time an irrigation zone needs to run in order to deliver the optimum amount of water to your grass.

Balduzzi says Duval County residents should water just twice a week during daylight saving time and once a week the rest of the year. He says **put down ½ inch of water and your lawn will do just fine**. During daylight saving time, you'll end up with total of one inch of water per week and a ½ inch of water the rest of the year. If there's a stubborn drought, Balduzzi says you can increase zone watering to ¾ of an inch every irrigation cycle.

Balduzzi and McCrory will also inspect your irrigation rotors, sprayers and your rain sensor shutoff device for any problems that would reduce the efficiency of your system. If your controller is not set properly they'll reset it for you so that it conforms to SJRWMD water restrictions. They're careful go over their final report with you, explain their findings and answer all your questions.

The auditors can't fix any problems they find with your system. And they can't recommend an irrigation or landscape company to help you. "Our recommendation for any repairs is limited to telling people to look for someone who's bonded and licensed and has been in business for a long time," Balduzzi said.

LawnSmart is a service that can help homeowners save water and money by managing their irrigation system. So what's Balduzzi's best advice for doing just that? "Understand how your controller works and try to set it properly," he said. "This is where most of the problems with irrigation systems begin."

To schedule your free LawnSmart Irrigation Audit call: 1-866-664-8644.

JEA Products and Services

- Go paperless and sign up for JEA's FREE **ebill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Office.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access upcoming improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us for **Q&A with JEA** on News/Talk Radio **WOKV, AM 690 & 106.5 FM**. Saturday afternoons at 1 p.m.

March Radio:

3/2/13
Remarkable Customer Service. We're dedicated to customer service. Call us with a question or problem and we'll take care of it.

3/9/13
Spring Forward. Fall Back. Lawn watering tips and rules, especially during Daylight-saving time.

3/16/13
Got a Leak? From leaky pipes to leaky toilets—why you should be on leak alert.

3/23/13
What's the number one question our customers ask us? Gerri Boyce will answer that and any other questions you might have about JEA. Join us.

3/30/13
The Pipeline. We've got enough pipes to stretch from Jax to San Diego. How do we take care of them all? Join us to find out.

Television Topics on CW17

March Television Topics
Saturday, March 23 at 8 p.m. & Sunday March 24 at 11:30 a.m.
All About Irrigation: How to have an emerald green lawn and still save water!

April Television Topics
Saturday April 20 at 8 p.m. & Sunday April 21 at 11:30 a.m.
Water Heaters: We'll show you proper maintenance for your current system and introduce you to the latest in water heaters.

3/13

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

Lawn Smart Irrigation Evaluation

For Dick Balduzzi and Cheryl McCrory, the only thing more beautiful than an emerald green lawn is an emerald green lawn that's watered efficiently.

continued

Energy & Water Efficiency

The cover story in this newsletter is about LawnSmart, a free service for JEA water customers designed to optimize irrigation systems. But there's another way to irrigate, and it's growing in popularity with homeowners because of its efficiency. It's called **micro irrigation** or **drip irrigation**. More and more homeowners are using this method to water **flower beds, shrubs, trees and vegetable gardens**. (It's not appropriate for your lawn.)

The technology is not new. It started in Israel in the 1950's and has been used on farms and in nurseries in arid regions for decades because it does one thing; it saves water. Drip irrigation reduces runoff and puts the water exactly where you want it to go—in the soil to nourish your plants' root system. Best of all, it's hard to overwater your plants with just a drip, drip, drip falling into the root ball.

How does drip irrigation work?

Drip irrigation systems consist of three simple components. Water is fed through **automatic valves** to a **distribution network**. The distribution network—usually made from PVC pipes—**carries the water to emission devices or emitters**. From there, it's dripped onto plants. An emitter can be as simple as a hole poked into a hose (not recommended because it can clog easily) or as complex as a micro sprinkler that's not much bigger than a spring on a ballpoint pen. Drip irrigation systems are not buried underground like grass-watering pop-up sprinklers. They need to be placed where they won't be tripped over or mowed over. And it's important to keep the tiny emission devices out of the dirt so they don't get clogged.

What's the cost?

The cost of a drip irrigation system depends on the size of the irrigation project. Small projects can cost as little as $12 for component parts. Large projects—a drip system for an acre of strawberry plants—could cost up to $1500. Homeowners in North Florida can irrigate most of their bed areas with drip irrigation for a few hundred dollars.

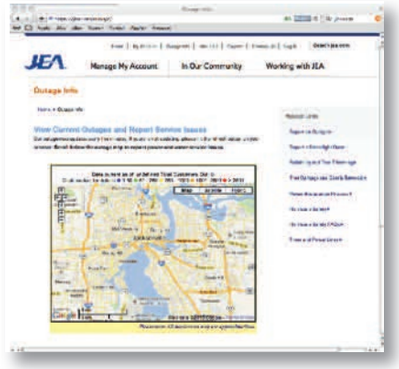
Spring Cleaning? While you're cleaning out this Spring consider making some energy efficiency upgrades.

1. Change air conditioner filters.
2. Replace your old light bulbs with energy efficient compact CFL's. JEA's Light Bulb Finder app will help you buy the right bulbs for every room in your home. Download it free to your smart phone at www.lightbulbfinder.net.
3. Cut your vampire loads—those electronics and gadgets that use power when not in use. Simply unplug and save.
4. And while you're at it, do a little Spring cleaning outside, too. Check and clean the emitters on your drip irrigation system!

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

ELECTRIC RELIABILITY

We now have an outage map on our website that shows the approximate size and location of a power outage. You'll also learn the status of that outage—if a crew is en route or has arrived on scene and is assessing the problem. The outage map updates every five minutes. Find it at jea.com/outage.



ELECTRIC SAFETY

When removing an electrical cord from a wall outlet, always pull the plug not the cord itself. Replace all frayed or cracked cords. If a cord feels hot that's a warning sign it needs to be replaced. Do not use an outlet where the faceplate shows signs of burning or is missing.

COMMUNITY INVESTMENT

Every year JEA selects 20 diverse college students for our co-op program. These students are the best and the brightest we can find. They work in a variety of capacities across the entire organization for 12 weeks. Many make valuable contacts that translate into jobs at JEA once they graduate.

Protecting The

Environment

JEA performs approximately 25,000 water analyses annually to ensure your drinking water is safe 24 hours a day, seven days a week, 365 days a year.

My JEA Utility Tracker

For **Art Speight, his wife Carrie and their children Hunter, 10, and Sky, 6,** keeping track of energy usage is a family affair.

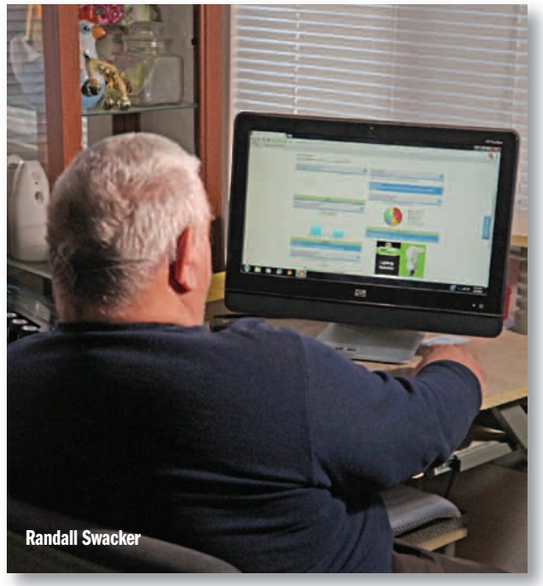
Art monitors the family's daily energy usage with a handy online tool called My JEA Utility Tracker. "I've actually become a little O.C.D. with it, to tell you the truth," Art said. "I log on twice a day to see how much energy we're using."

Art says the kids have learned to take shorter showers, which saves water and the energy used to make hot water, and everyone's learned to turn off lights and ceiling fans when they leave a room. He figures the Tracker, along with a new smart thermostat, is saving his family $689 a year in utility costs.

"That's a significant savings," Art said.

Tammylyn Joeger is another fan of JEA's Tracker. She recently moved to Jacksonville from Hudson Valley, New York. "The utility company up there didn't have a free tool like this," she said. She likes the feature that gives her a running total of her billing amount. Tammy also watches how many loads of laundry she does. "The Tracker goes through the roof when I do laundry," she said. "And when we run the heat."

Because of the Tracker, **Randall Swacker** can tell you to the penny how much it costs to run his dishwasher (39 cents a load) or take a shower (8 or 9 cents for an 8–10 minute shower.)



Randall Swacker

Swacker likes to conduct experiments with his Tracker. He unplugged a full upright freezer, checked the Tracker and realized it cost him about $26 a month. "There was no way I could buy enough food to store in that freezer and save $26 a month, so I got rid of it," he said.

Start saving. Access your My JEA Utility Tracker at jea.com/tracker.

The City of Jacksonville is buying back old tires and used signs on **Saturday, March 28, 2015** from **8:00 a.m. to 2:00 p.m.** at Everbank Field **Lot J**. Earn $2 per tire up to 10 tires and 50 cents per sign up to 40 signs. Call **630-CITY** for more.

With tax season upon us remember any energy efficiency improvements you made to your home in 2014 could mean you qualify for a tax credit. Learn more at energystar.gov.

Connect with JEA on

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Learn more at **jea.com/easy**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center.
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find savings on energy efficient products at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

March Radio Shows

3/7/14
Daylight Saving Time signals a time change and a change in watering restrictions.

3/14/14
Become LawnSmart with this free JEA program offered to JEA customers with irrigation systems.

3/21/14
Planting the right plant in the right place can save your plants and your water.

3/28/14
Don't flush your hard-earned money down the drain. We'll discuss the most common leaks and how to fix them.

April Radio Shows

4/4/14
Safe digging is no accident. We are discussing why you need to call before you dig.

4/11/14
A JEA lineman will be taking your calls about power maintenance and restoration.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2009.

3/15

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

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Facebook.com/NewsFromJEA

The Speight Family

Tracking Energy Usage: A Family Affair

Energy & Water Efficiency

Leaking faucets, showerheads, toilets, and irrigation equipment can increase your water bill by 10 percent. Nationwide, easy-to-fix household leaks can lead to the loss of more than 1 trillion gallons of water annually. This month we join EPA to remind you to check for water leaks in March, especially March 16–22, known nationwide as Fix-a-Leak Week.

W: Want to check for toilet leaks? Place a drop of food coloring in the toilet tank. If any color shows up in the bowl after 15 minutes, you have a leak. NOTE: Flush toilet immediately after experiment to avoid staining the tank.

A: Are you a do-it-yourself type? JEA's How to in Two videos can help you diagnose hard to find leaks. www.youtube.com/NewsFromJEA.

T: Take a look at your water meter before and after a two hour period when NO WATER is being used. If the meter changes at all, chances are good you have a leak.

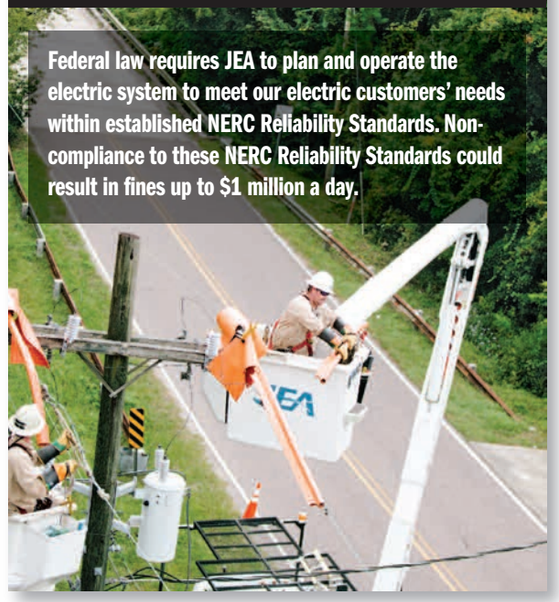
E: Examine your toilet flapper. Old and worn out flappers are a common cause of toilet leaks. Take your old flapper with you to the hardware store so you replace it with one that fits your toilet.

R: Remember to check your outdoor irrigation system for water leaks that might have occurred over the winter. Sign up for a free JEA check of your system at jea.com/LawnSmart.

How to Save Water When Washing Your Car

1. If you must wash with water, use a bucket and sponge.
2. Use a waterless car wash product that sprays on, wipes off and leaves your car oh so shiny.
3. Make sure your hose has an automatic shutoff nozzle so the water doesn't run continuously.
4. Don't wash your car on the pavement. Wash it on the grass.

ELECTRIC RELIABILITY



Federal law requires JEA to plan and operate the electric system to meet our electric customers' needs within established NERC Reliability Standards. Non-compliance to these NERC Reliability Standards could result in fines up to $1 million a day.

ELECTRIC SAFETY

If an overhead wire falls near your car, stay inside the car. Drive away if you can and if you can't, warn bystanders not to touch your car or the wire. Call 9-1-1.

COMMUNITY INVESTMENT

Larry Shuler and Rick Goodin, who both work for JEA Substation Maintenance, volunteered at Dignity U Wear recently. They helped organize and fold new clothing that will eventually be given to disadvantaged men, women and children throughout the United States.

Protecting The Environment

JEA is helping launch the ChargeWell network by installing 20–30 plug-in electric vehicle charging stations all over Jacksonville. Interested in having a public charging station at your location? Learn more at jea.com/electricdrive. ChargeWell is a partnership between JEA and the North Florida TPO.

62377_Layout 1 4/19/13 11:06 AM Page 1

continued from front

David Emerson is a retired police chief from Adrian, Michigan who now lives in Jacksonville with Sandy, his wife of 52 years. He signed up for MyBudget about a year ago because he lives on a fixed income and doesn't like surprises. "What I have coming in is what I have coming in and there isn't anymore," Emerson said. He was on a similar program with his gas utility in Michigan and was pleased to learn about JEA's MyBudget online. "I nosed around jea.com, signed up online and I pay online," Emerson said. "It's all very easy and convenient."

Nancy Tretick is a single mom and a technology analyst with Sungard Wealth Management. She likes the fact that JEA uses a rolling average of her last 12 bills to determine her bill amount. (A rolling average means we add her current month's usage to her previous 11 months and divide the total by 12.) "It's so nice to be able to predict what my bill will be every month," said Tretick, who lives in Orange Park. "My bill used to fluctuate a lot. Now, with MyBudget, I know what to expect."

Laura Arteaga lives just west of the Intracoastal with her husband and daughter. She works from home as a vendor manager for a large national bank. Arteaga joined JEA's MyBudget two years ago because she liked the consistency it offered. She especially liked that there was no large "true up" or "settlement" at the end of the year. "Because of the small MyBudget box on my monthly statement, I'm always aware of what I would potentially owe JEA or what JEA would potentially owe me if I were to move from Duval County and leave the program," Arteaga said. "But we have no plans to do either." She highly recommends the program to family and friends.

Alan Cain has been on JEA MyBudget so long he can't remember when he signed up. He works in the quality management department at NAS Jax and got on the program when he realized it was a way for him to plug a finite number beside the word "utilities" in his monthly home budget plan. "We have seven people in our house and pay $415 a month for electric and water," said Cain, who lives in Ortega Bluff. He's anxious about government furloughs and has been cutting back on monthly expenses. MyBudget, he's found, is a way to monitor utility costs. "If my bill pay amount goes up a lot past our norm, I look at that bill and figure out where and how we can save," he said. "It really helps me stay within my budget."

Finally, **Barbara Dixon**, a medical transcriptionist who lives in Mandarin, is a big believer in JEA's MyBudget. A native New Yorker, she signed up for the program after family members came to visit. "I loved having everyone," Dixon said. "I wouldn't have it any other way. But with more people in the house we used more air and water." Now she can enjoy her visitors without worry. "It's just a wonderful program," Dixon said. "I would never want to be without it."

*To enroll in JEA's MyBudget, you must have JEA service at your address for at least three months. Log in to **jea.com/mybudget** to or call **665-6000** to sign up.*

JEA Products and Services

- Go paperless and sign up for JEA's FREE **ebill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access upcoming improvements such as alerts and additional usage information.

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May Radio Topics

5/4/13
Got a streetlight out? Gerri Boyce will tell you how to get it fixed.

5/11/13
With summer almost here, Gerri shares a great way to take any surprises out of your summer electric bills.

5/18/13
ShopSmart with JEA just increased its insulation rebate. Gerri Boyce will tell you how to take advantage of it.

5/25/13
Is my HVAC system ready for summer? How about my windows? Tune-in for Gerri's summer suggestions for saving energy!

JEA Savings Coach on CW17

May Television Topic
Saturday, May 18 at 8 p.m. & Sunday, May 19 at 11:30 a.m.
Part One of JEA's HVAC School. Learn how to get the most from your current air conditioning system.

June Television Topic
Saturday, June 22 at 8 p.m. & Sunday, June 23 at 11:30 a.m.
Part Two of JEA's HVAC School – HVAC preparedness. If your current system needs replacement, here's how to replace it without getting "taken."

5/13

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

What do these five JEA customers have in common?

They're all big fans of JEA's levelized billing plan called, JEA MyBudget. What exactly is MyBudget and why do our customers love it? Read on to find out.

continued

62377_Layout 1 4/19/13 11:06 AM Page 2

Energy & Water Efficiency

Water Efficiency vs. Water Conservation

Did you know there's a difference between these two terms?

Water efficiency means reducing the amount of water we waste – by fixing leaky toilets, leaky faucets, using lower volume high performance shower heads, toilets and appliances and washing clothes and dishes in full loads. Water efficiency is smart because it can save you money and our precious water supplies.

Water Conservation is more of an umbrella term that includes large scale policies and strategies for managing fresh water as a sustainable resource.

May is the month most of us turn on our air conditioning systems and leave them on until fall. We asked three of our ShopSmart with JEA pre-qualified HVAC contractors to tell us what we can do to make sure our air conditioning systems are saving energy.

1. Change your filter.

Ed Miller, president of Snyder Heating & Air, says changing the filter in your HVAC system is one of the simplest, most inexpensive things you can do to make sure your system is running efficiently. "Dirt is the worst enemy of your central heating and air conditioning unit," Miller said. By some estimates, you'll save 5 to 10 percent on your electric bill by changing your filter at least every six months – or sooner.

2. Don't close the vents in rooms you don't normally use.

According to Mike Hayes, co-owner of Thigpen Heating and Air, closing vents – or the doors to rooms you don't use a lot – restricts the flow of cool air around your home. "Closing vents and doors increases pressure on your system, which decreases efficiency," Hayes said.

3. Turn it up!

Joel Donovan, co-owner of Donovan Heating and Air, says the very best thing you can do to save energy with your HVAC system is turn it up. "Every degree past 78 that you can stand it will save you up to 8 percent on your energy costs," he said. "I have some customers who keep their thermostat at 80."

All our ShopSmart with JEA pre-qualified HVAC contractors say it's important to get your air conditioning system cleaned and checked by a professional at least once a year in early spring. Twice a year is even better.

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

ELECTRIC RELIABILITY

JEA is deploying automatic line reclosers – a type of intelligent circuit breaker – on its main distribution lines. These reclosers help isolate an interruption on the line. They can also automatically restore service after a momentary outage, eliminating the need to send a crew.

Reporting a streetlight out has never been easier. Simply write down the number on the pole and call us at 665-6000 with that number. Or go to jea.com/outage and report it there.

ELECTRIC SAFETY

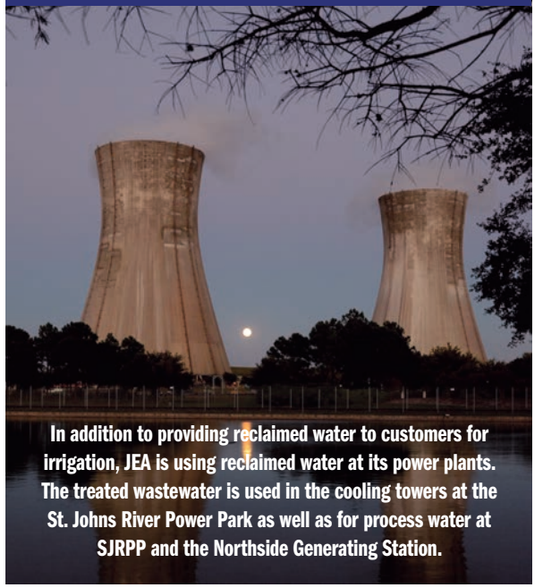
If you own a portable generator, you're responsible for making sure electricity from your unit does not "backfeed" or flow into JEA's power lines. For safety's sake, be sure and use your generator correctly.

COMMUNITY INVESTMENT

Many of us see our highest electric bills in the summer. That's when our Neighbor to Neighbor fund is most needed. This fund is administered through United Way and recipients can only take advantage of it once every 13 months. Please consider making an automatic monthly donation of $1 – $2 to our Neighbor to Neighbor fund. Not only will you help a carefully-screened neighbor through a tough time, your donation is tax deductible.

Sincerely,
Paul McElroy, JEA Managing Director & CEO

Protecting The Environment



In addition to providing reclaimed water to customers for irrigation, JEA is using reclaimed water at its power plants. The treated wastewater is used in the cooling towers at the St. Johns River Power Park as well as for process water at SJRPP and the Northside Generating Station.

JEA AutoPay

As a retired sixth grade teacher, Vicki Newsome has no desire to sit down and do paperwork anymore. She likes to spend her time in more active pursuits.

"I enjoy gardening and going to the senior center near my home to take tai chi and yoga classes," said Vicki, who taught school for 37 years.

To help free her from the drudgery of paying bills, Vicki put her utility bill on automatic. She signed up for JEA AutoPay. "There's nothing for me to handle," Vickie said. "And that's the way I like it." Plus, JEA AutoPay keeps her worry free. "I know the bill will always be paid."

Every month, JEA reads Vicki's meter and sends her a bill, but instead of the spot on the bill that says "Please Pay By" we print the date when Vicki's bank account will be drafted for her billing amount.

Vicki also signed up for JEA MyBudget, which means the amount that's automatically deducted from her bank account is about the same every month. "I'm never shocked," she said. "It's consistent and it's painless."

If you sign up for JEA AutoPay before May 31, you'll be automatically entered into a drawing for a Nest Smart Thermostat. Learn more at jea.com/AutoPay.

Why Sign Up for a jea.com Account?

Barbara Ienuso is a doula who sometimes gets called out in the middle of the night to help bring new life into this world. Because of that she likes to be able to pay her JEA bill whenever and wherever she pleases. "I like my jea.com account," she said. "It makes it very easy to pay my bill online."

There are other free features that come with Barbara's jea.com account—like the ability to start, stop or transfer service online, but she's never had occasion to use them. She's happy they're available though, just like she's happy to be living in Florida. As she put it, "We've lived here seven years and just love the weather—most of the time."

To sign up for your free jea.com account go to jea.com/online_account.

Congratulations to JEA MyBudget iPad® Winners
(L-R) Janice Siler, Robin Apostol and Kathy Garland who each won an iPad® after signing up for JEA MyBudget, a payment program that takes the big fluctuations out of your utility bill. Learn more at **jea.com/mybudget**.

JEA's 2014 Water Quality Report will be available at the end of May. Read it online at **jea.com/waterqualityreport** or pick up a paper copy at the water counter in our Downtown Customer Service Center. To have a paper copy mailed to you, call **665-6000** or email your address to **waterqualityreport@jea.com**.

Connect with JEA on

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
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- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find savings on energy efficient products at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

May Radio Shows

5/2/15
Tune in and we'll shed some light on the more than 150,000 streetlights in JEA's service territory.

5/9/15
Summer is right around the corner. Before you crank up the AC, crank up the volume on this show to learn cost-saving tips.

5/16/15
Need someone to interpret your bill? Have a question about your account? A customer care expert will answer these questions and more.

5/23/15
Savings Without Sacrifice. Yes, you can save electricity and water without sacrificing comfort. We'll give you some great tips.

5/30/15
Hurricane season begins June 1. Are you ready?

June Radio Shows

6/6/2015
What happens after the storm? We'll discuss what you can expect should northeast Florida experience a tropical storm or hurricane.

6/13/2015
Do you know your water source? And, no, it's not the faucet. We'll take a look at JEA's water system and what we do to ensure its quality.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2009.

5/15

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook
Facebook.com/NewsFromJEA

JEA AutoPay: You're Busy. We Get It.

Energy & Water Efficiency

Sprinkler Spruce-Up

May is a great time to make sure your irrigation system is ready for the long summer ahead.

1. **Inspect** sprinkler heads. A broken one can waste 25,000 gallons of water in six months.
2. **Connect** pipes and hoses. A small leak can waste up to 6,300 gallons of water a month.
3. **Select** a WaterSense labeled irrigation controller.
4. **Direct** spray to your landscape, not your sidewalk.

Remember: the City of Jacksonville regulates the amount of fertilizer runoff allowed into the St. Johns River. Do not apply fertilizer during flood or storm watches and do not blow lawn clippings into streets, ditches or drains. Call 630-CITY to learn more.

JEA Home Energy and Water Evaluation Kits

JEA, The Green Team Project and the Jacksonville Public Library have teamed up to bring you free-to-use Home Energy and Water Evaluation kits. The kits are full of tools to help you find energy and water leaks in your home. Check one out of a library near you and attend a free seminar to learn how to use it!

Sat, May 23
10:30 a.m. – 11:30 a.m.
Pablo Creek Library
Community Room A
13295 Beach Blvd.
Jacksonville, FL 32246

Sat, May 30
10:30 a.m. – 11:30 a.m.
University Park Library
An Event for All Girl Scouts: She's an Energy Detective!
Multipurpose Public Meeting Room
3435 University Blvd. N.
Jacksonville, FL 32277

Tues, June 9
7:00 p.m. – 8:00 p.m.
Murray Hill Library
Meeting Room
918 Edgewood Ave. S.
Jacksonville, FL 32205

Sat, June 20
10:30 a.m. – 11:30 a. m.
Webb Wesconnett Library
Meeting Room B
6887 103rd St.
Jacksonville, FL 32210

Attention Drivers: Move Over for JEA Utility Trucks

Did you know Florida's **Move Over Law (jea.com/move-over)** applies to JEA Utility Trucks? If you see a JEA truck on the side of the road, you must move out of the lane closest to the truck as soon as you can do so safely. If you can't do this, you must slow down to 20 mph under your speed limit before you pass the truck. Failure to do this could mean a ticket and points on your license. The law is designed to protect utility workers, sanitation workers and public safety professionals who must work beside traffic. So save a life. Move over or slow down.

ELECTRIC RELIABILITY

JEA uses infrared technology to detect problems or "hot spots" on power lines and equipment before they cause outages.

ELECTRIC SAFETY

Frayed wires can spark electrical fires. Covering the fray with electric tape is not a fix. You must replace the cord or the appliance.

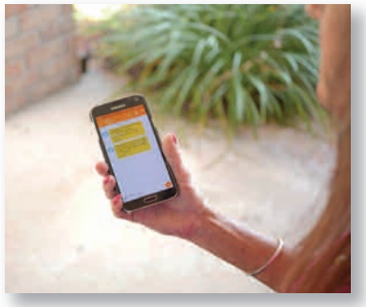
COMMUNITY INVESTMENT

If you have special needs, the City of Jacksonville will help you evacuate in a hurricane if you are registered. Remember you must re-register every year. Go to www.jaxready.com to get the registration form or call 630-CITY to have a form mailed to you.

Protecting The Environment

JEA will more than triple its commitment to solar photovoltaic in the next year and a half, bringing our portfolio up to 50MW by the end of calendar year 2016 – one of the biggest PV systems for a utility our size in Florida.

The Power of Tracking Your Usage



At a time when many of her friends are empty nesters, Margaret Dalton comes home from work each day to a houseful of people – her two children in their twenties and her two young grandchildren. She wouldn't have it any other way. Even so, she's keenly aware that with more people living in her home, she must pay more for all the energy and water consumed.

That's why Margaret turned to My JEA Utility Tracker about six months ago as a way to access the consumption data generated by her smart meter. She started by answering all the home profile questions so that her Tracker could give her energy advice tailored to her home. After that, she signed up for every alert possible.

"I get text and email alerts. They tell me where I'm at on my bill ... how much electric and water we've used, how much I owe, how many days are left in the billing cycle," Margaret said. "Based on what those texts say, we try and cut back if we have to."

Margaret sees My JEA Utility Tracker as a pretty handy tool in her energy and water efficiency toolbox. "I definitely find it beneficial," Margaret said. "I love those alerts!"

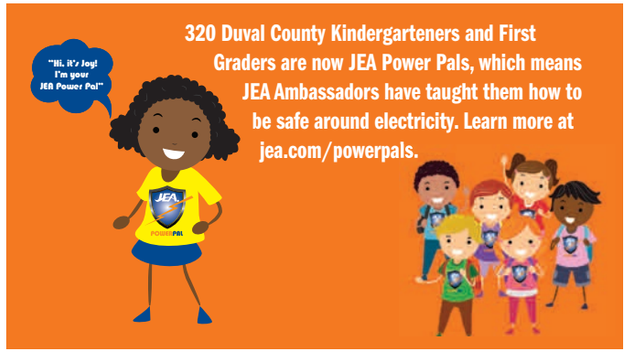
Watch a video about what My JEA Utility Tracker can do for you at jea.com/tracker. To access your free My JEA Utility Tracker, you must have a free online account. Create one at jea.com/online-account.

JEA eBill: The Power of Choice

JEA eBill APPLES OR APPLE giveaway

Are you thinking about signing up for JEA eBill, but worried your eBill will get lost in your email? Sign up to receive a free text or email from JEA that will remind you when your bill is ready. Or we'll alert you when your bill due date is just a few days away. We'll even let you know when your payment has posted. You choose the alerts you'd like to receive and the way you'd like to receive them. Sign up at jea.com/ebill. Add an alert at jea.com/alerts.

Sign up for JEA eBill by May 31 and you'll be automatically entered to win one year of free, monthly vegetable deliveries by a local company. Prefer technology over veggies? Choose an Apple Watch™ instead. Three lucky winners will be drawn at random. You choose your prize just like you choose your alerts!



320 Duval County Kindergarteners and First Graders are now JEA Power Pals, which means JEA Ambassadors have taught them how to be safe around electricity. Learn more at jea.com/powerpals.

"Highest Customer Satisfaction with Business Electric Service in the South among Midsize Utilities"

Disclaimer: JEA received the highest numerical score among 13 midsize utilities in the South in the J.D. Power 2016 Electric Utility Business Customer Satisfaction Study, based on 21,852 responses, and measuring the experiences and perceptions of business customers surveyed March and November 2015. Your experiences may vary. Visit jdpower.com.

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find rebates on home energy upgrades at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

May Radio Shows

5/7/16
Summer is right around the corner. Before you crank up the AC, crank up the volume on this show to learn cost-saving tips.

5/14/16
Need someone to interpret your bill? Have a question about your account? A customer care expert will answer these questions and more.

5/21/16
Savings Without Sacrifice. Yes, you can save electricity and water without sacrificing comfort. We'll give you some great tips.

5/28/16
Hurricane season begins June 1. Are you ready?

June Radio Shows

6/4/16
What happens after the storm? We'll discuss what you can expect should northeast Florida experience a tropical storm or hurricane.

6/11/16
Do you know your source of water? And, no, it's not your water faucet. We'll take a look at JEA's water system and what we do to ensure its quality.

Missed a show? You can listen to it online at jea.com/radioshows.

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5/16

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook
Facebook.com/NewsFromJEA

The Power of Tracking Your Usage

Energy & Water Efficiency

JEA's Top Energy and Water Saving Tips for Summer

Energy Saving

1 **Use a programmable thermostat**, one you can program to match your schedule. The thermostat adjusts when you go to bed at night and when you leave for work. Manufacturers say these thermostats will save you $180/year if you're routinely away from home and if you don't change schedules.

2 **Seal leaks and insulate** especially around windows and doors. It will improve the efficiency of your HVAC system and make your home more comfortable.

3 **Get an HVAC tune-up.** Think of an HVAC tune-up as changing the oil in your car. It will help your system run more efficiently all summer long.

Water Saving

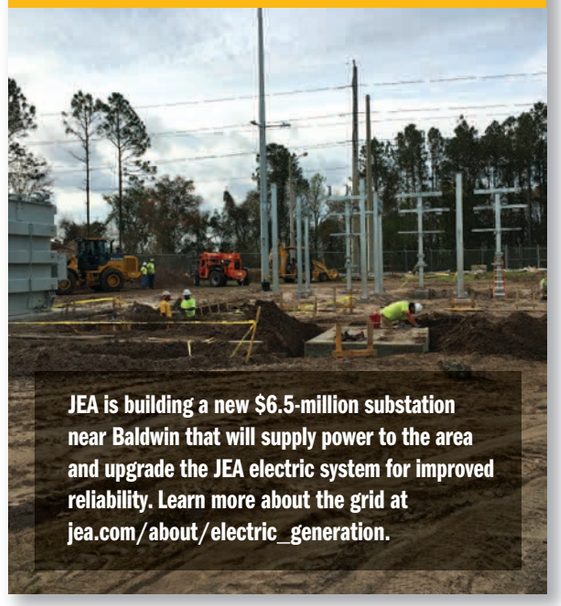
1 **Tune-up your irrigation system.** Walk around your yard when your system is running. Check for leaks and broken or clogged sprinkler heads. Make sure you're not watering the street or sidewalk. EPA's WaterSense says as much as 50 percent of the water we use outside is wasted due to inefficient watering.

2 **Check your rain sensor** and make sure it's not clogged with leaves or other debris. Rain sensors shut off your irrigation system so you're not irrigating when it's raining.

3 **Leave it long.** Allow your grass to grow longer to promote deeper root growth. Deeper roots mean your lawn will be more drought resistant.

Connect with JEA on

ELECTRIC RELIABILITY



JEA is building a new $6.5-million substation near Baldwin that will supply power to the area and upgrade the JEA electric system for improved reliability. Learn more about the grid at jea.com/about/electric_generation.

ELECTRIC SAFETY

Do you have a light switch that's warm to the touch? First, unplug all appliances. If it's warm after that we advise calling an electrician. You could have a wiring problem. For more safety tips go to jea.com/electric-safety.

COMMUNITY INVESTMENT

Crocheting for a Cause! A group of JEA employees, who like to crochet during their lunch hour, recently packed up their handmade blankets and donated them to newborns at Wolfson Children's Hospital. For more on JEA employee volunteer efforts, go to jea.com/volunteer.

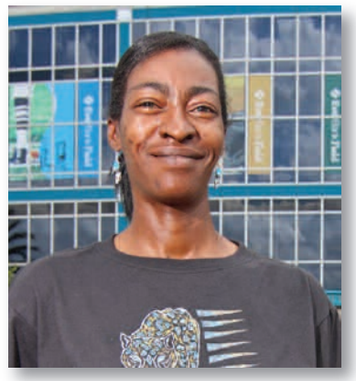
Protecting The Environment

JEA provided nearly 5 billion gallons of reclaimed water to benefit the community in 2015. Reclaimed water is highly treated wastewater that can be used for irrigation or industrial purposes. Its use helps preserve the Floridan aquifer. Learn more at jea.com/reclaimed.

When JEA started its "Your Two Cents Worth" (YTCW) group in 2009, little did we know it would become the agile market research tool it is now. Agile market research is popular with utilities because it's a quick, cost-effective way to get customer feedback. Three of our 2,368 YTCW volunteers shared why they joined our group and the contributions they've made. Here are their stories:

All members of YTCW receive a monthly eCommunications newsletter with a sneak peek at programs and services JEA will offer in the months ahead. ***If you'd like to join the group, we'd love to have you. Simply send us an email at twocents@jea.com.***

Greg Frazier is a consultant to nonprofits. He's been a member of YTCW since it began. He remembers getting involved in the early testing of what's now called My JEA Utility Tracker. The Tracker is a free online tool that helps JEA customers track their utility usage while providing charts and daily usage graphs. "It's not just a personal tool, it's a community tool," Greg said. He and his family tried out the Tracker then reported back to JEA about how it worked for them. "It really helped us take personal responsibility for our energy consumption," Greg said.



Larisse Williams joined YTCW two years ago because, as she put it, she likes to give her opinion.

"One of the first things I did was fill out a survey asking whether I knew if JEA was a public or private company," Larisse said. "It's neither. It's a municipal. Community-owned." Larisse, who delivers mail for the U.S. Postal Service, owns her own company, Sista Sista, LLC. She makes and sells Jaguar t-shirts, which she likes to wear to Jaguar games.

As a business owner, Larisse is interested in marketing and likes to answer the marketing questions she gets as part of YTCW group. "I remember helping JEA change the bill insert," Larisse said. "It has a lot of information in it now. I read it every month."

Rajiv Gupta is an IT specialist who's also been a Two Cents contributor since the program began. He was actively involved in the redesign of jea.com and in helping design the My JEA Utility Tracker.

"I gave them my two cents worth," said Rajiv, laughing. He still uses the Tracker he helped design, especially when he goes online to pay his bill.

"I like to compare my usage to the month before and to the year before," he said. Rajiv likes the fact that YTCW includes a wide cross-section of the community – male, female, high-income, low-income. "It's a good way for JEA to touch their consumers," he said.

JEA Products and Services

- Go paperless and sign up for JEA's **eBill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

May Radio Show

5/3/14
Tune in and we'll shed some light on the more than 150,000 streetlights in JEA's service territory.

5/10/14
What is your irrigation IQ? We'll talk about how much water your lawn needs – and how much it doesn't.

5/17/14
Savings without Sacrifice. Yes, you can save electricity and water without sacrificing comfort. We'll give you some great tips.

5/24/14
Summer is right around the corner. Before you crank up the AC, crank up the volume on this show to learn cost-saving tips.

5/31/14
Hurricane season begins June 1. Are you prepared?

JEA Savings Coach on CW17's "Your Jax Spotlight"
5/4/14 & 5/11/14 @ 11:30

What's a smart thermostat and how will it save me money? We'll answer that customer question and some others. Join us!

5/14

NEWS FROM JEA

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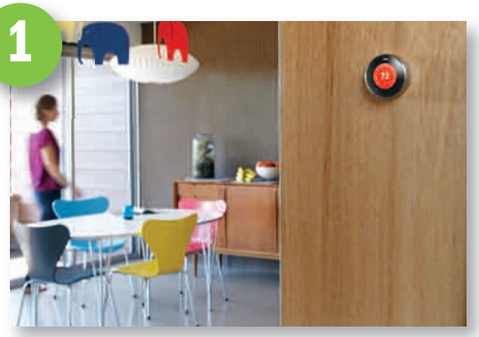
Your Two Cents Worth

Energy & Water Efficiency

JEA's Top Four Energy Saving Tips for This Summer

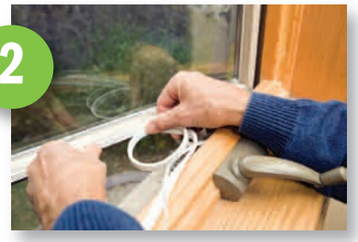
1



Use a Programmable or Smart Thermostat. The benefit is that you can program your thermostat to match your schedule. Some will even program themselves—they'll self-adjust when you to go bed at night and when you leave the house. The makers of programmable thermostats say their devices can save you about $180 per year, but only if you're routinely away from home and don't change your schedule.

Seal Leaks and Insulate. Hidden gaps and cracks around your windows, doors and walls can add as much airflow as an open window. Tighten your home's "envelope" by sealing as many of these gaps as you can. It will make your home more comfortable and improve the efficiency of your HVAC system. A good barrier of insulation will also help keep your home cool. Grab a yardstick and measure the depth of your insulation. Loose-fill, blown-in insulation should measure about 13 inches for full effect.

2



3

Install LEDs. Replace just one incandescent with an LED and save! The LED will also last ten years longer.

4

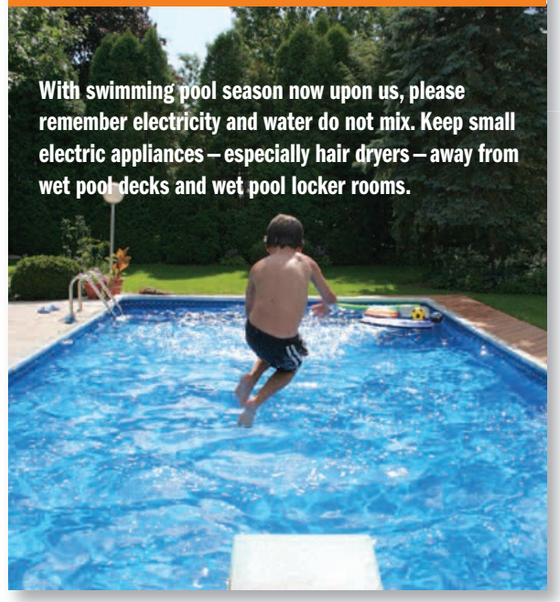
Get an HVAC Tune-up in the Spring. Just like getting your car's oil changed, you need to get a tune-up for your HVAC system in preparation for the hot summer ahead. It will help it run more efficiently all summer long.

Attention Publix Shoppers. Now you can pay your JEA bill at Publix. Be sure and bring your latest bill or your account number. Only cash or pin debit accepted—no checks or credit cards.

ELECTRIC RELIABILITY

As part of a power pole inspection survey, JEA measures the ohms or ground resistance on each pole ground to ensure it meets our specifications.

ELECTRIC SAFETY



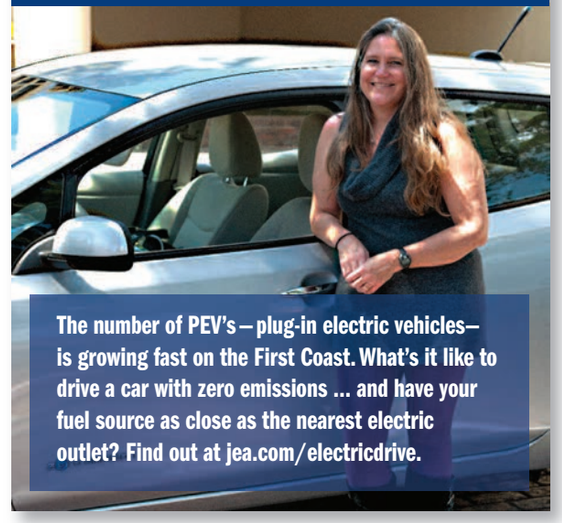
With swimming pool season now upon us, please remember electricity and water do not mix. Keep small electric appliances—especially hair dryers—away from wet pool decks and wet pool locker rooms.

COMMUNITY INVESTMENT

Many of us see our highest electric bills in the summer. That's one of the times our Neighbor to Neighbor fund is needed most. The fund is administered through United Way. Recipients can only take advantage of it once every 13 months. Please consider signing up for an automatic monthly donation of $1 – $2 or more at jea.com/NeighbortoNeighbor. Not only will you help a carefully screened neighbor through a tough time, your donation is tax deductible.

Sincerely, Paul McElroy, JEA Managing Director & CEO

Protecting The Environment



The number of PEV's—plug-in electric vehicles—is growing fast on the First Coast. What's it like to drive a car with zero emissions ... and have your fuel source as close as the nearest electric outlet? Find out at jea.com/electricdrive.

Given the popularity of our last iPad Giveaway, we've decided to do it again. During the entire month of November, if you sign up to receive your JEA bill in your email, you will automatically be registered in our newest iPad Giveaway. Three winners will be chosen at random and we'll call you to let you know you've won. All three Apple® iPad winners from our last promotion are now big supporters of JEA eBill. Here's what they have to say about winning the contest and receiving their JEA bill in their inbox, not their mailbox.

Jennifer Woodson

Jennifer Woodson was excited to win an iPad from JEA. She's a real estate agent and knew an iPad would be helpful out in the field. JEA eBill has proved helpful, too. "It helps me stay organized," Jennifer said. She also likes the fact that JEA eBill cuts down on the paper clutter at home and helps JEA conserve trees. "This contest was a win-win-win for me and JEA and the environment," Jennifer said. She urges everyone to enter. "I know it will be a win-win-win for someone else, too."

Charu Bhat

Charu Bhat is a Jacksonville engineer who pays close attention to his JEA bills. JEA eBil – along with the iPad he won last spring – has made this very easy to do. When Charu receives his bill online, he quickly looks up his last 13 JEA statements if he wants. "I like having my past statements easily available online to track my consumption trends," he said. Charu also likes the environmental aspects of JEA eBill: it conserves trees, energy and water. "Everyone should do this," he said. "There is no downside."

Charu Bhat and Jennifer Woodson signed up for JEA eBill and won iPads last June.

Cindy Mogford

Cindy Mogford and her daughter, Tori, also won an iPad last May. Tori is a UNF student studying education. She lives in a local apartment. Cindy lives in Venice, FL and loves JEA eBill because it's so convenient. "The bill comes online and I pay it online. Couldn't be easier," she said. Cindy added that she also feels good knowing she's conserving the energy and water used to manufacture paper by not taking a paper bill anymore. "Every little bit counts," she said. "Imagine if we all did this. It would really add up."

Tori Mogford also won an iPad. Tori and her mom signed up for the giveaway. She is a student at UNF. She's pictured here with JEA's Brian Pippin, who manages the JEA eBill program.

Use your JEA online account to enroll in JEA eBill or go to jea.com/eBill from November 1 – 30, 2014. Once you've signed up, you'll be automatically entered in the iPad Giveaway. Your next JEA bill will arrive via email at about the same time you'd normally expect to receive your paper bill. Three winners will be chosen at random. We'll call you to tell you if you've won.

JEA will never call you demanding to perform a home energy audit. Learn more about this scam at jea.com/scams. And if you want to sign up for a free JEA home assessment, call us at (904) 665-6000.

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Learn more at **jea.com/easy**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center.
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find savings on energy efficient products at **jea.com/rebates**.

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November Radio Topics

11/1/14
Daylight Saving Time ends, which means your lawn watering schedule changes to once a week. Listen in as we discuss lawn irrigation.

11/8/14
It's time to check out JEA's Home Energy and Water Evaluation Kit. It can help you lower your monthly utility costs and increase comfort.

11/15/14
It's almost the holidays. Time to put your drain on a diet. Join us as we help you protect your pipes.

11/22/14
Don't get chilled by your winter utility bills. We'll discuss low and no cost solutions to keep those energy bills from heating up.

11/29/14
JEA is building community in many ways. We share what we do as a community-owned utility.

December Radio Topics

12/6/14
Light up your house not your utility bill during the holidays. Learn how to brighten the holidays while dimming the costs.

12/13/14
Questions about your account or your statement? A customer care expert will be here to answer them.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. JEA's electric rates are 7% below the national average.

11/14

NEWS FROM JEA

Follow us on Twitter
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Like
"Like" us on Facebook
Facebook.com/NewsFromJEA

Enter our Green Apple® iPad Giveaway

Energy & Water Efficiency

Since many of us will be cooking a turkey this month, we thought some cooking tips that save energy and water would be helpful. These tips are good for Thanksgiving—and year round. Gobble. Gobble.

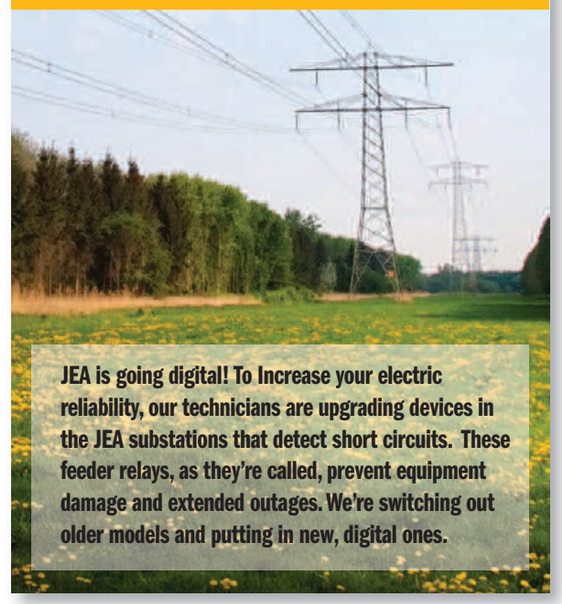
1. **If you're running the heat in your home on Thanksgiving Day, turn it down.** The oven will provide all the extra heat you'll need.
2. **Stuff the oven.** Choose sides that you can cook simultaneously with the turkey in the oven, thus saving extra oven time.
3. **Don't worry about pre-heating the oven.** It's not necessary for a long, slow turkey cook.
4. **If your oven has a convection feature, use it.** Your bird will cook faster. And it's more energy efficient.
5. **Stuff the dishwasher, too.** Scrape that mountain of holiday dishes and put them in the dishwasher. Dry them using the "no heat" air dry cycle for optimum savings.
6. **And if you like to fry your turkey, remember to recycle your cooking oil.** Turn it into bio-diesel. Learn more at jea.com/grease.

Buy or Lease an electric vehicle and you may qualify for a rebate from JEA!

Learn about all available PEV rebates at **jea.com/electricdrive**.

Connect with JEA on

ELECTRIC RELIABILITY



JEA is going digital! To Increase your electric reliability, our technicians are upgrading devices in the JEA substations that detect short circuits. These feeder relays, as they're called, prevent equipment damage and extended outages. We're switching out older models and putting in new, digital ones.

ELECTRIC SAFETY

Never heat a room with a stove, oven, or dryer. Children can easily get hurt. Never use a kerosene heater near combustibles or without ventilation. The carbon monoxide it produces can kill you.

COMMUNITY INVESTMENT

JEA employees volunteer regularly to prep, cook and serve food for the disadvantaged at the Sulzbacher Center for the Homeless.

Protecting The Environment

Instead of throwing away damaged or unrepairable transformers, JEA sells them under competitively bid contracts to authorized recyclers for the scrap metal and oil contained in the units. This recycling effort is great for the environment and for our customers. It netted JEA $386,000 in FY14.

JEA Invests in Infrastructure Upgrades

Each day, JEA delivers more than 107 million gallons of water to customers across the First Coast. It's an operation that requires 37 water treatment plants, 11 wastewater treatment plants and nearly 8,500 miles of water, wastewater and reclaimed water lines.

And we're not finished yet. As Jacksonville continues to grow, we're working hard to maintain and expand our facilities to meet the growing demand. Here are just a few of the projects now underway to ensure that we continue to provide our customers with the best possible service.

West Grid Force Main Improvements

JEA will replace 30,000 feet of aging sanitary sewer pipes, rehabilitate the Alachua Master Pump Station and construct a new Master Pump Station on Lenox Avenue through this series of infrastructure upgrades. Expected completion date: July 2019

Northwest Regional Water Treatment Plant

Northwest Jacksonville residents will soon benefit from this new water treatment plant. Located near Jacksonville International Airport, the new facility will have the capacity to produce 6 million gallons of drinking water a day. Expected completion date: December 2017

Expansion of Blacks Ford Water Reclamation Facility, NW St. Johns County

Expanding this facility will double its capacity, allowing us to treat up to 6 million gallons of wastewater a day for use as reclaimed water for irrigation. That's 6 million gallons of water JEA won't have to take from the Floridan aquifer, helping to conserve this precious natural resource. Expected completion date: May 2018.

McMillan Pump Station Improvement Project

Extensive structural upgrades and new pumps, piping and electrical work are just a few of the major improvements that will bring this 1960s pump station into the 21st century. Expected completion date: April 2018

Learn more about JEA's commitment to maintaining and upgrading our community's critical infrastructure at **jea.com/construction**.

Connect with JEA on

JEA Products and Services

- Take advantage of all we offer. Sign up online: jea.com/register
- Find payment locations: jea.com/paymentlocations
- No more paper bills. Sign up online: jea.com/ebill
- Pay by debit or credit card: Convenience fees (charged by card payment vendor): Payments up to $500: $2.20 $500.01–$1,000: $4.40 $1,000.01–$10,000: $9.95
- JEA MyBudget helps manage your monthly bills. jea.com/mybudget
- Pay your bill automatically: jea.com/autopay
- Find rebates on home energy upgrades: jea.com/rebates
- Pay online at jea.com.
- Help a neighbor in need: jea.com/neighbor
- Pay by phone: 665-6000

We Salute Northeast Florida Veterans.

Twenty percent of JEA's workforce was or is in the Armed Forces. Our employees know firsthand what it means to serve our country and our customers. To all veterans, thank you for your service.

A community-owned, not-for-profit, public power utility

11/17

NEWS FROM JEA

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JEA Invests In Infrastructure Upgrades

Energy & Water Efficiency

Proper Way to Dispose of Grease

Did you know you can really mess up your pipes by disposing of oil and grease down the drain? This is true even if you run hot water and use your disposal when you dispose of the grease. Since frying turkeys is popular around Thanksgiving, here's a reminder about the proper way to dispose of grease.

1. **For large amounts of grease, bottle it up and turn it into biofuel. Learn how and where to do this at jea.com/grease.**
2. **For smaller amounts, collect grease in a jar or sealable container. Dispose in the trash.**

This GIVEAWAY is for you!

If you are enrolled in at least one of our billing and payment programs –JEA eBill, JEA Autopay or JEA MyBudget– you will automatically be entered into the "The Power of Thanks Giveaway" for your chance to win your choice of a Jacksonville Jaguars game day family ticket package or a $500 Amazon gift card.

Not currently a JEA eBill, JEA AutoPay or JEA MyBudget customer? Sign up for at least one of these programs before November 30 and you will be automatically entered in the giveaway, too!

Three lucky giveaway winners will be chosen at random. Learn more about our billing and payment options at **jea.com/campaigns**. Go Jags!

Irrigation Schedule Changes

Don't forget to change your irrigation schedule when Daylight Saving Time ends November 5. The St. Johns River Water Management District says you can only water your lawn one day a week until March 11, 2018 when Daylight Saving Time begins again. Learn your watering schedule at **jea.com/wateringdays**.

JEA SolarSmart–No Lengthy Contracts, No Drop Out Cost

Elect to receive a portion of your energy from JEA SolarSmart. Enjoy the benefits of solar energy without putting solar panels on your roof. Learn more at **jea.com/solarsmart**.

WATER QUALITY

JEA's water comes from the pristine Floridan aquifer, whose groundwater quality has been rated by the U.S. Geological Survey as among the best in the nation. Learn more by reading the latest copy of JEA's Annual Water Quality Report, available at jea.com/WQR2016.

COMMUNITY INVESTMENT

JEA supports teachers with all kinds of STEM resources, like workbooks, in-school programs, plant tours, and a Speakers Bureau. Learn more at jea.com/schoolprograms.

ELECTRIC SAFETY

Never use an inside electric cord for an outside job. It could shock you or spark a fire. More tips at jea.com/electric-safety.

Protecting The Environment

JEA monitors over 300 separate locations throughout the water distribution system each month to ensure we maintain proper minimum health-protecting levels of chlorine. More at jea.com/about/water_supply.

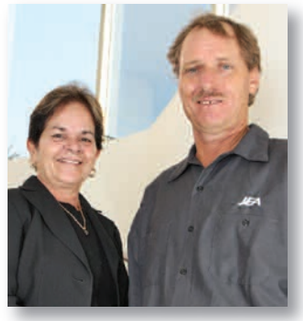
continued from front

JEA employees have proudly donated more than $2 million to United Way over the last five years. Those donations help the community in many small ways – small ways that when united create a big impact.

Valerie Gutierrez is a technician in JEA's Electric Transmission and Substation Maintenance Department. Her job is to maintain and fix equipment that protects JEA generating systems. Working in an industry that consists mostly of men, Valerie knows the value of self-esteem. "I'm always trying to be the best that I can be," she said. "And I want young girls to know they can make it in this kind of world, too."

Several years ago, Valerie gave a career chat at PACE Center for Girls, Jacksonville and found her passion. "I want to help these girls with their self-esteem," she said. She funnels all her United Way donations to PACE, where the money is used for after school enrichment programs and career preparation and internships.

"That money is very important to us," said Renee McQueen, Executive Director of PACE Jacksonville. "It helps a lot of girls who are transitioning out of our program build their skills so they can find jobs when they leave."



James Blount, Jr. has no worries when it comes to racing up a 35 foot pole for his job as a line maintainer at JEA. But when he talks about his 14-year-old niece, Amber, who has autism, his voice tightens.

"She spends most of her day on a school bus because there aren't enough programs to help kids like her," James said. He sends 100 percent of his United Way donation to Ark of Nassau even though Amber can't use Ark's services until she's at least 18. "There needs to be a whole lot more money given to that place," James said.

Ark of Nassau is the only nonprofit in Nassau County that offers adult day training to teenagers and young adults with disabilities. "We use our United Way funding for classroom services," said Patricia Lannon-White, the Program Manager at Ark of Nassau. "We take kids on outings into the community to help them learn how to operate in the real world and be safe out there."

LaKenya Butler is a meter specialist at JEA, walking neighborhood streets to read electric and water meters. In summers' past she sent her now 19-year-old son, Sherrod, to camp at the Boys & Girls Clubs of Northeast Florida. "He loved it," LaKenya said. "And it was a big help to me." Sherrod now works for Champion Brands, and is thinking about joining the U.S. Navy.

LaKenya gives 100 percent of her United Way donations to the Boys & Girls Clubs of Northeast Florida as a way of giving back to the agency that helped her family. The Director of Development there, Darby Stubberfield, says United Way donations are an important funding source for the Boys & Girls Clubs. "We use our United Way money to fund all our community after school programs and our community summer camps," she said. "It also helps pay for homework assistance throughout the year and for summer education programs."

JEA's Employee United Way drive ends November 30. The three month drive includes softball, bowling and golf tournaments, auctions and raffles.

JEA Products and Services

- Go paperless and sign up for JEA's FREE **eBill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

November Radio Show

11/2 /13
Daylight Saving Time ends this weekend, which means a change to your lawn irrigation schedule.

11/9/13
Winter is just around the corner. Tune in as we discuss what you can do now to save money and keep warm just in time for the cold weather.

11/16/13
When was the last time you went through JEA's statement line by line? Find out what you can learn about your electric and water use just by taking a look at your bill.

11/23/13
Leaks can be costly. Don't flush your money down the drain. We'll talk about the most common leaks and how you can fix them.

11/30/13
Did you know that JEA employees have raised more than $1.36 million in the past three years for United Way and Community Health Charities? That is just one of the many things JEA employees do to make our community a better place.

JEA Savings Coach on CW17's "Ready. Set. Home."
11/3/13 & 11/10/13 @ 11:30 a.m.

Fall is a great time to get your HVAC system ready for winter. We've got some easy winterization tips to help boost your HVAC system's energy efficiency once you turn your heat on. Join us.

11/13

NEWS FROM JEA

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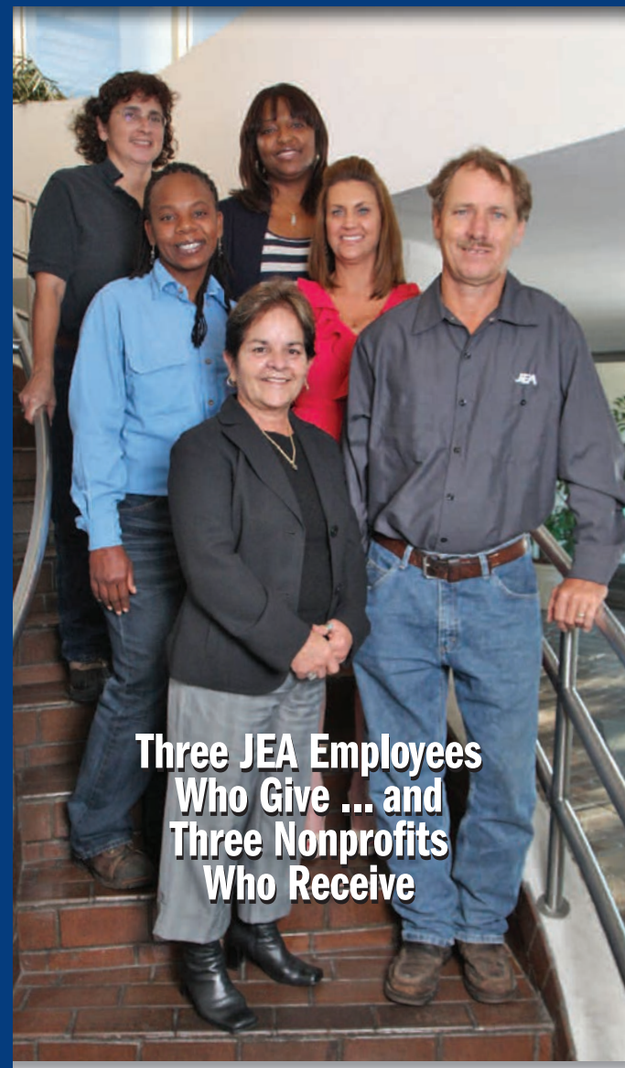
Facebook.com/NewsFromJEA



Three JEA Employees Who Give ... and Three Nonprofits Who Receive

continued

Energy & Water Efficiency

Rechargeable Batteries

We've all heard about the dangers of throwing used batteries out with the trash – the batteries eventually break down in landfills and release harmful chemicals like mercury into the ground. Enter the rechargeable battery. No home should be without them. Yes, they cost more up front, but they'll save you money in the long run. Plus, they're better for the environment.

We found a new type of rechargeable AA battery you may not have heard of yet. Simply plug it into your computer's USB port and it will recharge there. No need for one of those bulky recharge packs that plug into the wall. These AAs are great for travel. Once the batteries are recharged, use them like you would any other battery until you need to recharge them again on your laptop or desktop.

A word to the wise: rechargeable batteries need to be recycled, too. Some big box stores will recycle them for you and so will some electronics stores. The easiest way to find a recycling drop-off point nearest you is to call this number: 1-800-8BATTERY. Rechargeable batteries contain nickel, cadmium, iron, lead, cobalt and mercury – they're definitely not landfill friendly.

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

Frying a turkey this Thanksgiving?

Dispose of your used cooking oil using JEA's C.O.R.E – Cooking Oil Recycling Effort. Bring the oil to one of 21 Jacksonville Fire and Rescue Department fire stations and it will be turned into biodiesel. Find a JFRD station that recycles near you at jea.com/core.

ELECTRIC RELIABILITY

JEA helped sponsor The North American Electric Reliability Corporation (NERC) at its annual Grid Security Conference in Jacksonville in October. Some 350 attendees from the U.S., Canada, and Mexico came to town for the three day conference to learn more about cyber security threats and best practices for protecting the electric grid.

ELECTRIC SAFETY

Space heaters are a great way to stay warm and toasty in the winter. Just be sure your space heater has a tip-over switch so it automatically shuts off if it's accidentally knocked over.

COMMUNITY INVESTMENT

Heroes United! JEA CEO Paul McElroy donned a Superman cape to help raise money for United Way of Northeast Florida. McElroy hosted JEA's annual leadership lunch to launch this year's campaign. With him from left to right: Alecia Givens, United Way, and Melissa Fulmore-Hardwick, JEA's United Way Campaign Chair.

Protecting The Environment

JEA now has over 3,000 customers utilizing the purple pipes and purple sprinkler heads that signify reclaimed water. Use of this alternative water resource by commercial and residential customers reduces the need to withdraw pure, high-quality water from the Floridan aquifer for irrigation. Also, use of reclaimed water – highly treated wastewater – reduces the amount discharged into the river.

November Bill.12:Layout 1 10/25/12 9:30 AM Page 1

continued from front

1. **Could you compare JEA's electric rates with other rates around the surrounding areas and the country?** Good question! In fact, we hear this question a lot. That's why every quarter we list average monthly rates for 1,250 kWh of usage at various electric companies in Florida and the nation. You can compare your bill to someone in, say, San Diego. Just go to jea.com and type "Electric Rate Comparison" into the search box. Just so you know, JEA's rates usually fall in the middle of most comparisons.

2. **I am interested in the personnel. I think it would help me relate more to JEA and make our relationship more personal if I knew who worked there. For instance, who is Paul McElroy?** Thanks for asking. I grew up playing basketball with the kids in my neighborhood in Stamford, Conn. I went to public school and was the first member of my family to graduate from college. My dad is my idol. He worked at the same firm for 42 years—started in the warehouse and ended up in a director position. I wish he were here today. I moved to Jacksonville in the '90s with my family from northern Vermont to work at Bombardier. Four years later the company wanted me to relocate. But our daughters loved it here, and so did my wife and I, so I turned down the relocation offer and we settled into the Jacksonville community. I joined JEA 10 years ago as Vice President Financial Services, and am excited and humbled with the opportunity to be CEO. I believe this utility is second to none.

3. **Is JEA going to go into more natural gas and less coal in the future?** Several years ago, we anticipated—and started planning for—this natural gas bonanza by shifting our electric generation plans to maximize our natural gas generation assets. We have gone from generating 80 percent of our electricity from coal to 65 percent from natural gas. This means we shop for fuel by price just like you shop for groceries. This can be tricky at times since coal must be purchased far in advance and shipping is a big part of cost. We buy a lot of coal from Colombia. We're lucky we can ship it here. Shipping saves us a lot of money in transportation costs.

4. **Since JEA uses coal, what are projected EPA compliance schedules? How will this impact our electric cost? What steps are being taken to exceed current compliance requirements?** The EPA has a host of new rules coming out for power plants that a lot of utilities are complaining about because of the cost involved with those regulations. Four rules are moving forward that could affect us. Two concern air emissions, the others relate to water emissions from power plants and coal combustion byproducts. These regulations won't cause problems for us, but they will for power companies with coal-powered plants that are 50—60 years old and don't have proper pollution control equipment on them. At JEA, we've already put that equipment in place. We use some of the best technology available in the world to reduce sulfur dioxide emissions. We're happy to say we're in good shape when it comes to these regulations. Our customers won't see an increase due to them.

5. **Could you update JEA's nuclear and natural gas programs?** In terms of natural gas, we've already talked about how we use it in addition to coal. As far as nuclear power, we have a 20-year sales contract with Georgia Power to buy electricity from its Vogtle Nuclear Power Plant Units 3 & 4 in Waynesboro, Ga. Those units are scheduled to go online in 2016 and 2017, respectively. It's a $14 billion state of the art nuclear power plant designed by Westinghouse. We plan to buy 200 megawatts (MW) of power from Vogtle once it begins operation. Several years ago, we also reserved an option to buy partial ownership in two nuclear units to be built in Cherokee County, S.C. owned by Duke Energy.

6. **Most people know JEA is a not-for-profit, but really, what does that mean to us?** Because we are a not-for-profit, we do not earn profits for third party, equity investors or for our management team. Instead, we pass on the lowest possible rates to our customers while still investing in the company. Fuel is by far our highest cost—about 42 percent of our budget. Salaries, by the way, is one of our lowest costs, about 10 percent of our total operating cost.

JEA Products and Services

- Go paperless and sign up for JEA's FREE **ebill** to receive your bill electronically by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment sent automatically by your bank each month.
- Pay **online** at jea.com, **by phone** at 665-6000, or at more than 90 **JEA-authorized payment locations** around the city including Winn-Dixie stores.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access upcoming improvements such as alerts and additional usage information.

You want to save money. We want to help.
Join us for **Q&A with JEA** on News/Talk Radio **WOKV, AM 690 & 106.5 FM**. Saturday afternoons at 1 p.m.

November Topics

11/3/2012
Don't pain the drain. What you put down the drain can cause serious pain to your pipes and JEA's system.

11/10/2012
Do you know that if you pay income tax, you can get tax credits for going green? We'll review these incentives.

11/17/2012
JEA's new CEO Paul McElroy will be LIVE on air to answer your questions about where we've been and where we're going at JEA.

11/24/2012
JEA is a not-for-profit, community owned utility. We are going to talk about all that JEA employees do to make our community a better place.

December Radio Topics

12/1/12
The hidden cost of electronics. Stand-by power costs money. How to slay those "phantom loads."

12/8/12
Don't let holiday decorations or guests drain your energy and water budget. Sticking to your utility budget during the holidays.

12/15/12
Project Outreach. The latest on JEA projects in your neighborhood.

12/22/12
Understanding your bill. Call in with Questions. Personalized service from JEA!

12/29/12
Is six inches of insulation in my attic enough? Myths and Misunderstandings. Get the facts.

NEWS FROM JEA

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JEA's new Managing Director/CEO
Paul McElroy

Meet JEA's new Managing Director/CEO Paul McElroy. In this issue, he answers questions from our online customer feedback group, Your Two Cents Worth. By the way, we welcome your feedback. You can join our informal group and give us your input at jea.com/twocents.

continued

Energy & Water Efficiency

Whether you're a renter or a homeowner, if you pay a JEA bill there are five things you can do to save money on your electric consumption. We call these things low hanging fruit because they're easy to do and the return is, well, fruitful, in terms of savings.

1. **Make the switch! Replace the five most used light bulbs in your home with compact fluorescent bulbs (CFLs).** These five bulbs will save you at least $60 a year in energy costs. They last longer than incandescents and generate less heat, too. When a CFL does burn out, be sure to dispose of it properly. CFLs contain a small amount of mercury and can be recycled by taking them to any Lowe's or Home Depot.

2. **Consumer electronics account for about 15 percent of your home energy bill.** That's because many products like your TV, audio system or computer monitor continue to use energy even when you think you've turned them off. We call this use of standby power "phantom loads." Use power strips to completely disconnect the power supply from the power source with one push of a button. Group your power strips around electronic centers—your computer and printer to one and your television and game system to another.

3. **Turn off the ceiling fan when you leave a room.** Train your children to do this, too. Remember: ceiling fans cool people, not the room itself.

4. **Your refrigerator is the largest energy-consuming appliance in your home.** Therefore, if you have a second, older refrigerator in your garage that you're not really using, turn it off! This can save you about $120 year.

For more efficiency information visit the Ways to Save section at jea.com or contact the Efficiency Coach via e-mail at conservation@jea.com.

Have You Tested Your Toilet Lately?

Are there any sounds coming from your toilet when it's not in use? Do you have to jiggle the handle to make your toilet stop running? Have you ever heard your toilet phantom flush? If you answered yes to any of these questions, your toilet is leaking and in need of repair.

Why Should I Repair It?

Leaky toilets can cost you a lot of money, from $10 to $100 a month, depending on the size of the leak. Most toilet leaks are caused by a flapper valve that no longer seals well, and is allowing water from the tank to seep into the bowl. The best way to test your flapper valve is to pour half a glass of dark tea or food coloring or dye tablets into the tank. Wait about 30 minutes. Open the toilet lid. If you see any of that colored liquid in the bowl, it means it got past the flapper valve and you need to replace it. It's important to note that sometimes your flapper valve may be leaking and you won't hear a thing. That's why JEA recommends you check for toilet leaks every three months, at least.

Try a Shorter Shower

A great way to save water at home is to take a shorter shower. A five minute shower may sound outlandish to everyone used to a nice, hot, relaxing shower, but give it a try. Set your kitchen timer for five minutes. Turn on the water and hop in. When the timer dings, you're done.

A five minute shower uses a little over 11 gallons of water, according to the national average. Compare that to a full bathtub that uses about 40 to 60 gallons of water. Shorter showers save a lot of water. It's that simple.

For more efficiency information visit the Ways to Save section at jea.com or contact the Efficiency Coach via email at conservation@jea.com.

ELECTRIC RELIABILITY

JEA spends $6 million a year to regularly inspect poles on the more than 110,000 streetlights in our service territory. We replace poles when necessary and make sure each and every pole meets current standards. As always, if you notice a streetlight out, give us a shout. Be sure to have the location of the streetlight or the number on the pole handy when you call JEA's Customer Care Center at 665-6000 or 800-683-5542 from 8 a.m. – 7 p.m. Monday – Friday or 8 a.m. – noon on Saturdays. You can also report an outage at jea.com. Click on "Outage Info" at the top of the page.

SAFETY & EMERGENCY PREPAREDNESS

Hurricane season isn't over yet! It doesn't end until November 30, 2012. That means Duval County residents who are medically dependent on electricity (i.e. electricity needed for life supporting equipment) or have other qualifying medical needs would need to evacuate to a Special Medical Needs shelter during an emergency evacuation.

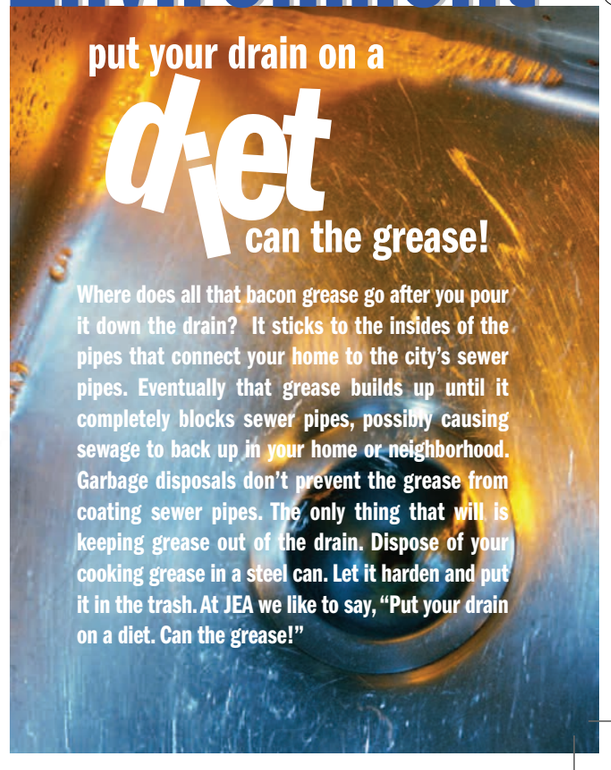
Are you registered to go to such a shelter? Call the City at 630-2489 to get a Special Needs Registration Form or download one from www.coj.net by typing "Special Needs Registration" into the search box of that website. It's never too late to sign up.

COMMUNITY INVESTMENT

Neighbor to Neighbor Appeal From Paul McElroy

Last month, an elderly customer couldn't pay her unusually high electric bill. Her son lost his job and moved back home, along with his wife and kids. It threw her entire budget out of whack. The woman called our Customer Care line to explain her problem and was referred to **JEA's Neighbor to Neighbor** program. The customer was able to get emergency aid to pay her utility bill. She is just one of many who need a little help from time to time. And you can help, too. Will you consider donating just $2 to Neighbor to Neighbor? After all, life can hit any of us with a financial curve ball any time. You can donate simply by checking the Neighbor to Neighbor box on your JEA bill and indicating a dollar amount to be added to your monthly bill. Or you can make a one-time donation at jea.com. One hundred percent of your contribution will be used for a community neighbor who's hit a rough spot.

Protecting The Environment



October is National Energy Awareness Month, and the perfect time to hit the road in our new plug-in electric vehicle. It's a Chevy Volt and it's hard to miss since it's wrapped in a green design that says JEA Drive Clean. So toot your horn and wave to us when you see us on the road.

Plug-in electric vehicles (PEVs) are powered by electricity or a combination of electricity and gasoline. Just like their gas counterparts they're:

- **Safe**
- **Roomy**
- **Practical for everyday use**
- **Fast-charging**

The first time you sit in a PEV, you know you're in for a different driving experience. The dashboards are smart and sophisticated and the cars are extremely quiet. Some PEVs can travel over 100 miles on one charge and some have regenerative braking systems that capture energy and recharge the car's battery.

Why Buy a PEV?

JEA Rebates Available

JEA is now offering PEV rebates on new or leased PEVs. Further incentives, tax credits and lower insurance premiums may be available to help reduce the cost of buying and owning a PEV. Learn more at **jea.com/electricdrive**.

Big Fuel & Maintenance Savings

How much did you pay for your last gallon of gas? According to goelectricdrive.org, it costs **two to three cents a mile to drive a PEV** versus an average of 15 cents a mile to drive a gas powered car. If the average American drives about 40 miles a day, it costs less than $1.50 a day to power a PEV. And, because of fewer moving parts, PEVs require less maintenance.

Charging Options

Most people charge their PEVs at home using a standard 120-volt home outlet. They plug-in their cars before they go to bed and wake-up eight hours later with their cars ready to go. Some PEV owners dramatically reduce this charge time by installing 240-volt chargers in their garage or carport. Chargers should always be installed by a licensed electrician.

Auto manufacturers are releasing new models of PEVs every month and the number of PEVs on U.S. highways is growing fast. They're catching on quickly because PEVs produce **significantly less greenhouse gases from tailpipe emissions per mile** than gas or diesel-powered cars.

Got a question about PEVs? Email us at **electricdrive@jea.com**.

Connect with JEA on

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/ebill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Learn more at **jea.com/easy**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center.
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find savings on energy efficient products at **jea.com/rebates**.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

October Radio Topics

10/4/14
Join us as we observe Energy Efficiency Month.

10/11/14
Celebrate five years of Q & A with JEA. Tell us a favorite tip you learned from the show.

10/18/14
Which energy efficiency improvements give you the best bang for the buck? We'll discuss.

10/25/14
Did you know JEA has more than 6,000 miles of water and sewer pipes? The logistics of providing water and sewer service.

November Radio Topics

11/1/14
Daylight Saving Time ends, which means your lawn watering schedule changes to once a week. Listen in as we discuss lawn irrigation.

11/8/14
It's time to check out JEA's Home Energy and Water Evaluation Kit. It can help you lower your monthly utility costs and increase comfort.

Missed a show? You can listen to it online at jea.com/radioshows.

NEWS FROM JEA

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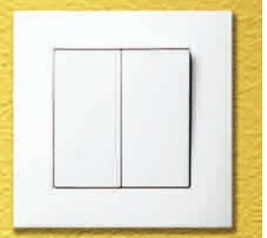
Facebook.com/NewsFromJEA

We're Charged Up About PEVs and New JEA PEV Rebates

Energy & Water Efficiency

Because October is National Energy Awareness Month, our efficiency experts put their heads together to come up with eight easy ways you can celebrate. Enjoy!

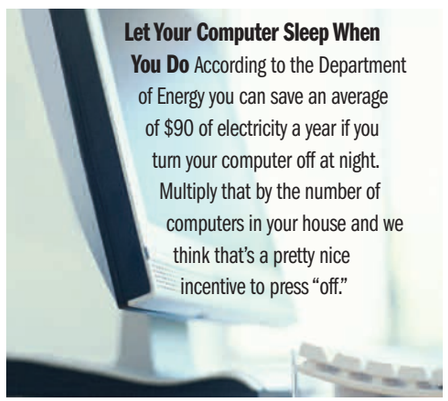
Turn Off Your Lights Your household lighting is responsible for about 10 percent of your energy bill. So keep fussing at the kids. Turn those lights off when you're not using them.



Install a Smart Thermostat Smart thermostats will program themselves. And they're accessible through the internet. Forgot to turn up your thermostat when you left for summer vacation? Log in from away and take care of it. The makers of these devices say they'll save you $200 a year in energy costs. We don't think it's that much, but there are savings. Plus a smart thermostat looks very cool on the wall. And if you own a programmable thermostat, don't forget to reprogram now that the kids are back in school and the house is empty most of the day.

Change Your Lighting If you're not using CFLs or LEDs, you're missing the "savings" cruise. Hop on board and take advantage of JEA lighting rebates for LEDs. Learn more at **jea.com/lighting-rebates**.

Clear Out the Vampires Vampire energy comes from all the electronics that suck energy even when you're not using them. Things like computers, televisions, cell phone chargers, video game machines ... you name it. Hook them all up to power strips for easy turn off.



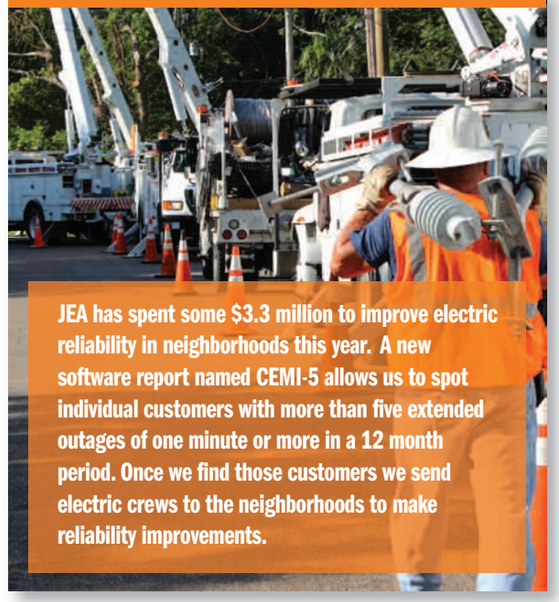
Let Your Computer Sleep When You Do According to the Department of Energy you can save an average of $90 of electricity a year if you turn your computer off at night. Multiply that by the number of computers in your house and we think that's a pretty nice incentive to press "off."

Get a Clothesline Take advantage of pure solar power, compliments of the Sunshine State. You won't save a ton of money on your energy bill by not using your dryer (about 5 percent) but clotheslines are good for the environment. Added bonus: line drying is gentler on your clothes.

Get a Professional Energy Audit Professional audits cost money but the savings can be considerable. Auditors will perform a variety of tests, including a blower door test, all designed to help you identify ways to reduce your energy use.

68 degrees/78 degrees Turn that thermostat up to 78 or higher in the summer and down to 68 or lower in the winter. You'll see a savings on your energy bill. Guaranteed.

ELECTRIC RELIABILITY



JEA has spent some $3.3 million to improve electric reliability in neighborhoods this year. A new software report named CEMI-5 allows us to spot individual customers with more than five extended outages of one minute or more in a 12 month period. Once we find those customers we send electric crews to the neighborhoods to make reliability improvements.

ELECTRIC SAFETY

Please report any streetlights out in your neighborhood so we can fix them in time for safe trick-or-treating. Report online at jea.com/outage or call 665-6000.

COMMUNITY INVESTMENT

JEA employees enjoyed a lunchtime carnival to help kick off their annual United Way giving campaign. Last year, JEA employees donated $346,000 to United Way of Northeast Florida.

Protecting The Environment

Happy Anniversary! Fifteen years after it first began, JEA's reclaimed water system has expanded from one million gallons a day to as many as 15 million gallons daily, serving some 5,000 customers. Reclaimed water is highly treated wastewater used for irrigation purposes. JEA uses reclaimed water for irrigation and in the wastewater treatment process, thus helping to preserve the aquifer.

Oct.16_Layout 1 9/19/16 9:12 AM Page 1

The Ease of JEA eBill

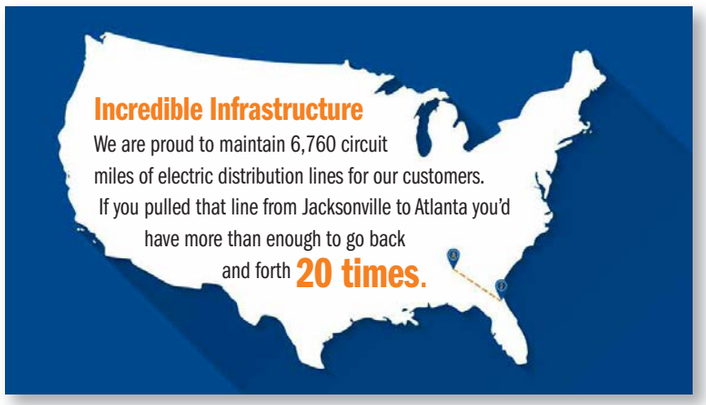
Melissa Langley can't remember the last time she received a paper bill. Born in 1992, her world has always contained computers and the internet. And so when Melissa moved into a new apartment by St. Johns Town Center she did not hesitate. She signed up for JEA eBill and JEA AutoPay right away.

"All my bills are emailed to me," said Melissa, the development and political coordinator for the Fiorentino Group, a government relations and business development firm in Jacksonville. "And to tell you the truth, I'd probably forget to pay them if they weren't on autopay."

Melissa says it's easy to receive her bill via JEA eBill and convenient to pay it automatically with JEA AutoPay. "You get a notification in your email and your bill is paid. You never have to worry about it."

eBill Sign up Drawing

Sign up for JEA eBill by November 30 and you'll be automatically entered to win a new iPad Pro with its own special Apple Pencil. Enroll at **jea.com/ebill**.



"Highest Customer Satisfaction with Business Electric Service in the South among Midsize Utilities"

Disclaimer: JEA received the highest numerical score among 13 midsize utilities in the South in the J.D. Power 2016 Electric Utility Business Customer Satisfaction Study, based on 21,852 responses, and measuring the experiences and perceptions of business customers surveyed March and November 2015. Your experiences may vary. Visit jdpower.com.

Connect with JEA on

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There's a $2.20 fee for payments up to $500. The fee for payments $500.01 to $1,000 is $4.40. The fee for payments of $1,000.01 to $10,000 is $9.95. Fees are charged by a vendor who handles our card payments.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find rebates on home energy upgrades at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

October Radio Shows

10/1/16
Join us as we observe Energy Efficiency Month. Learn how you can get free LEDs.

10/8/16
Choosing the right light bulb doesn't need to be stressful. We'll discuss the best bulbs to fit your needs.

10/15/16
Did you know that inadequate insulation and air leakage are leading energy wasters in many homes? We'll talk about how to fix this.

10/22/16
It's open mic Saturday on Q & A with JEA. Call us with your questions, comments or just to chat!

10/29/16
How do JEA MyBudget and JEA AutoPay complement each other? Find out when we talk about JEA's billing and payment options.

November Radio Shows

11/5/16
Daylight Saving Time ends this weekend, which means a change to your lawn irrigation schedule.

11/12/16
It's almost the holidays! Time to put your drain on a diet. Join us as we help you protect your pipes.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2008.

10/16

NEWS FROM JEA

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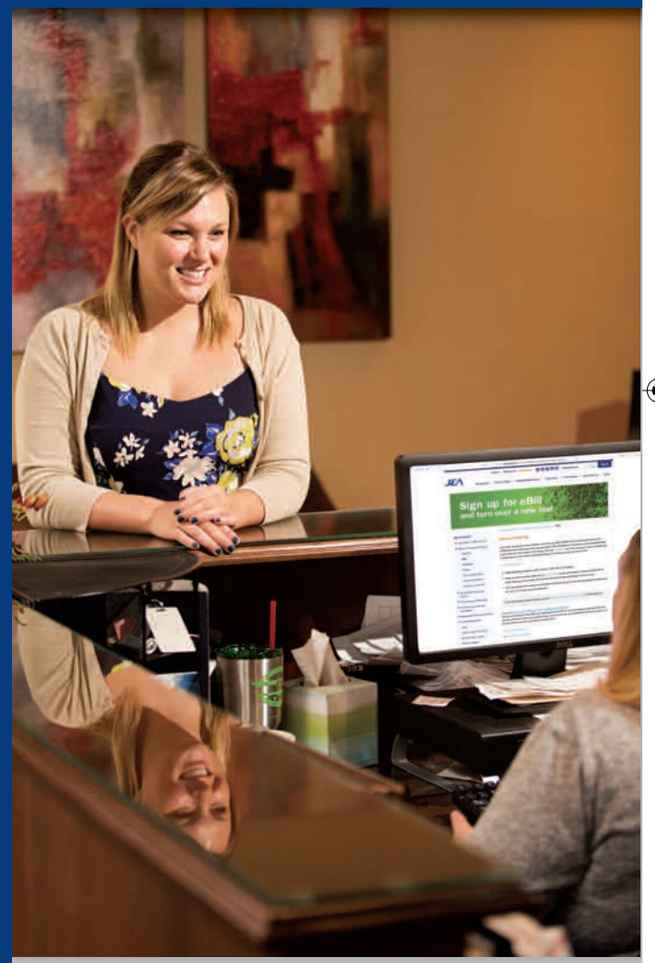


The Ease of JEA eBill

Energy & Water Efficiency

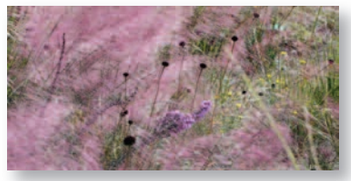
Plant Florida Natives in October

October is a great time to plant wildflowers, shrubs and grasses native to Florida. "By planting in the fall you're giving native plants time to get established before it gets cold," said Lisa Roberts, executive director of the Florida Wildflower Foundation. Roberts recommends three native plants that don't need a lot of water and will look great in your garden in the spring. Best of all they're easy to grow.

Gaillardia
Also known as Indian Blanket, the blooms on these plants include shades of red, orange and yellow. They like full sun and can tolerate dry to moist, even sandy soil. They attract butterflies and other pollinators and grow well in Northeast Florida.

Walter's Viburnum
This shrub produces a fruit that birds love. It can take full to partial sun, and grows well in Northeast Florida. The blooms are white. These shrubs can become small trees and grow to 30-feet.

Muhly Grass
Muhly grass loves the sun and Northeast Florida. It flowers in the fall with a fine, wispy, pink bloom. Muhly grass flourishes in low moisture, but tolerates more. It can grow up to 4-feet and provides a good cover for wildlife.



Halloween Safety

Help make Halloween as safe as possible. Please report any streetlights out near you. It's easy to do at jea.com/streetlights. Be sure and have the pole number handy so we can locate and fix the streetlight quickly.

Join Our Two Cents Group
Become part of our email community to give us "Your Two Cents Worth" on all sorts of things. More than 2,000 customers already give us their input on everything from proposed product and service offerings, to what's on jea.com, to how we communicate information. Members of the group only participate when they want to, which is generally by survey. Sometimes we ask just one question and other times we'll ask you to participate in a full-blown questionnaire. It's an informal focus group that has helped us make choices we believe have improved service to all customers. We'd welcome your feedback too. Sign up at **jea.com/twocents.**

ELECTRIC RELIABILITY

We're building a new substation in the fast-growing St. Johns Town Center area. When complete next spring, the Point Meadows Substation will supply power to the area and upgrade the JEA electric system for improved reliability. Learn more about the project at jea.com/ptmeadowssub.

ELECTRIC SAFETY

If a ball or a Frisbee goes over the fence or wall surrounding one of our substations, please don't try and retrieve it yourself. Call us for assistance. For more electric safety tips visit jea.com/electric-safety.

COMMUNITY INVESTMENT

JEA employees kicked off their annual employee fundraising campaign for United Way of Northeast Florida in September. Last year employees raised $340,869, largely through employee donations. Learn more at jea.com/EmployeeGiving.

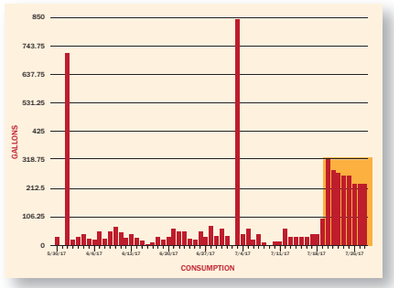
Protecting The Environment

Instead of throwing away damaged or unrepairable transformers, JEA's Investment Recovery Group sells them under competitively bid contracts to authorized recyclers for scrap metal and the oil contained in the units. This effort netted JEA more than $815,000 last year. It's great for the environment and for our customers! See what else we have for sale at jea.com/surplus.

Three JEA Programs You May Not Know About

From high usage alerts to economic development to electric safety, JEA is working hard to provide programs that bring value to you and our city. Below: three programs that help build and energize our community.

JEA's High Water Usage Alert Program



Sometimes a water customer develops a leaky toilet, leaves a hose running or has a broken pipe and does not even know it. This can damage property, cause very high bills and waste a precious resource. Instead of learning about the problem when your bill arrives, JEA's Utility Analytics Team developed an analytics algorithm that identifies potential leaks and sends an email notification to the customer before the bill arrives. For very large leaks, we send someone to view the problem firsthand. One customer insisted she did not have a leak after we sent her an alert. We sent her a graph of her usage and asked her to look again and, sure enough, she located a hard-to-find broken pipe underneath her home's air handler. Right now, about half our water customers have the necessary meter to provide these advanced analytics. JEA is in the process of upgrading the other half of the meters over the next few years so all our water customers can benefit from this program. For more on the program go to **jea.com/alerts**.

JEA's Economic Development Incentive Program

JEA started this program four years ago to support the City of Jacksonville and JaxUSA in their efforts to promote economic development. The program provides a financial incentive to Commercial and Industrial customers (C&I) for creating jobs and electric usage in Jacksonville. Customers who qualify get a discount on demand, energy and environmental charges for up to eight years. The discount starts at up to 35 percent and de-escalates by five percent a year until it gets to zero. Two C&I customers applied for the program early on. Four more will be taking advantage of it soon. Learn more at **jea.com/business_resources/**.

JEA Power Pals Program

We are big believers in teaching electric safety, especially to children. With the JEA Power Pals Program, JEA Ambassadors travel to schools, day care centers and summer camps to teach kids how to be safe around electricity. Children learn that electricity and water should never mix. They learn the dangers of playing around substations and electric wires, and they learn how overloaded electric plugs in their homes can cause fires. Would you like to bring this program to your child's school or classroom? Fill out the form at **jea.com/powerpals**.

Connect with JEA on

JEA Products and Services

- Take advantage of all we offer. Sign up online: jea.com/register
- Find payment locations: jea.com/paymentlocations
- No more paper bills. Sign up online: jea.com/ebill
- Pay by debit or credit card: Convenience fees (charged by card payment vendor): Payments up to $500: $2.20 $500.01–$1,000: $4.40 $1,000.01–$10,000: $9.95
- JEA MyBudget helps manage your monthly bills. jea.com/mybudget
- Pay your bill automatically: jea.com/autopay
- Find rebates on home energy upgrades: jea.com/rebates
- Pay online at jea.com.
- Help a neighbor in need: jea.com/neighbor
- Pay by phone: 665-6000

A community-owned, not-for-profit, public power utility

10/17

NEWS FROM JEA

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Facebook.com/NewsFromJEA

Three JEA Programs You May Not Know About

Energy & Water Efficiency

October is National Energy Awareness Month

Energy Awareness means understanding how much energy you use. It also means understanding the little changes that can mean big savings in energy consumption. Below are four tips–one for every week of October–to help you reduce your energy consumption and save!

1

Call JEA at 665-6000 to schedule a free energy assessment. Be sure and ask the JEA specialist who comes to your home if you have enough insulation in your attic and/or crawl space.

2

If you feel like your home energy savings have hit a plateau, consider investing in a wifi-enabled smart thermostat. This way you can adjust your thermostat remotely using a smartphone or computer.

3

Change your four "most used" lightbulbs to LEDs. Take advantage of JEA's LED rebates with prices discounted on the shelf at certain retailers. Find out where at jea.com/rebates.

4

Think solar. Install an old-fashioned clothes-line out back and cut the need to use your clothes dryer.

Are you enrolled in a JEA billing and payment program? Then this GIVEAWAY is for you!

If you are enrolled in at least one of our billing and payment programs–JEA eBill, JEA Autopay or JEA MyBudget–you will automatically be entered into the **"JEA Power of Thanks Giveaway"** for your chance to win your choice of a Jacksonville Jaguars game day family ticket package or a $500 Amazon gift card.

JEA POWER of THANKS GIVEAWAY

Not currently a JEA eBill, JEA AutoPay or JEA MyBudget customer? Sign up for at least one of these programs before November 30 and you will be automatically entered in the giveaway, too!

Three lucky giveaway winners will be chosen at random. Learn more about our billing and payment options at **jea.com/campaigns**. Go Jags!

ELECTRIC RELIABILITY

JEA Troubleshooters are the front line of reliability. These linemen assess electrical problems. If a one-man Troubleshooter crew cannot fix it, he calls for specialty crews who will. For more on JEA's efforts to repair and maintain electric infrastructure, visit jea.com/reliability.

ELECTRIC SAFETY

Octopus connections on wall outlets can overload circuits, causing sparks and fires. For more electric safety tips, go to jea.com/electric-safety.

COMMUNITY INVESTMENT

Autumn finds JEA employees gearing up for holiday food drives. This year, like last year, we will send our donations to the Beaver Street Veterans Villas Downtown, part of the Clara White Mission, and the Five Star Veterans Center. Learn more at jea.com/employeegiving.

Protecting The Environment

JEA's Continuous Emissions Monitoring team uses state-of-the-art equipment to collect data every minute on power plant stack emissions. This means it collects and reviews over 126,000 data points every day to help ensure Jacksonville's air quality. To learn more about JEA's environmental efforts, visit jea.com/environment.

continued from front

Gretchen Hoss is the busy Music Director at St. Paul's Catholic Church in Jacksonville Beach. In fact, she's so busy she sometimes forgets to open her mail.

That's why Gretchen signed up for JEA eBill several years ago. "I love the convenience of it," Gretchen said. "I can get my bill online and pay online anywhere. It's so easy."

> **"Our current JEA eBill customers are saving all of us more than $36,000 a month."**

Gretchen is not alone. Thirty-eight thousand JEA customers have gone paperless—they receive their bill electronically in their email along with this newsletter. It's easy to do. Go to jea.com and look for the menu on the left that says "JEA Quick Links." Click on "Billing and Payment Options." You'll see instructions for setting up an online account and signing up for eBill. It's that simple.

According to J.D. Power, most people sign up for eBill because it helps save trees, it saves time, and it's convenient. It also saves everyone money—eBills cost JEA just a few pennies to send to customers; paper bills cost $0.95 a bill. (Our current JEA eBill customers are saving all of us more than $36,000 a *month!*)

By the way, Gretchen Hoss is not just a big believer in JEA's eBill service. She's a big believer in jea.com in general. "I went on there the other day to report a streetlight out," Gretchen said. "I love it."

JEA Celebrates Public Power Week October 6 – 12, 2013

Ever since the first streetlight electrified Downtown in 1895, Jacksonville has been served by public power. At first that power was provided by the city itself as a municipal agency. Then, after consolidation in 1968, The Jacksonville Electric Authority (later JEA) became your public power provider.

Public power is local people working together to meet local needs. We're your neighbors, your baseball coaches, your customers and your friends. We care as much about this community as you do.

Over the last 10 years, JEA has taken 88 percent of the nitrogen (well below regulatory requirements) out of the wastewater we treat and return to the St. Johns River. In fiscal year 2012, you contributed a record $104.2 million to the City of Jacksonville's operating fund, along with over $39 million in franchise fees, plus $80.8 million in public services taxes. That's money that helps pay for city services like police and fire. And JEA just announced a new Economic Development Incentive program that we hope will help fuel growth—and jobs—in Jacksonville in the years to come.

There are more than 2,000 public power utilities in communities across the country. Experts believe they bring tremendous value to their customers. "Since they are not-for-profit and owned by their customers, public power systems are able to provide reliable low cost service that benefits their community ... not distant shareholders," said Mark Crisson, president and CEO of the American Public Power Association.

In honor of Public Power Week, we just want to say we appreciate the opportunity to be your quality, community-owned, public power company and we look forward to serving you in the future.

JEA Products and Services

- Go paperless and sign up for JEA's FREE **eBill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

October Radio Show

10/5/13
Back by popular demand we'll talk about insulation for your attic and crawl space. Call with your questions.

10/12/13
It's Energy Efficiency Month. We'll celebrate with some easy energy saving ideas for your home.

10/19/13
JEA's Home Energy Evaluation Kit will soon contain water evaluation tools and instructions. We'll talk about these popular backpacks.

10/26/13
Don't pain the drain. What you put down the drain can cause serious damage to your pipes and JEA's system.

JEA Savings Coach on CW17

October Television Topic
10/19/13 at 8 p.m. & 10/20/13 at 11:30 a.m.
You've come a long way baby! Home appliances and electronics that save you money like never before. Brian Pippin's got the latest on this edition of JEA Savings Coach.

November Television Topic
11/16/13 at 8 p.m. & 11/17/13 at 11:30 p.m.
It's time to get your house and your heat pump ready for winter. We'll show you how this month on JEA Savings Coach.

NEWS FROM JEA

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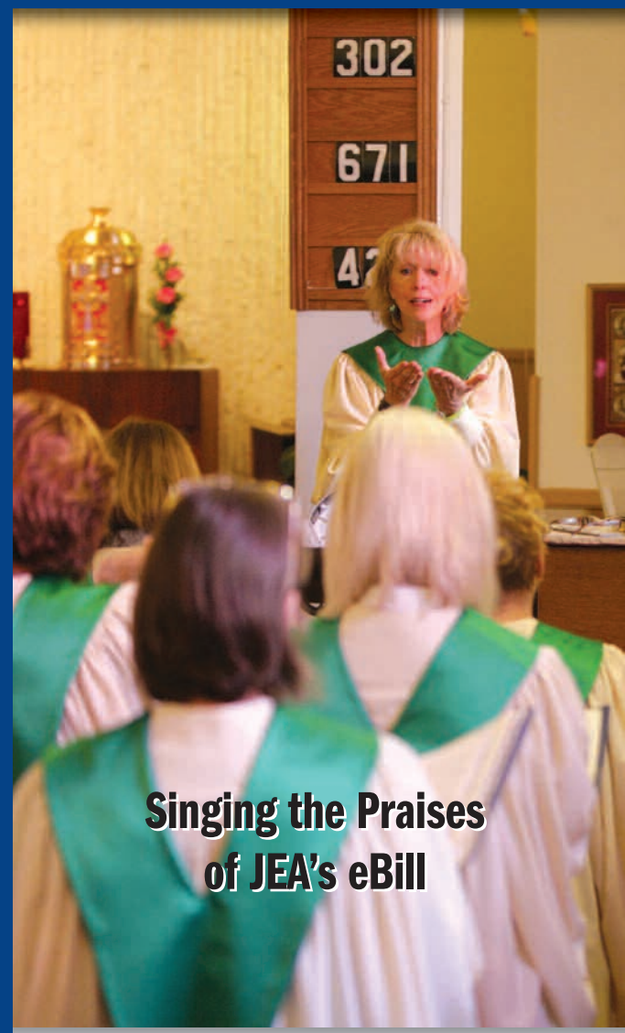


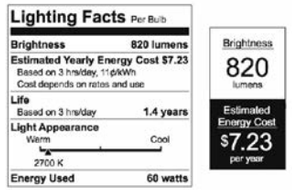
Singing the Praises of JEA's eBill

continued

Energy & Water Efficiency

Look for the Label

Who says labels aren't important? We're big believers in them when it comes to Energy and Water Efficiency. Be sure and look for these labels when buying new appliances, new products and new windows.



Not sure what a lumen is? This label will help. Wattage actually measures energy use whilelumens measure light output. New energy efficient light bulbs use quite a bit less energy (watts) but put out the same or more brightness (lumens). To replace a 60W bulb, look for an energy-saving bulb with 800 lumens. 75W? 1100 lumens. 100W? 1600 lumens.

This is the trusted symbol for energy efficiency. Energy Star certified products are on everything from air conditioners to light bulbs. When you buy a product with this label it means you – and the manufacturer – are making an investment in energy efficiency. Products must pass stringent performance specifications in order to earn this label and generally use 30% less electricity (and water) than their conventional counterparts.

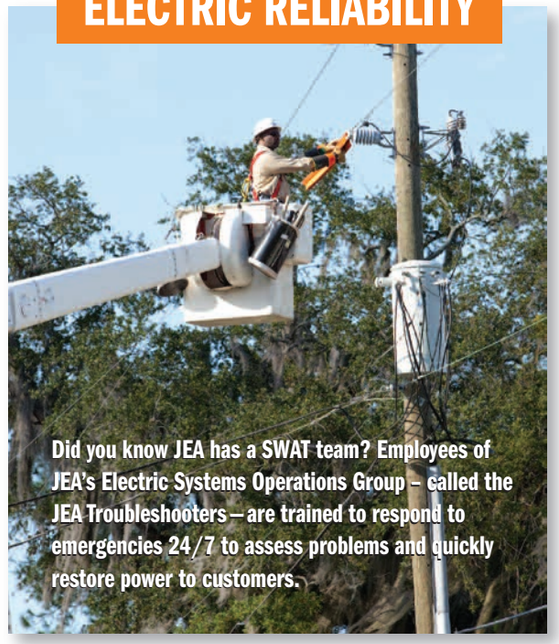
Upgrading to more efficient WaterSense labeled products can help save billions of gallons of water in the country every year. Products and services that have earned the WaterSense label have been certified to be at least 20 percent more efficient without sacrificing performance.

If you're buying new windows for your home, make sure you pay attention to the NFRC label. NFRC stands for The National Fenestration Rating Council. (Fenestra is the Latin word for window.) The NFRC label appears on all window products approved by the Energy Star program. It will tell you how much heat they keep out during the summer (Solar Heat Gain Coefficient) and how much heat they keep during the winter (U-Factor).

For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

Help keep trick-or-treaters safe in your neighborhood this Halloween. Be sure and report any streetlights out well before October 31. You can fill out the form at jea.com/outage or call us at 665-6000. Remember to include the pole's individual streetlight number so we can fix it fast.

ELECTRIC RELIABILITY



Did you know JEA has a SWAT team? Employees of JEA's Electric Systems Operations Group – called the JEA Troubleshooters – are trained to respond to emergencies 24/7 to assess problems and quickly restore power to customers.

ELECTRIC SAFETY

Be careful when using halogen bulbs – they get far hotter than any incandescent. Keep halogen lamps away from curtains and other flammable materials.

COMMUNITY INVESTMENT

JEA partnered with Keep Jacksonville Beautiful to place some 170 rain barrels in Duval County Schools. The rain barrels are used to water school gardens and teach students about water conservation.

Protecting The Environment

JEA's Brandy Branch Generating Station is a combined cycle facility. Waste heat is captured and turned into steam ... steam that generates more electricity.

As we wrap up our old fiscal year and start a new one October 1, we wanted to share some of our successes, as well as some areas of focus for the fiscal year ahead.

1. **One important way we serve you year in and year out is by operating in a financially responsible way.** In FY15 we added no new debt. In fact, our annual spending has remained at 2012 levels for the past three years, despite increases in the cost of doing business. We also paid down the $5 billion we owe our creditors by $433 million. All this while still maintaining our excellent AA+ credit rating! This bond rating is like your credit score – the better the rating, the better interest rate on our debt, which is used to pay for critical infrastructure to ensure we provide you reliable, safe and high quality electric, water and sewer services.

2. **We multiplied efforts to increase net revenue by adding alternative revenue sources.** Customers are just beginning to enjoy the savings that come with JEA Natural Gas and JEA Dark Fiber Leasing. We're also harvesting timber on land we own in Baldwin. Once finished, we'll replant that land to harvest again in another 20 – 30 years, making it a renewable resource for generations of JEA customers.

3. **JEA has reduced electric outages affecting the average customer by 58 percent since 2008.** We've also made excellent progress in recent years working on targeted reliability improvements for customers experiencing frequent outages. Right now, approximately 2.6 percent of JEA's customers are seeing more than five outages a year. We'll continue to work on improving the electric reliability for those customers in the year ahead.

4. **Our community's water sustainability efforts are working.** Although our number of water customers is growing, total water use has actually declined, significantly. For example, the average residential water use per person has decreased 42% from approximately 133 gallons per person a day in 2007 to 76 gallons per person a day by 2015. We also won the state's highest award for our reclaimed water system in FY15: The David W. York Reuse Award. Reclaimed water is highly treated wastewater used only for irrigation. Its use helps preserve the Floridan aquifer. Meanwhile, JEA's Buckman Water Reclamation Facility recorded best-in-class performance in August. It treated over 1.1 billion gallons of sewage or about 37 million gallons per day, which is about 30 percent more than average. (Think heavy rains.) The Buckman team accomplished this while staying significantly under all environmental permit limits and still performing well under the plant design limit for nitrogen discharge into the St. Johns River.

5. **J.D. Power surveys show that your satisfaction with JEA as your utility provider has improved dramatically over the last three years.** In 2015 both our residential and commercial customers ranked JEA high, meaning we are now in the first quartile nationally and among the top in Florida.

6. **JEA employees pride themselves on giving back to the community through our volunteer work and through our generous donations** – more than $400,000 to United Way of Northeast Florida and Community Health Charities combined.

7. **We also transfer more than $230 million annually to the City of Jacksonville through our annual city contribution and franchise fee collected from customers.** This funds 20 percent of the city's annual operating budget.

8. **JEA's rates are below the national and state average.** This, as we returned $50 million to JEA customers in the form of a Fuel Fund Credit. This is equivalent to a 3.8 percent rate decrease for the 12 month period. And, you're receiving another fuel fund credit in your bill this month, your fourth in three years!

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There is a $4.95 charge for each $400 amount charged to your debit or credit card.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Winn-Dixie, Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find energy rebates at **jea.com/rebates**.

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

October Radio Shows

10/3/15
Join us as we observe Energy Efficiency Month.

10/10/15
Representatives from customer care will be in the studio to answer your questions.

10/17/15
Don't let the weather cause big swings in your JEA bill. MyBudget is a great way to make your bill more predictable.

10/24/15
Listen in as we check-out JEA's Home Energy and Water Evaluation Kit.

10/31/15
Daylight Saving Time ends this weekend, which means a change to your lawn irrigation schedule.

November Radio Show

11/7/15
What is the Clean Power Plan? What does it mean to you? We'll have an expert ready to answer your calls.

11/14/15
Inadequate insulation and air leakage are leading causes of energy waste in many homes. We'll examine your insulation options.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2009.

10/15

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook
Facebook.com/NewsFromJEA

Delivering Business Excellence

Our Year in Review

Energy & Water Efficiency

Drops & Watts: You Can't Have One Without the Other

We all know about the importance of saving energy and water. But few of us realize the drops to watts connection—that it takes energy to pump, heat, treat, and deliver the water we use every day. We turn on the bathroom lights and the shower without realizing how closely related water and energy are to each other.

On average, the annual energy used to deliver and treat water for only 10 households could power a refrigerator for more than two years. Heating water for showering, bathing, shaving, cooking, and cleaning also requires a considerable amount of energy. Homes with electric water heaters, for example, spend one-fourth of their total electric bills just to heat water.

How Can We Start Saving?

One of the simplest ways to save both water and energy is to install water-efficient products. WaterSense labeled products not only save water, but can help reduce your energy bills. Installing WaterSense labeled faucet aerators in your bathrooms, for example, costs just a few dollars but could save you enough electricity to dry your hair every day for a year!

You can choose from thousands of models of WaterSense labeled plumbing products. What's more, you can be sure the products will not only save resources, but will perform well. All WaterSense labeled products are tested and independently certified to ensure they meet EPA's criteria for both efficiency and performance.

Courtesy epa.gov/watersense

look for WaterSense · Meets EPA Criteria

Start saving both water and energy! Look for WaterSense labeled products and ENERGY STAR® qualified appliances that use water. For more information, visit **epa.gov/watersense**.

energy ENERGY STAR

Learn more energy-saving tips at jea.com/waystosave.

Connect with JEA on

ELECTRIC RELIABILITY

Help make Halloween as safe as possible. Please report any streetlights out near you. Accomplish this quickly at jea.com/outage. Be sure and have the pole number handy so we can locate and fix the streetlight as fast as possible.

COMMUNITY INVESTMENT

JEA volunteers dished up smiles and chicken salad as they served meals to the elderly at Downtown's Cathedral Terrace this summer. Learn more about our volunteering spirit at jea.com/InOurCommunity.aspx.

ELECTRIC SAFETY

Keep electric cords from becoming trip hazards. If you must place them across a floor or walkway, always tape them down. Get more electric safety tips at jea.com/electric-safety.

Protecting The Environment

Baby wipes – and adult wipes, too – may say they're flushable on the side of the box. But flushable only means they probably won't clog your pipes. They definitely make a mess at our wastewater treatment plants, snarling equipment and causing expensive clean-outs. Please dispose of these in the trash! Learn more at jea.com/wastewater.

Our website, jea.com, has a wealth of information. There are dozens of fact sheets in the **Ways-to-Save** section. If you want us to show you how, check out our **How-to-in-Two videos**. And if you prefer something that is interactive, just click on our **interactive series Let's Talk** . . . on the homepage.

Our **weekly call-in radio show Q&A with JEA on WOKV** Saturdays from 1-2 p.m. is hosted by Gerri Boyce. It continues to be a hit with customers who have specific questions about their own energy and water usage or about JEA. Each month we provide information with your bill—on the back of the envelope, messages on the bill itself, and through the bill insert. The radio topics for each show are always on the bill insert.

If you're a do-it-yourselfer, you can check out a **JEA Home Energy Evaluation backpack** from the public library. This kit helps you understand how your home uses energy and starts you on the path to efficiency.

Customers who want to be in the know about JEA and who want to provide feedback on specific topics can sign up to be part of our **Two Cents Worth online community**. In the near future, you will also be able to sign up for emails and/or alerts relating to conservation and efficiency, as well as about your usage and notifications related to outages.

Now we are adding one more way for us to communicate. October is energy efficiency month so we are introducing the **JEA Efficiency Coach**. As your energy and water provider, we want to be a resource to you for questions about how to use energy and water more efficiently. Being more efficient saves you money, it helps protect the environment and it can improve your comfort and health in your home. Go to jea.com where you will find a button for the JEA Efficiency Coach on the Ways-to-Save page at jea.com/coach.

So who is the JEA Efficiency Coach? The face of JEA for this program is Brian Pippin, a conservation and efficiency specialist here at JEA. You may have already seen Brian in one of our How-to-in-Two videos or at a community event or JEA workshop. Brian has worked at JEA for eight years and graduated from Georgia Tech with a degree in industrial engineering. He also has a masters in business administration from the University of Memphis. He is married and has two young sons. At JEA, his passion is helping customers be more efficient. But Brian is not the only employee at JEA who has that passion. There are many employees who are dedicated to helping answer your questions.

If you have a conservation or efficiency question you would like to ask Brian, just send it to **conservation@jea.com**. In the next few months, we will be rolling out other opportunities for you to get to know the JEA Efficiency Coach better and to improve your energy and water efficiency IQ.

JEA Products and Services

- Go paperless and sign up for JEA's FREE **ebill** to receive your bill electronically by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment sent automatically by your bank each month.
- Pay **online** at jea.com, **by phone** at 665-6000, or at more than 90 **JEA-authorized payment locations** around the city including Winn-Dixie stores.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access upcoming improvements such as alerts and additional usage information.

You want to save money. We want to help.
Join us for **Q&A with JEA** on News/Talk Radio **WOKV, AM 690 & 106.5 FM**. Saturday afternoons at 1 p.m.

October Topics

10/6/2012
Join us as we celebrate Energy Efficiency Month with lots of tips and tricks to save you money.

10/13/2012
Which energy efficiency improvements give you the best bang for the buck? Our Home Efficiency Investment Curve will guide you.

10/20/2012
Check-out a JEA Home Energy Evaluation Kit from any Duval County library. It's chock full of gadgets to measure your home's energy efficiency.

10/27/2012
Need someone to interpret your JEA bill? Customer care experts will answer questions about payment options, charges and more.

November Topics

11/3/2012
Don't pain the drain. What you put down the drain can cause serious pain to your pipes and JEA's system.

11/10/2012
Do you know that if you pay income tax, you can get tax credits for going green? We'll review these incentives.

11/17/2012
Now is the time to think about winter and how you can make your house more comfortable, not to mention your utility bills.

11/24/2012
JEA is a not-for-profit, community-owned utility. We are going to talk about all that JEA employees do to make our community a better place.

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

INCREASE YOUR EFFICIENCY IQ WITH THE JEA EFFICIENCY COACH

For the past 30 years, JEA has offered programs to educate customers about the safe and efficient use of electricity. After we were given responsibility for the City's water and sewer system in 1997, we added water conservation and efficiency to our educational outreach and messaging. As technology has improved, we have added more ways to provide you conservation and efficiency information.

continued

Energy & Water Efficiency

What *efficient* really means. Energy and water efficiency is a lifestyle change and not a single action. It means changing our habits and selecting products that lower our utility bill, protect the environment, prolong the durability of our home, improve our indoor air quality as well as safety and comfort for the long term. JEA can guide the way for you to become more energy and water efficient. We've done the research, calculated the numbers and boiled down the data so that we can be your Efficiency Coach.

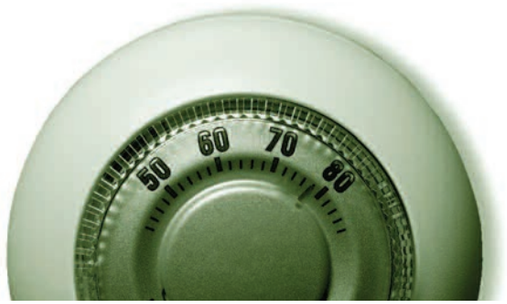
Understanding Your Energy Usage Gaining control of your energy consumption gets easier once you know what is actually influencing how much you use. The following are a few basic factors:

Wattage: The wattage is the amount of electricity that is required to run a device or appliance. The greater the wattage, the more electricity it uses.

Run Time: The longer an electrical device or appliance run time is, the more electricity it uses. Run times are affected by:

- You ultimately determine what runs and how long. A few exceptions are things that run most of the time such as clocks, refrigerators and embedded circuits in electronic as well as instant-on circuits like TVs, answering devices, electronic games, DVRs, etc.
- Thermostat settings drive your heating or cooling device to run until it reaches your desired setting. If there's a big difference between the setting and the outside air temperature, the run time will be longer.
- Timers, switches and programs that set the run times of devices and establish the usage pattern. This can be a light on a timer, a security light on a photocell, a crock pot, a DVR or a programmable thermostat.

While many things cause your consumption to vary, you can control most of them. Keep a daily log of changes in your home and record the daily high and low outside temperature. Compare it to your daily consumption to see just how behavior and weather temperature influence your electric consumption.



High Performance Toilets Save Water and Money

Replacing your older toilet with a high performance toilet can save you on average up to $100 annually in water costs. Studies show that indoor water consumption in the United States averages 60 gallons per person per day. Upwards of 30 percent of that indoor water consumption – especially in homes built before 1994 where original fixtures have not been replaced – comes from potentially inefficient toilets.

There are two key factors that separate toilet performance:

- The gallons of water used per flush. All new toilets use a maximum of 1.6 gallons per flush. A High Efficiency Toilet (HET) consumes less than 1.28 gallons per flush for even more savings.
- The grams of waste that can be removed in a single flush. The Maximum Performance (MaP) rating measures grams of waste per flush. For more on MaP ratings go to: www.cuwcc.org/MaPTesting.lasso.

Options for high performance toilets:

There are five common toilet designs available:

- Gravity flow–older toilets are usually of this design.
- Dual Flush–this design provides a "half flush" and "full flush" option that is very water efficient.
- Pressure assist–this design pressurizes and holds the water inside the tank until flushed.
- Vacuum assist–this tank and bowl combination is designed to create a vacuum in the trapway to assist by pulling the waste into the trapway when flushed. Airplane toilets use this design.
- Electric pump–this design includes an electric pump to flush the waste.

What to look for when buying a high performance toilet:

When buying a toilet ensure that at a minimum the toilet uses no more than 1.6 gallons per flush and has a MaP rating of 350 grams per flush or higher. To maximize your savings, we recommend a dual flush (average of 1.2 gallons per flush) design toilet with a MaP rating of 500 grams per flush or higher.

For more efficiency information visit the Ways to Save section at jea.com or contact the Efficiency Coach via e-mail at conservation@jea.com.

ELECTRIC RELIABILITY

Regularly inspecting and improving our electric system enables us to provide you with reliable power in good weather and to reduce or shorten outages whenever they occur.

Neighborhood Direct-buried Cable Replacement.

JEA is conducting a multi-year project to replace older power lines that were buried in the ground years ago. We are spending $3 million a year for new power lines with improved cable installed inside electrical conduit. JEA uses the latest technology to install underground conduit without digging long trenches through neighborhood yards. The newer design standards provide for longer life of the cable and should result in fewer outages.

SAFETY & EMERGENCY PREPAREDNESS

JEA has developed a **Comprehensive Emergency Management Plan** (CEMP) that establishes the framework that ensures we are adequately prepared to deal with all hazards threatening our community's utility services. JEA's CEMP is built upon the National Incident Management System (NIMS) and emphasizes action within the five phases of the emergency management cycle; planning, preparation, response, recovery and mitigation.

With JEA's service territory vulnerable to tropical storms and hurricanes, we continue to improve our storm response by using drills and exercises to train and evaluate plans, and continually rehabilitating or hardening our systems. The two recent tropical storms, Beryl and Debby, illustrate our ability to successfully manage and restore service during an event.

COMMUNITY INVESTMENT

For more than twenty years, JEA has provided conservation education materials to the public and private schools in our service territory. We distribute more than 80,000 materials a year to students as part of this effort. In addition, we sponsor an interactive theatrical performance that teaches third through fifth graders about energy and water conservation. Science teachers receive our support in the form of science project DVDs and science project ideas on jea.com. Also on jea.com there is a whole teacher resource center as well as a kid's corner, where kids can play and learn at the same time.

Environment

JEA's environmental sustainability initiative considers environmental, economic and social factors in all of our major decisions affecting the growth of our community. Striking a balance between providing reliable electric, water and sewer services and ensuring the sustainability of our community is at the very core of our business. JEA maintains this balance to achieve its goal of improving the quality of life in the communities we serve by being the best electric, water, and sewer utility in the nation. JEA policies address environmental sustainability of our precious Floridan aquifer water supply, the issues of climate change, the recycling of production byproducts, and the protection of the St. Johns River.

Sept.16new_Layout 1 8/20/16 11:54 AM Page 1

An Investment in Infrastructure

Most people don't ever think about all the pipes and facilities we need to bring you reliable water and sewer service. But we sure do.

We consider our 4,500 miles of water pipe, 3,898 miles of sewer pipe and 227 miles of reclaimed pipe an investment in your customer satisfaction. Same with our water treatment plants, wastewater treatment plants, and reclaimed water facilities. Here are four big infrastructure improvement projects we're working on for you right now.

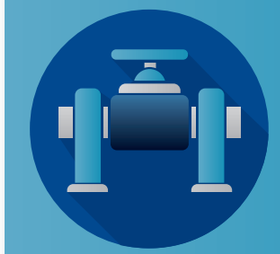
Roosevelt Boulevard Water Main Improvement Project
This project will increase area water pressure and provide better overall system reliability. Expected completion date: November 2016.

Northwest Regional Water Treatment Plant
A new water treatment plant near JIA with the capacity to produce 6 million gallons of drinking water a day will ensure a plentiful supply of water to this fast-growing area. Expected completion date: December 2017

Expansion of Blacks Ford Water Reclamation Facility, NW St. Johns County
Expansion means we'll be able to treat up to 6 million gallons of wastewater a day and turn it into reclaimed water for irrigation in this fast-growing area, thus preserving the aquifer. Expected completion date: May 2018.

Key Haven – Harts Road Sewer Improvement Project
Aging sanitary sewer pipes in the area have reached the end of their service lives. This project will improve sewer reliability in the area and protect the environment. Expected completion date: October 2016.

We are proud to maintain and improve JEA's water/wastewater infrastructure for our customers. Learn about all our infrastructure improvement projects at **jea.com/construction.**



JEA will construct some 30,675 feet of new water pipe in Jacksonville this year to replace aging infrastructure.

"Highest Customer Satisfaction with Business Electric Service in the South among Midsize Utilities"

Disclaimer: JEA received the highest numerical score among 13 midsize utilities in the South in the J.D. Power 2016 Electric Utility Business Customer Satisfaction Study, based on 21,852 responses, and measuring the experiences and perceptions of business customers surveyed March and November 2015. Your experiences may vary. Visit jdpower.com.

JEA Products and Services

- Take advantage of all that we offer. Sign up for a free JEA online account at **jea.com/register**.
- Make your "inbox" your new mailbox. Sign up for JEA eBill at **jea.com/eBill**.
- Let JEA MyBudget help you manage your bill every month. Learn more at **jea.com/mybudget**.
- JEA AutoPay is an automatic bill payment program. Learn more at **jea.com/autopay**.
- Pay by debit or credit card. (There's a $2.20 fee for payments up to $500. The fee for payments $500.01 to $1,000 is $4.40. The fee for payments of $1,000.01 to $10,000 is $9.95. Fees are charged by a vendor who handles our card payments.)
- Pay online at **jea.com**. Pay by phone at 665-6000. Pay at Publix, Gate or Mi Pueblo stores. Pay at all Duval County Tax Collector offices or at JEA's Downtown Customer Center. **jea.com/paymentlocations.**
- Tough times call for generous neighbors. Learn more at **jea.com/neighbor**.
- Find rebates on home energy upgrades at **jea.com/rebates.**

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

September Radio Shows

9/3/16
Take the guesswork out of your monthly bill with JEA MyBudget.

9/10/16
Find out about eBill, a convenient and environmentally friendly way to receive, review and pay your bill.

9/17/16
Check out JEA's Free Energy and Water Evaluation Kit.

9/24/16
What can you do to save on your utility use? Ask our energy and water expert.

October Radio Shows

10/1/16
Join us as we observe Energy Efficiency Month. Learn how you can get free LEDs.

10/8/16
Choosing the right light bulb doesn't need to be stressful. We'll discuss the best bulbs to fit your needs.

Missed a show? You can listen to it online at jea.com/radioshows.

As a community-owned, not-for-profit utility, JEA works hard to provide reliable services in an environmentally friendly way at a fair price. On average, JEA customers pay less for utility services today than they did in 2008.

9/16

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An Investment in Infrastructure

Sept.16new_Layout 1 8/20/16 11:54 AM Page 2

Energy & Water Efficiency

Energy and Water Savings

Summer may feel over, but this heat isn't going anywhere for a while. Be mindful of your energy and water consumption in September. Save with these energy and water saving tips.

1 We always say 'keep your thermostat at 78-degrees.' But you may want to go a little higher when it's extremely hot—95+ degrees. That's because with all this heat your AC system is working overtime to keep your house at 78-degrees. All that overtime work is stressful to AC equipment and may be costly in shortening equipment life.

2 Have you checked/changed your HVAC filter this month?

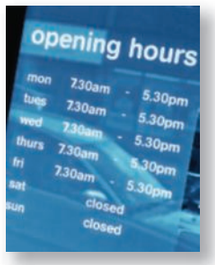
3

4 Replace your top four most frequently used light bulbs with LEDs.

5 Log in to your JEA online account and check your My JEA Utility Tracker. If you see the irrigation portion of your water bill getting too high, you may want to water less.

Who Doesn't Like Free?

Bring an incandescent or halogen bulb to the Walmart on 103rd Street on October 15 and exchange it absolutely free for an energy-saving LED. The exchange is brought to you by ENERGY STAR and its "Change the World Tour 2016." For more information, including times and the store address, go to **jea.com/lighting**.



We're open longer to better serve you!
JEA's Customer Business Office at 21 West Church Street has new hours: Monday–Friday, 7:30 a.m.–5:30 p.m. Learn about all the places you can pay your JEA bill at **jea.com/paymentlocations**.

Join Our Two Cents Group

Become part of our email community to give us "Your Two Cents Worth" on all sorts of things. More than 2,000 customers already give us their input on everything from proposed product and service offerings, to what's on jea.com, to how we communicate information. Members of the group only participate when they want to, which is generally by survey. Sometimes we only ask one question and other times we'll ask you to participate in a full-blown questionnaire. It's an informal focus group that has helped us make choices we believe have improved service to all customers. We'd welcome your feedback too. Sign up at **jea.com/twocents**.

Connect with JEA on

ELECTRIC RELIABILITY

JEA crews have been hard at work in Atlantic Beach all summer improving reliability. Crews have changed poles, replaced transformers, upgraded other pole equipment and added new animal guards and/or power lines. Learn more at jea.com/CEMI-5.

ELECTRIC SAFETY

Make sure your children have a healthy respect for electricity. Watch a video with them on what to do if they encounter a downed power line. View the video at jea.com/electric-safety.

COMMUNITY INVESTMENT

JEA volunteers got up close and personal with some big cats when they volunteered at Catty Shack Ranch and Wildlife Sanctuary. Volunteers landscaped and worked in the thrift store. For more on JEA Employee Volunteering, go to jea.com/volunteer.

Protecting The Environment

JEA's water rates are tiered to encourage conservation. Use Less. Save More. Learn about it at jea.com/rates.

Adam Christmas knows firsthand that a JEA billing plan called MyBudget makes it a lot easier for him to manage his money every month.

"It makes my monthly budget more accurate and that gives me more money for personal spending."

Adam Christmas

"I am a huge, huge personal budgeter," said Adam, a professor of The Bible and Theology at Trinity Baptist College in Jacksonville and a JEA customer since 2005. "This billing plan gives me a way to plug a realistic number next to "utilities" on my monthly budget."

How JEA MyBudget Works

JEA MyBudget uses a rolling average of a customer's last 12 bills to calculate what you owe every month. That means we add your current monthly usage to your previous 11 months and divide the total by 12. Since we do this monthly, your billing amount will only fluctuate by a few dollars. There is no big bill or "true-up" at the end of the year. Your bill pay amount is always predictable, which makes it easier to budget for your utility services.

JEA still reads your meter every month so your bill reflects how much electricity and water you've used. Adam has noticed that during the spring and fall his payment amount is a little more than his actual usage. "And I'm okay with that," said the father of two, who owns a home on the Westside. "I guess JEA is getting the money in there for the summer and winter when I use more than I actually pay."

In the end, Adam loves knowing what to expect every month when he receives his JEA bill. "It makes my monthly budget more accurate and that gives me more money for personal spending," he said.

How to Sign Up for JEA MyBudget

To enroll in JEA MyBudget, customers need to have JEA service at their home for at least six months. This allows us to accurately set your monthly payment. Also, it's best to stay on this billing plan for a least a full year because JEA uses the fall and spring to level out the high usage customers typically see in the summer and winter.

There are two ways to sign up for JEA MyBudget. Online: log into your jea.com account and click "MyBudget" in the Account Options section of your Manage My Account dashboard. Phone: Give us a call at (904) 665-6000. Want an estimate of what your monthly payment would be on this billing plan? Send an email to: mybudget@jea.com.

Connect with JEA on

JEA Products and Services

- Go paperless and sign up for JEA's **eBill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

September Radio Topics

9/6/14
Listen in as we check-out JEA's Home Energy and Water Evaluation Kit.

9/13/14
Not all assessments cost you money. In fact, a JEA Energy and Water Assessment can save you money. Tune in to find out more.

9/20/14
Don't let leaks drain your budget. Discover the main causes of water leaks inside and outside your house.

9/27/14
It's Home & Patio Show time. We'll give you a preview of this year's show.

JEA Savings Coach on CW17's "Your Jax Spotlight"
9/7/14 & 9/14/14 @ 11:30 a.m.

As plug-in electric vehicles (PEVs) grow in popularity, more people are wondering "should I get one?" Is a PEV is right for you? We'll show you on "Your Jax Spotlight."

9/14

NEWS FROM JEA

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Facebook.com/NewsFromJEA

JEA MyBudget
A Customer's Story

Energy & Water Efficiency

Are the showerheads in your home water efficient? Conduct this easy test to find out.

What You'll Need:

1. A Bucket
2. A Watch or clock with a second hand
3. A Measuring Cup
4. A Waterproof marker like a Sharpie

Step 1. Measure 16 cups of water (one gallon) into the bucket. Mark the level. Empty the bucket by pouring the water outside on plants or the grass.

Step 2. Place the empty bucket underneath a showerhead. Turn the shower on all the way. Use cold water to save energy.

Step 3. Keep your eye on the second hand and time how long it takes for one gallon of water to fall into the bucket.

The Results:

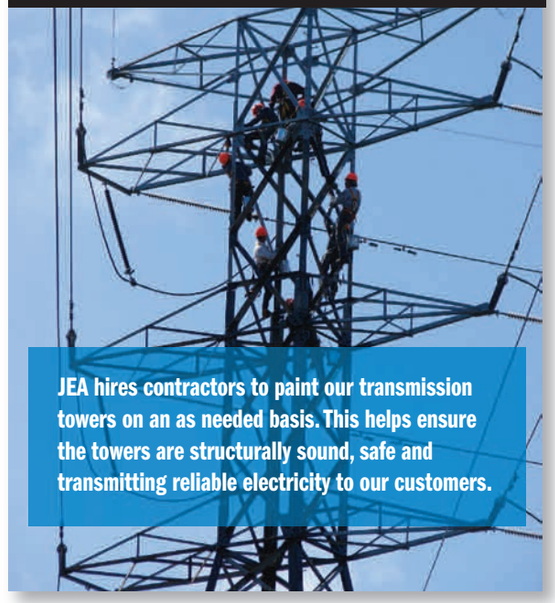
If your bucket filled to the one gallon mark in less than 24 seconds the flow of your current showerhead exceeds the recommended 2.5 gallons a minute. Head to the store and buy a water efficient showerhead that will save you money and water.

If your bucket did NOT fill to the one gallon mark in 24 seconds, congratulations! You have a water efficient showerhead. Now try to take shorter showers for optimum water savings.

If this test seems like too much trouble, try this: bring a chair or stool to your shower. Climb up and look for small print etched into the base of your showerhead. It should say 2.5 gallons or less. If not, your showerhead needs to be replaced.

Attic insulation is a great way to save on your energy bill. Insulation will help cool your home in the summer and keep it warm in the winter. Grab a tape measure and calculate the depth of your current insulation. Loose-fill, blown-in insulation should measure about 13 inches for full effect. JEA has insulation rebates that can help pay for additional insulation. Visit jea.com/shopsmart to learn more.

ELECTRIC RELIABILITY



JEA hires contractors to paint our transmission towers on an as needed basis. This helps ensure the towers are structurally sound, safe and transmitting reliable electricity to our customers.

ELECTRIC SAFETY

Protect your children and your pets. Cover unused wall outlets with plastic safety caps. While you're at it, cover the unused outlets in your power strips, too.

COMMUNITY INVESTMENT

JEA employees volunteered to help at an adoption event sponsored by First Coast No More Homeless Pets. They walked dogs, cuddled cats, filled water bowls and donated food, all to help the animals find a "forever home."

Protecting The Environment

Congratulations to the 44 industrial companies, and especially Revlon for winning top honors at JEA's Ninth Annual Industrial Pretreatment Awards. The companies honored do a great job pretreating their industrial waste before releasing it into the wastewater system. Pictured above: JEA Public Affairs Chief Bud Para, left, and Revlon Manager, Chris Fluder, right.

Sept.Bill.13:Layout 1 8/13/13 2:18 PM Page 1

continued from front

C.O.R.E. Receptacles

C.O.R.E. stands for "Cooking Oil Recycling Effort." The C.O.R.E. receptacles are easy to spot – they're blue with yellow signage and they're deployed across town at the fire stations listed below and at several additional locations. More locations are coming soon. To learn about those visit jea.com/core.

Fire Station #21	6272 Powers Avenue
Fire Station #24	9247 Lem Turner Road
Fire Station #25	5423 Manor Drive
Fire Station #32	8140 Lenox Avenue
Fire Station #33	10800 New Kings Road
Fire Station #34	11248 Ross Boulevard
Fire Station #35	12851 North Main Street
Fire Station #50	3275 Tamaya Boulevard
Fire Station #58	251 Joeandy Road
Fire Station #59	14097 William Davis Parkway
Metro Rooter	8892 Normandy Boulevard
Kings Ridge Apartments	2114 Flag Street
Westgate Apartments	5202 La Ventura Drive, E.

A. Biodiesel.

JEA is trying to get its customers to stop pouring used cooking oil down the drain. Fats, oils and grease stick to the inside of pipes, clog them up and cause sanitary sewer overflows. Those overflows are costly (and stinky) for homeowners, renters and JEA to clean up.

The easiest way to keep your pipes clean is to pour your grease into a can and put the can out with your trash. But, if you'd like to go a step further, JEA is offering a pilot program that offers you the opportunity to recycle your used cooking oil and have it turned into biodiesel, an alternative fuel made from plant oil.

Historic Perspective

Biodiesel is not new. Back in the early 1900's, Henry Ford and George Washington Carver wanted to run automobiles on biodiesel. The two men worked together to turn peanut oil and soybean oil into fuel, but that plan never really came to fruition. The men were overtaken by events with the discovery of large oil reserves that made petroleum diesel cheaper to produce than biodiesel.

It's Never Been Easier to Help the Environment

Biodiesel is better for the environment than petroleum diesel – it emits 78 percent less carbon dioxide. By recycling your cooking oil you'll help reduce waste, create clean energy, create clean energy jobs and improve Jacksonville's air quality. This recycling has never been easier to do:

1. Let your hot oil or grease cool a bit.
2. Pour it into a sealable container so it can't spill in transport.
3. Take it to a C.O.R.E receptacle.
4. Pour in the oil.

JEA Products and Services

- Go paperless and sign up for JEA's FREE **ebill** to receive your bill by email.
- Let **MyBudget** take the weather-related monthly variation out of your bill.
- **Automatic bill payment** allows you to have your payment paid automatically by your bank each month.
- Pay online at jea.com, **by phone** at 665-6000, or at more than 140 **JEA-authorized payment locations** around the city including Winn-Dixie stores and Tax Collector offices and JEA's Downtown Customer Center.
- Pay by **debit** or **credit card.***
- Pay by **mail**.
- Go to jea.com to learn about **rebates on energy efficient products** for residential (ShopSmart) and business (InvestSmart) customers.
- Sign up for a FREE JEA **online account at jea.com**. Once you have an account, you can take advantage of account benefits and access improvements such as alerts and additional usage information.

*There is a $4.95 charge for each $400 amount charged to your debit or credit card.

It's Show Time!

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

September Radio Show

9/7/13
JEA makes it our business to help your business keep utility costs down. Join us as we answer your questions about JEA and your business.

9/14/13
Every week we hear great questions from our listeners. We'll revisit the top five questions and uncover some fun facts while we're at it.

9/21/13
Ever wonder what we're up to in your neighborhood? JEA is constantly working on improvement projects. Today's the day to ask about them.

9/28/13
Did you go to the Home and Patio Show? We'll discuss all the questions you asked the experts.

JEA Savings Coach on CW17

September Television Topic
9/21/13 at 8 p.m. & 9/22/13 at 11:30 a.m.
Replacing old, inefficient faucets and aerators with WaterSense labeled models can save the average family the amount of water needed to take 40 showers. What is a faucet aerator and how do you install it? Brian Pippin shows you on the September JEA Savings Coach.

October Television Topic
10/19/13 at 8 p.m. & 10/20/13 at 11:30 a.m.
You've come a long way baby! Home appliances and lighting that saves money like never before. Brian Pippin's got the latest on this edition of JEA Savings Coach.

9/13

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

"Like" us on Facebook. Facebook.com/NewsFromJEA

Q. What does this skillet have in common with a pickup truck?

Turn the page to find out.

continued

Sept.Bill.13:Layout 1 8/13/13 2:18 PM Page 2

Energy & Water Efficiency

Your water heater affects both portions of your utility bill: water and electric.

There are three main types of water heaters. Here's a look at the pros and cons of each:

55 gallons

The amount of water used by the average household EACH DAY

$368

The amount spent by the average household for electricity to heat water EACH YEAR

14 – 18% of your bill

Your water heater is the SECOND costliest item on your utility bill.

Storage Units

Pro: These typically are the least expensive to purchase, and last – on average – 10 to 15 years.

Con: Heat can be wasted through standby loss. Heat and water can also be wasted as a result of lengthy piping systems.

Solution: Look for a well-insulated tank or add a thermal blanket to reduce heat loss. Look for uninsulated hot water piping around your home and insulate when possible. Don't turn on the shower and walk away while you wait for the hot water to arrive. It's too easy to get distracted and needlessly waste hot water.

Tankless Units

Pro: Tankless units are 5 percent more efficient than a storage unit. They won't save you a bunch of money – only about $18 a year – but they will provide you with an "endless" supply of hot water. Tankless units also provide instantaneous hot water, thus no more waiting for the hot water to arrive.

Con: Since tankless units provide an "endless" supply of hot water, you may see an increased cost if a family member takes unusually long showers.

Solution: Install multiple tankless systems especially if you have a large family. Make sure the energy savings will offset the purchase price of multiple systems. Make sure you have sufficient electrical service to handle peak operational needs.

Solar

Pro: 25 – 60 percent more efficient than gas or electric water heaters

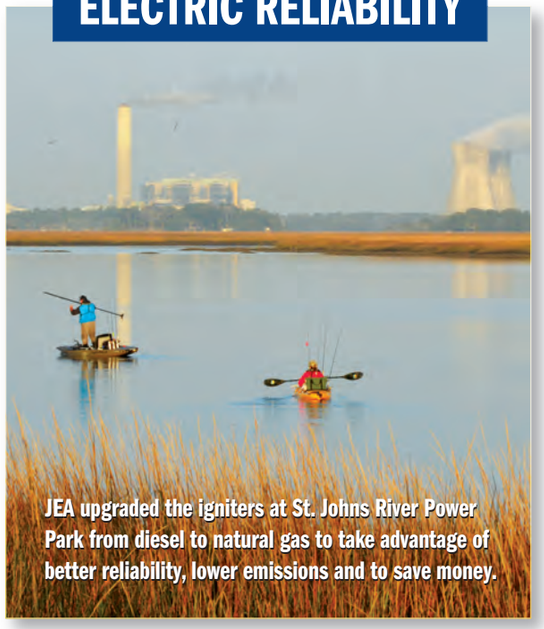
Con: Costly to purchase and install. If there are several consecutive days of cloudy weather – or an extreme cold spell – your system may automatically engage a backup electric heater, thus reducing your savings.

Solution: When considering a switch to solar water heating, investigate the different types of systems (active or passive) to find the unit that best suits your needs. Research the brand of unit and potential installation contractors. Always get at least three bids and be sure to look at the system's life-cycle economics to ensure you get a reasonable payback on your investment.

And don't forget ... high efficiency shower heads and aerators will also save you money on water use. For more information on water heaters, visit jea.com/savingscoach. There you'll find an archived edition of our TV show on the topic.

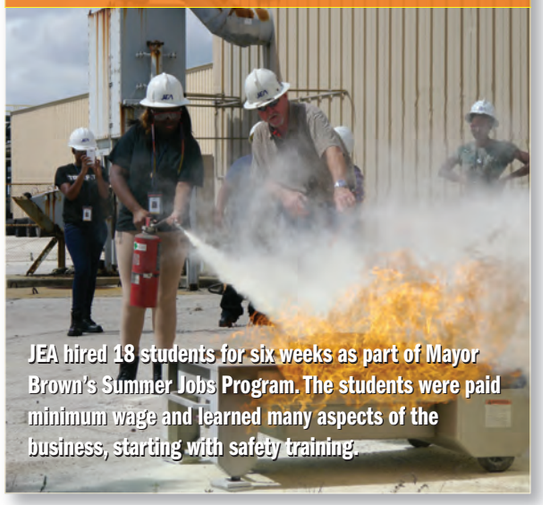
For more efficiency information visit the Ways to Save section at jea.com or contact the JEA Savings Coach via email at savingscoach@jea.com.

ELECTRIC RELIABILITY



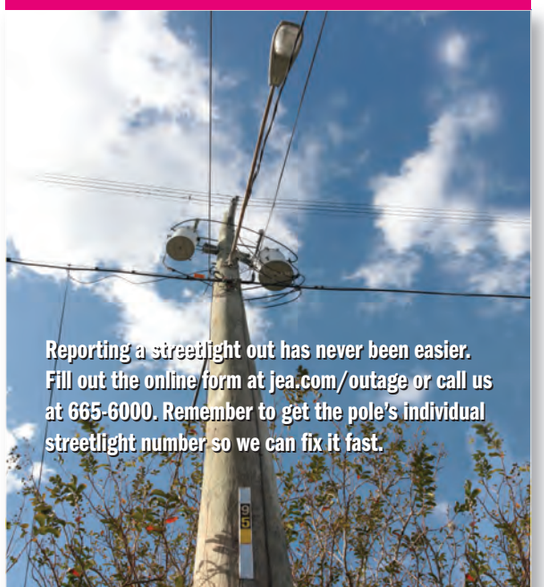
JEA upgraded the igniters at St. Johns River Power Park from diesel to natural gas to take advantage of better reliability, lower emissions and to save money.

COMMUNITY INVESTMENT



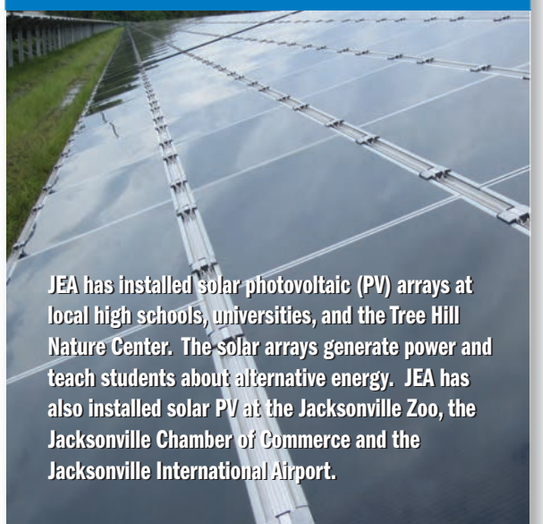
JEA hired 18 students for six weeks as part of Mayor Brown's Summer Jobs Program. The students were paid minimum wage and learned many aspects of the business, starting with safety training.

ELECTRIC SAFETY



Reporting a streetlight out has never been easier. Fill out the online form at jea.com/outage or call us at 665-6000. Remember to get the pole's individual streetlight number so we can fix it fast.

Protecting The Environment



JEA has installed solar photovoltaic (PV) arrays at local high schools, universities, and the Tree Hill Nature Center. The solar arrays generate power and teach students about alternative energy. JEA has also installed solar PV at the Jacksonville Zoo, the Jacksonville Chamber of Commerce and the Jacksonville International Airport.

JEA Volunteers—Connecting with the Community

We are proud of all the work we do to help make our community a better place. JEA employees serve on boards, build HabiJax homes and sort food at food banks. Why do we do it? You'll find answers in the stories of these three JEA employees.

Arthur Jackson

Arthur Jackson, a Utilities Pipefitter Crew Leader in JEA's Water Department, never volunteered much until five years ago when a manager suggested he try it.

Since then, he regularly serves lunch to the homeless at the Sulzbacher Center and to the elderly at Cathedral Towers. He also hands out turkeys and toys over the holidays at the Salvation Army.

"It makes me feel great," Arthur said. "I grabbed two of the guys on my team and brought them to the Salvation Army two years ago. And then they returned on their own last year. That's what it's really all about."

Tina Jacobs

For Tina Jacobs, Jacksonville is synonymous with River Life.

As a JEA Environmental Scientist, she works with local industries to ensure they pretreat their waste before releasing it into JEA's wastewater system and ultimately the river.

Tina volunteers every year for the River City Clean Up to pick up trash along the banks of the St. Johns River. Plus, she can't help herself from picking up trash whenever she and her husband walk their dogs near the river.

"It's just heartbreaking to me how people dump their trash in and around the river," she said. "I'm like, 'Come on people, the trash can is right over there!'"

Felita Rackley

Whenever JEA volunteers help build a HabiJax home, there is a good chance Felita Rackley is there.

Felita has learned a lot about construction thanks to decades of church service with the Arlington Regency and Fort Caroline Kingdom Hall, where she helps build the buildings that will house growing congregations.

She says it was easy to translate that construction experience to HabiJax, where she has helped install HVAC, drywall, framing, roofing, siding and landscaping as both a JEA volunteer and a volunteer on her own time.

Request JEA Volunteers for your next event at jea.com/volunteer.

Connect with JEA on

JEA Products and Services

- Take advantage of all we offer. Sign up online: jea.com/register
- Find payment locations: jea.com/paymentlocations
- No more paper bills. Sign up online: jea.com/ebill
- Pay by debit or credit card: Convenience fees (charged by card payment vendor): Payments up to $500: $2.20 $500.01–$1,000: $4.40 $1,000.01–$10,000: $9.95
- JEA MyBudget helps manage your monthly bills. jea.com/mybudget
- Pay your bill automatically: jea.com/autopay
- Find rebates on home energy upgrades: jea.com/rebates
- Pay online at jea.com.
- Help a neighbor in need: jea.com/neighbor
- Pay by phone: 665-6000

Join us **Saturday afternoons at 1 p.m.** for **Q&A with JEA** on **Newstalk WOKV 104.5 FM**

September Radio Shows

9/2/17	**It's the Peak of Hurricane Season.** Don't let your guard down just yet.
9/9/17	**Right Tree. Right Place.** Why being right is so important.
9/16/17	**Rebates.** Find out all that we offer.
9/23/16	**Move Over for Utility Workers.** This one is important to us.
9/30/16	**Backflow preventers.** What are these things anyway?

A community-owned, not-for-profit, public power utility

9/17

NEWS FROM JEA

Follow us on Twitter @NewsfromJEA

Like "Like" us on Facebook Facebook.com/NewsFromJEA

JEA Volunteers
Connecting with the Community

Energy & Water Efficiency

How to Make Your Windows More Energy Efficient

A small crack around a single-pane window frame will let in a lot of hot air. Below are some tips for making your windows more energy efficient.

1

Use a putty knife to dig out the old caulking found between an exterior wall and your window. Fill the new gap with "outdoor approved" caulking.

3

Install foam weather stripping where the lower sash meets the sill.

2

Install draperies or shades. They can reduce the effect of air leaks by as much as 25 percent.

Move Over for Utility Vehicles. It is the Law.

Please move over one lane or slow down significantly when you pass a JEA utility vehicle on the side of the road. The vehicle is there because a JEA employee is working. Thank you for helping us send our employees home safe and sound, the way they came to work. Learn more at **jea.com/move-over.**

Save with JEA's LED rebates.

Discounted prices marked down on shelves. Learn where at jea.com/rebates.

ELECTRIC RELIABILITY

JEA is constantly maintaining its electric system to minimize the risks of down time from storms. This includes replacing aging utility poles, replacing the equipment on the poles, and trimming sagging tree limbs. For more on JEA's commitment to your power quality visit jea.com/reliability.

ELECTRIC SAFETY

Never fly kites, drones or model airplanes near power lines or substations. For more electric safety tips, visit jea.com/electric-safety.

COMMUNITY INVESTMENT

JEA employees kick off their Employee Giving Campaign this month. Last year JEA employees raised $417,000 for United Way and Community Health Charities. The theme: Pure Imagination. Learn more at jea.com/employeegiving.

Protecting The Environment

JEA is working with the City of Baldwin to use reclaimed water to cool the generators at Brandy Branch Electric Generating Station, further helping to preserve the Floridan aquifer. For more on JEA's environmental efforts, visit jea.com/environment.

City of Jacksonville Septic Tank Phaseout Program

1. Why was my neighborhood selected?

The City chose your neighborhood based on community and environmental needs.

2. What is this program?

This program will bring new water and sewer pipes to neighborhoods without these central services. It will also have a positive environmental impact to our City, including our natural waterways.

3. Why is the City and JEA doing this?

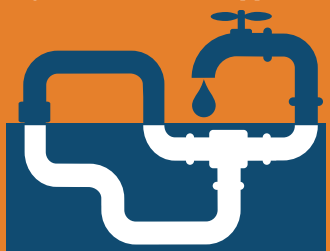
The City and JEA are working in partnership to help improve the environment, health and quality of life in your neighborhood.

4. How much will it cost me?

Nothing. The City and JEA will pay ALL the installation and connection costs. **This includes the work on private property.**

Once connected, the customer will pay a monthly water/sewer bill to JEA.

5. How many people in my neighborhood need to say yes for this to happen?



70 percent of property owners must sign the program agreement before we can proceed with construction.

6. What are the benefits of having sewer?

You'll never need to pump, repair or replace your septic tank again. Your old septic tank will be abandoned and your neighborhood restored including newly paved roads following the work.

7. What are the benefits of JEA water?

JEA will provide clean water with great pressure. You can keep your well for outside use.

8. What do I need to do next?

To learn more, visit our website **jea.com/septic-tank** or attend a community project meeting. Ready to sign up? Call us at **665-7500** and we will get the program documents to you.

9. What happens once I've signed the agreement?

We will contact you with next steps before each phase of the project. Help us by spreading the word!

Encourage your neighbors to sign the agreement so that we can get to the 70% needed to proceed with the project!

10. What happens if I don't sign the agreement?

If you don't sign but **70% of your neighbors do**, the City will not pay your future connection costs should your septic system fail **($3,000-$15,000).** Failure to connect will result in a **$21.15 monthly charge** for sewer system availability.

For more information, call Project Outreach at 665-7500 or visit jea.com/septic-tank

JEA Building Community®

JEA Sanitary Sewer Testing

In the next few days, JEA crews will be in your neighborhood conducting preventive testing and maintenance on the sanitary sewer lines that serve your area. The purpose of this work is to identify areas where storm water may be improperly entering JEA's sanitary sewer system.

Under normal conditions, storm water should be handled by city storm drains, retention ponds and natural runoff. Any additional water introduced into our sewer system can overburden our sewer treatment facilities and may cause unwanted sanitary sewer overflows.

To conduct this testing, JEA crews will use a small fan to blow harmless white smoke into the sanitary sewer manholes or cleanouts. This odorless smoke will travel through the sewer lines and escape through any openings, exposing leaks in the existing pipes. Finding these leaks will help our crews identify the locations of potential issues and proactively make the necessary repairs. Watch a video at jea.com/smoketest.

Frequently Asked Questions

Will the smoke enter my home?
The smoke will not appear inside your home unless there are "dry" fixtures with no running water, leaks or other problems with the private plumbing in your home or business. Any internal plumbing issues will need to be fixed by the property owner or private plumber.

How can I keep the smoke from appearing in my home or business?
Normally you don't need to do anything. Check to see if all sinks, toilets and other plumbing fixtures have water in them (specifically the traps). To do this, pour water into the drain of any unused fixture(s). This will force the smoke to exit out the rooftop vent as intended.

JEA®
Building Community® a Better

A not-for-profit, community-owned utility

What should I do if I see smoke in my home or business?
Notify any member of the on-site JEA testing team working on your street or contact JEA's Project Outreach team immediately at **665-7500**.

If the smoke does enter my home or business, how long will it stay?
The smoke disappears quickly. To make it disappear faster, open a window or outside door closest to the smoke.

Is the smoke harmful to me, my family or my pets?
No, the smoke is similar to condensed air and is not harmful. This testing method is commonly used by utilities to help locate problems with their lines.

If you have any questions or would like to be notified prior to the test, please contact JEA Project Outreach at **665-7500** or **projectoutreach@jea.com**.

Sign up for JEA Alerts at **jea.com/alerts**

Construction Hotline:

665-7500

Email:

projectoutreach@jea.com

Website:

jea.com/smoketest

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A not-for-profit, community-owned utility

Important Notification: Planned Water Outage

As part of JEA's commitment to improving the quality and reliability of your water service, crews will be working in your area in the next few days to upgrade the water line that serves your neighborhood.

During these improvements, it will be necessary to interrupt water service to your home or business for a short period of time. Crews will work as quickly and safely as possible to make the necessary upgrades needed to restore your water service.

After service has been restored, you may temporarily notice lower-than-normal water pressure. If this continues, please remove the screens from your faucets, shower heads and washing machine to flush any loose sediment that may have been dislodged from older pipes on private property.

You will be notified if a Boil Water Advisory (BWA) is issued following this outage. Learn more about water outages and advisories at **jea.com/water-outage**.

This Water Outage will Occur:

Date: _____

Time: _____

If you have any further questions regarding this planned water outage, please contact JEA Project Outreach at **665-7500** or **projectoutreach@jea.com**.

Sign up for JEA Alerts at **jea.com/alerts**

JEA®

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A not-for-profit, community-owned utility

Water Outage Notification

Construction Hotline:

665-7500

Email:

projectoutreach@jea.com

Website:

jea.com/construction

jea.com/water-outage

JEA®

Building Community® a Better

A not-for-profit, community-owned utility

Project Overview & Background

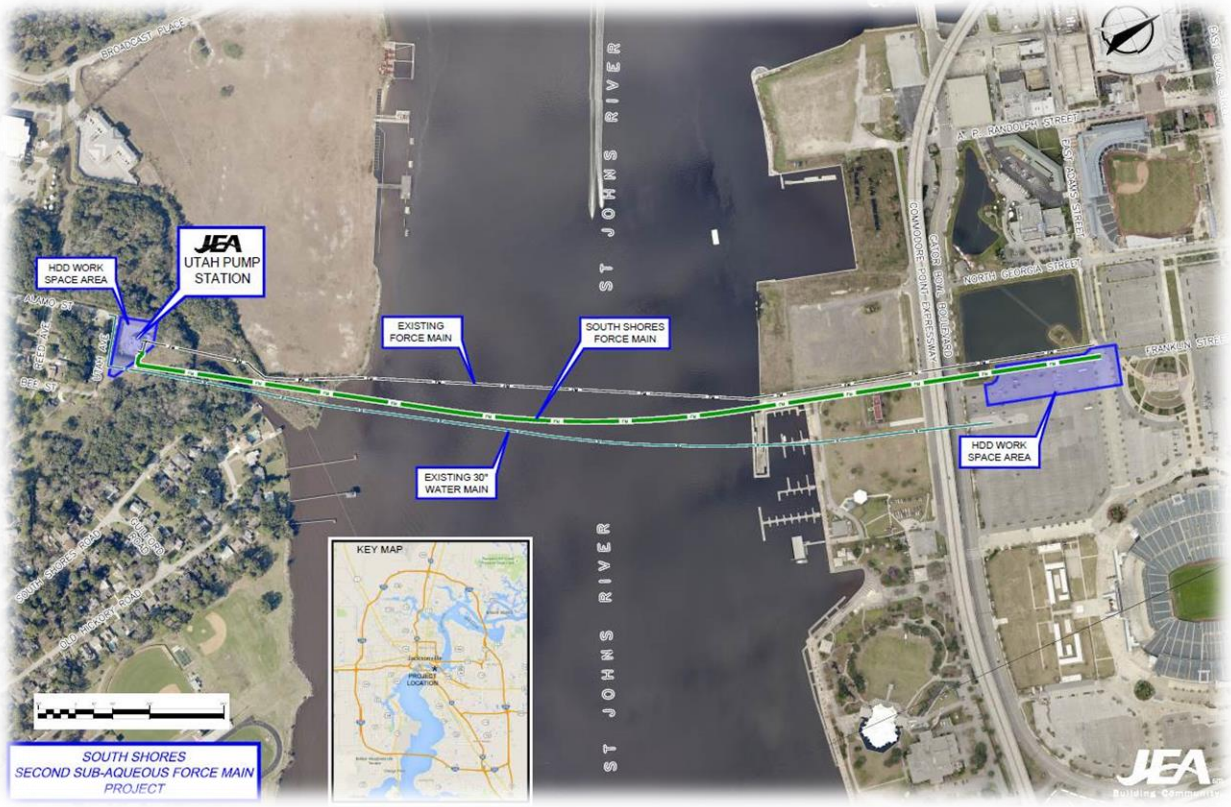
JEA is continuing in its efforts to invest in the critical pieces of our water, sewer, and electric system infrastructure. Our current project, the South Shores Force Main River Crossing, is in its final stages of design and ready to go to construction.

The purpose of this important project is to install a new sanitary sewer force main under the St. Johns River from the north bank near Everbank Field to an existing JEA sewer pump station located on the south bank on Utah Avenue. Sanitary sewer force mains are a critical piece of JEA's sewer collection system, designed to transport high volumes of wastewater to one of our 11 wastewater treatment facilities located throughout our service territory. This newest sewer force main will be used as a redundancy to the existing main that is a vital piece of JEA's sewer infrastructure.

Installation of Sewer Force Main – Horizontal Directional Drill (HDD)

JEA will be installing 4,200 linear feet (3/4 mile) of 42" steel casing and 36" high-density polyethylene or HDPE carrier pipe 50' under the river bed of the St. Johns River utilizing the horizontal directional drilling (HDD) method of construction. Directional boring, or HDD is a steerable, trenchless method of installing underground pipes. HDD is often used when digging or trenching is not practical when installing a pipe, such as under a water body.

To view a video that provides an overview of the HDD method of construction, visit our dedicated project web page located at jea.com/southshores.



Construction Areas

Beginning on February 9, 2016, a contractor (Michels Corporation) working for JEA will start mobilizing the equipment and manpower required to complete the installation of the new sewer main across the river.

JEA will require two construction sites to complete the installation of this main. One construction area will be located on the north bank at the west side of Everbank Field in parking lots P and J. The contractor will also mobilize on the south bank at the existing JEA sewer pump station property (2045 Utah Avenue) located in the South Shores neighborhood of St. Nicholas. Please see the maps provided for exact locations.

Project Dates

- Anticipated Start Date: Mid - February 2016
- Estimated Completion Date: September 2016

*All dates are tentative and subject to change

Project Work Hours

- Normal work hours: Monday through Saturday from 7 a.m. to 7 p.m.
- Extended work hours (during pipe pull back) – 24 hours a day, 7 days a week

Project Schedule & Construction Activities

Work Activity	Target Milestone*
Mobilization / Set Up	Mid-Feb 2016
Initiate Pipe Delivery	Early March 2016
Horizontal Drilling Begins	Mid-March 2016
Pipe Pull Back	Early June 2016
Open Cut Piping is Complete	August 2016
Substantial Completion	August 2016
Final Completion	**September 2016**

*All dates are tentative and subject to change

Project Highlights

- The existing sewer force main was constructed by the City of Jacksonville in the early 1970's
- Total estimated cost of this project is just over $12 million dollars
- The existing pipe currently transports over 10 million gallons of wastewater per day
- The two pipes will be able to handle up to a peak flow of 16.7 million gallons per day
- These pipes serve over 50,000 JEA sewer customers
- JEA will utilize 35 large tractor trailers to deliver 105 "sticks" of 40' steel pipe
- The total weight of the steel being installed is over 1,353,000 pounds
- The new pipe is expected to be in service for at least 40-50 years

Sports & Entertainment Complex Parking Areas – Temporary Closures

JEA will be required to close portions of the Sports Complex parking areas at Everbank Field during construction activities. JEA's contractor will fence and close sections of Lot P, Lot J, and Lot R intermittently from February 9, 2016 through August 3, 2016 during the various stages of construction.

These closures will also include sections of Adams Street, Duval Street, E. Beaver Street and Franklin Street within the sports complex parking areas. These closures will impact the number of available parking spaces, normal parking traffic flow and pedestrian access. JEA is working closely with the City of Jacksonville, SMG (facilities management), and the Jacksonville Sherriff's Office to plan for the many events scheduled during construction. JEA will continually update our project website (jea.com/southshores) to provide the latest information on these closures. Please plan ahead for possible traffic delays when attending events at the Sports & Entertainment Complex.

Contact Information

If you have any further questions or concerns regarding this project, please contact JEA's Project Outreach team directly at 665-7500 or email us at projectoutreach@jea.com**.** More detailed and updated information on this project can be found on JEA's dedicated project web page located at jea.com/southshores.

If you require immediate assistance outside of our regular business hours (M-F, 8 a.m. to 5 p.m.) please contact our 24-hour onsite contact representative at 904-274-0801.

Project Outreach - Historical Customer Communications Totals

- FY14 – 69,864*
- FY15- 61, 927*
- FY16- 70,292*
- FY17- 53,738*
- FY18 (YTD) – 17,471*

*Includes letters, postcards, flyers and door hangers for JEA projects

Thanks,
Greg Corcoran
Manager
JEA Project Outreach

Cc: Hutchinson, Jasen C. - Mgr Corporate Records Compliance
Subject: RE: Communications to the public

Senovia,

That's a bit of a loaded question with only a short period of time to answer. ;) We incorporate letters (postal mailings), Door hangers/flyers, emails, text messages, signs, website (jea.com/construction), social media, town meetings, media press releases, media interviews and face-to-face customer meetings as part of our communications process for project communications. I think it's important that we state somewhere we have a team dedicated to customer project communication for all electric, water, reclaimed water, chilled water and sewer projects to include complaint resolution. That's not something every utility has available to its customers.

I have provided a copy of some of the communications we have done in the past. Every project is handled differently.

"The goal of Project Outreach is to keep our customers informed of construction in their neighborhoods before it happens, and to provide them a quick and easy resource for questions and/or one-call complaint resolution. We try to keep our customers as informed as possible throughout the life cycle of a project. We provide all the information you and I would want if we were working in your neighborhood. It's about establishing and maintaining positive relationships with the residents and businesses in our project areas."

- Greg Corcoran

Thanks,
Greg Corcoran
Manager
JEA Project Outreach

From: Portis, Senovia A. - Public Records Coordinator
Sent: Tuesday, March 27, 2018 11:17 AM
To: Corcoran, Gregory S. - Mgr Community Involvement & Project Impact <CorcGS@jea.com>
Cc: Hutchinson, Jasen C. - Mgr Corporate Records Compliance <hutcjc@jea.com>
Subject: Communications to the public

Do you have any examples of the communications we give to the public. Or the strategy we have for keeping them informed?

Senovia L. Portis | **Public Records Compliance Specialist** |
21 W. Church Street, Jacksonville, FL 32202 |
Department: 904 665 8606 | Direct: 904 665 7309

Project Overview

JEA will be starting construction to rehabilitate an existing 54-inch sanitary sewer trunk line that has reached the end of its service life. This sewer line is a vital piece of JEA's sewer infrastructure that serves a large portion of downtown Jacksonville and The Jacksonville Landing. JEA will be upgrading the old sewer line with a trenchless lining technology that allows for the rehabilitation of the existing pipe without having to dig up city streets, or in this case, The Jacksonville Landing's walkways and courtyard. This technology also greatly reduces the amount of time it would take to complete a similar project using traditional construction methods. This construction work will not impact the day to day operations of The Jacksonville Landing and its businesses. To view a video of the lining process, visit our project web page located at jea.com/Landing_project.

Installation of Sewer Bypass Line

In order to complete the lining process, JEA must remove the contents of the pipe (sewage) while the old pipe is cleaned and the new pipe lining is installed. To do this, JEA will be required to install a temporary, above ground by-pass piping system to divert the gravity sewer during the lining process. This enclosed piping system will include a 24-inch fused pipe that will be constructed and run along the Northbank Riverwalk in front of The Jacksonville Landing from Hogan Street to a manhole located in the Jacksonville Landing parking lot. JEA will be installing temporary mats to protect the decorative bricks along the Riverwalk.

Northbank Riverwalk, Landing Parking & Hogan Street - Temporary Closure

The bypass piping system will require JEA to temporarily close Hogan Street from Water Street to the Northbank Riverwalk, a portion of the Jacksonville Landing parking lot, and the Northbank Riverwalk from Hogan Street to The Jacksonville Landing parking lot. These areas will be closed at varying times between January 5, 2016 and early March 2016. **The Jacksonville Landing parking lot will remain open.**

Boat Docks & River Taxi Access

Due to the location of the temporary bypass pipe, JEA will be required to close the two closest boat access ramps to The Jacksonville Landing & River Taxi. Signage will be installed on the boat docks that will guide boaters to the open access ramps. The River Taxi stop at the Jacksonville Landing will be moved to the access ramp located nearest The Jacksonville Landing parking lot and the Hyatt hotel.

Project Schedule & Construction Activities

- **Anticipated Start Date: January 5, 2016**
- **Estimated Completion Date: Early March 2016**
- Work hours will be planned around construction activities & The Jacksonville Landing events.
- Close Riverwalk - Installation of ground protection mats & project signage – January 4th to 10th
- Assembly and installation of bypass piping system – January 11th to early February
- Close Hogan Street from Water Street to Riverwalk – January 19th
- Clean existing pipe and install new liner – Mid/Late February
- Removal of bypass piping system and ground protection mats – Late February/Early March
- Open Riverwalk, Hogan St & Jacksonville Landing parking area, Restoration – Early March 2016

Project Highlights

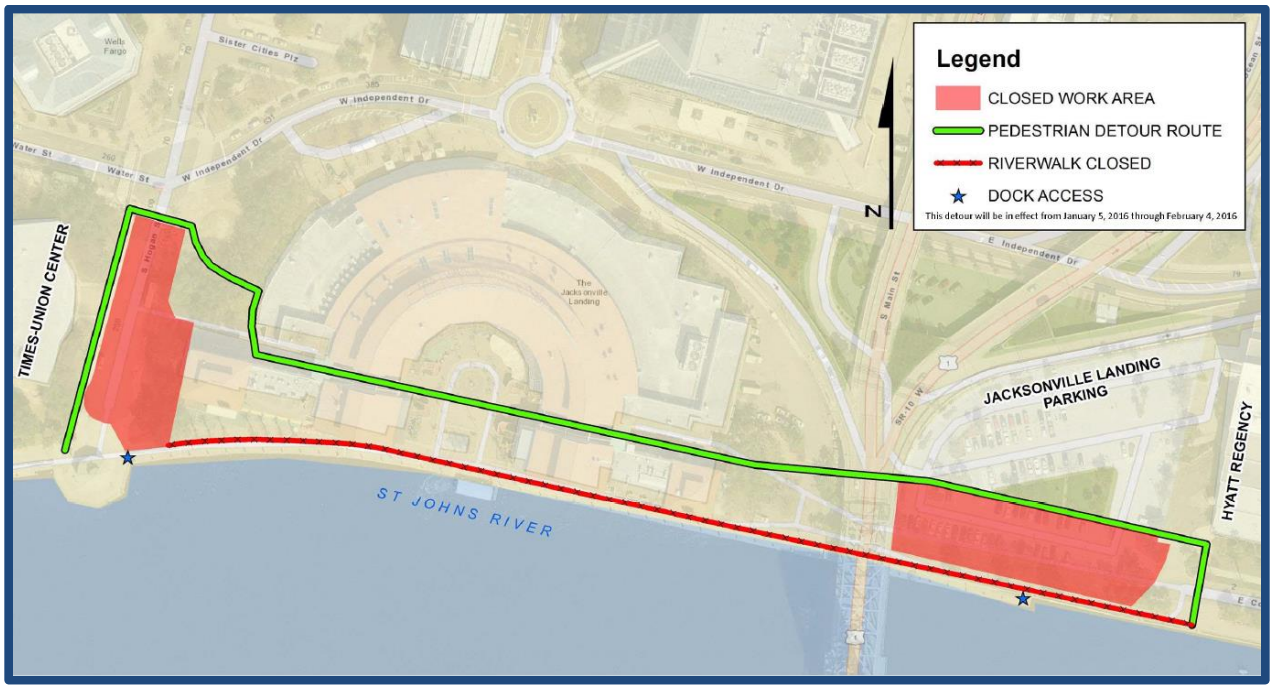
- The original sewer line was constructed by the City of Jacksonville in the early 1970's.
- The existing pipe carries almost 4.5 million gallons of effluent per day.
- The existing pipe runs east to west directly under the walkway between the buildings, courtyard and adjacent to the fountain at The Jacksonville Landing – who knew?
- The actual lining process will take less than 1 week - The majority of the project timeline is required for preparation, pipe cleaning, and bypass pipe installation/removal.
- Once this project is completed, the newly rehabilitated pipe is expected to last for at least 20 years or more.

Contact Information

If you have any further questions or concerns regarding this project, please contact JEA's Project Outreach team directly at 665-7500 or email us at projectoutreach@jea.com. More detailed and updated information on this project can be found on JEA's dedicated project web page located at jea.com/Landing_project.

Riverwalk Pedestrian Detour Route

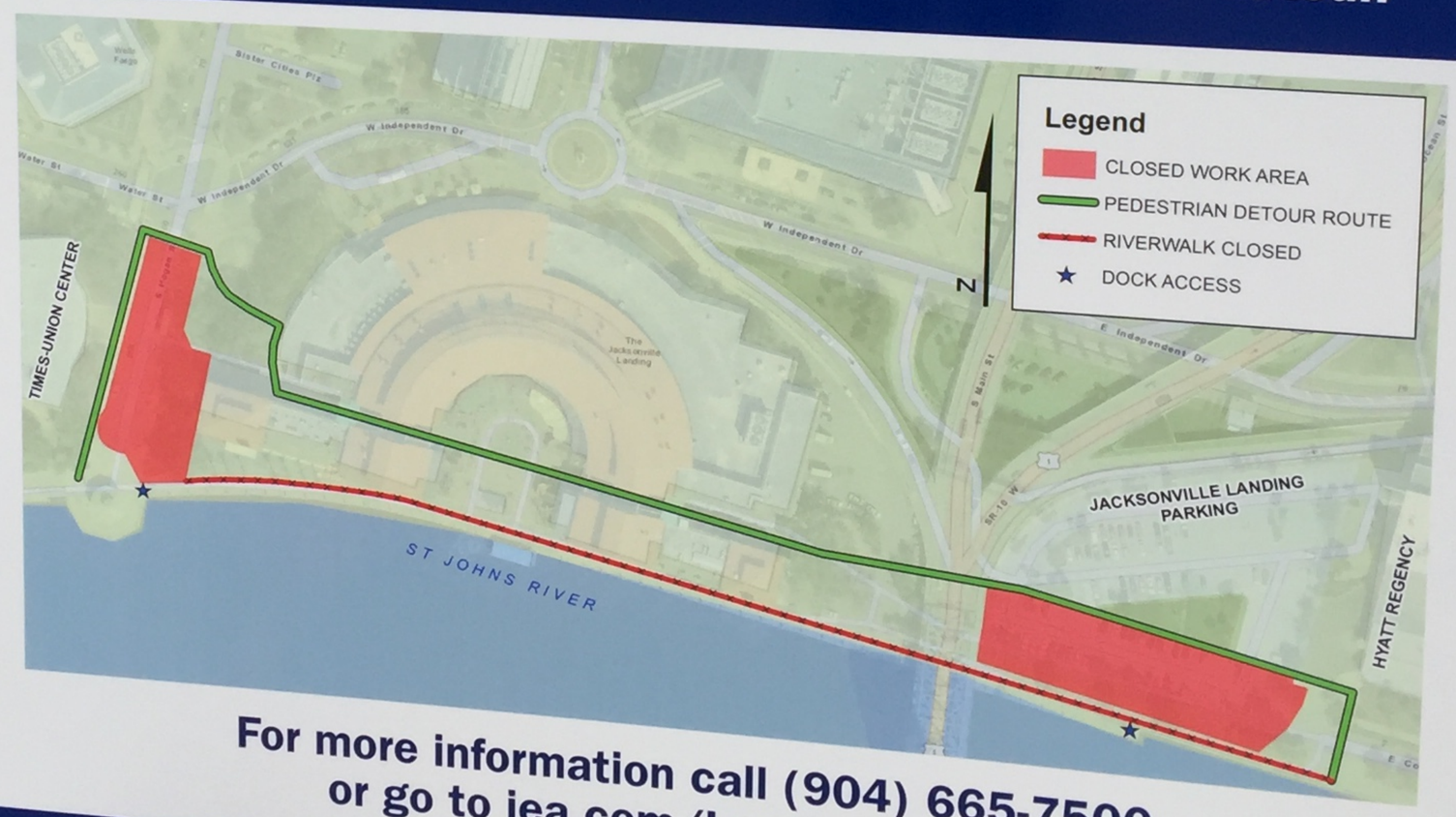
The map below depicts the temporary detour route for pedestrians while the Northbank Riverwalk is closed due to construction activities from January 5, 2016 to February 4, 2016. This route will change slightly from February 5, 2016 to early March 2016 allowing for more access along the Riverwalk. For more information, please visit our project web page located at jea.com/Landing_project.



JEA
Building Community®

Jacksonville Landing Infrastructure Improvement Project

**Please excuse us while we improve your utilities.
The Riverwalk in front of the Jacksonville Landing
is temporarily closed. Please follow the pedestrian detour.**



**For more information call (904) 665-7500
or go to jea.com/Landing_Project**

Completion Date: Mid-March 2016

JEA
c/o JEA Project Outreach (Tower 7)
21 West Church Street
Jacksonville, Florida 32202

January 11, 2017

City of
Jacksonville &
JEA Working
in Partnership

RE: Biltmore C – Proposed Water & Sewer Improvement Project

Dear Property Owner,

The City of Jacksonville, working in partnership with JEA, is initiating a program to eliminate existing septic tank systems while also providing water lines in your neighborhood. The intent of this program is to improve the quality of life in the Biltmore area and to reduce the amount of harmful nutrients that often find their way into the St. Johns River and other local waterways. You are receiving this letter because your property is located within the first eligible neighborhood.

This program, jointly funded by the City of Jacksonville and JEA, will involve the full installation of water and sewer pipes, proper abandonment of existing septic system(s), connection to the new water and sewer systems and payment of all associated permits and fees at no cost to the property owner. Once connected to the water and sewer systems, property owners would only be required to pay a monthly JEA water and sewer bill.

For the project to move forward, the City of Jacksonville will require the consent of at least 70% of the legal property owners identified within the project limits. If the 70% project approval threshold is met, the City of Jacksonville and JEA will move forward with the project's design, engineering and construction. If the project does not achieve the required 70%, the neighborhood will not be eligible for program funds for at least five years.

We understand that you want to make an informed decision and that you may have additional questions regarding the program. Over the next few months, the City of Jacksonville and JEA will host several informational town meetings to provide you the opportunity to hear more about the program and to answer any questions or concerns.

The first town meeting will be held at the **James Weldon Johnson College Preparatory Middle School Cafetorium located at 3276 Norman E. Thagard Boulevard on Thursday, January 26, 2017 at 6:30 p.m.** You will also receive a reminder postcard prior to the town meeting.

If you have any immediate questions, please contact JEA's Project Outreach team at 665-7500 or by email at projectoutreach@jea.com. We look forward to working with you and your community on this exciting and transformative project opportunity.

Regards,

John Pappas
Director of Public Works
City of Jacksonville

Greg Corcoran
Manager, Community Involvement & Project Outreach
JEA

BILTMORE C
PROPOSED WATER & SEWER IMPROVEMENT PROJECT

"A Public Partnership between the City of Jacksonville and JEA"

January 26, 2017

James Weldon Johnson College Preparatory Middle School

Agenda

- Safety Briefing & Introductions
- Program Background
- Program Overview
- Property Owner Requirements
- Program Timeline
- Questions & Public Comment

Introductions

- **Greg Corcoran** – JEA, Manager Project Outreach
- **Councilman Reginald Brown** –District 10
- **Councilwoman Katrina Brown** – District 8
- **John Pappas** – City of Jacksonville, Director of Public Works
- **Pete Hallock** – JEA, Project Manager & Engineer

CSX
WELLS FARGO

Green river killer floats in Duval

Bacteria fatal to fish raises health alarms

By GREGORY RICHARDS
The Times-Union

Toxic levels of a microorganism commonly referred to as blue-green algae have developed in parts of this region's waterways, forming bright green streaks that health officials are urging people to avoid.

The "algae," actually a type of bacteria, can kill fish, cause skin and eye irritation and

To be safe

- Avoid or limit exposure to any water containing the bacteria, especially for children and pets.
- Never drink untreated water containing the bacteria and don't let pets or livestock drink that water.
- Don't use herbicides to kill the bacteria because doing so will release the toxins directly into the water.

Source: Florida Fish and Wildlife Conservation Commission, Duval County Health Department.

St. Johns River and promoted the bacteria's growth, according to the St. Johns River Water Management District, the state

Photos courtesy of the Florida Times-Union, St. Johns RiverKeeper, Bill Yates

Program Background

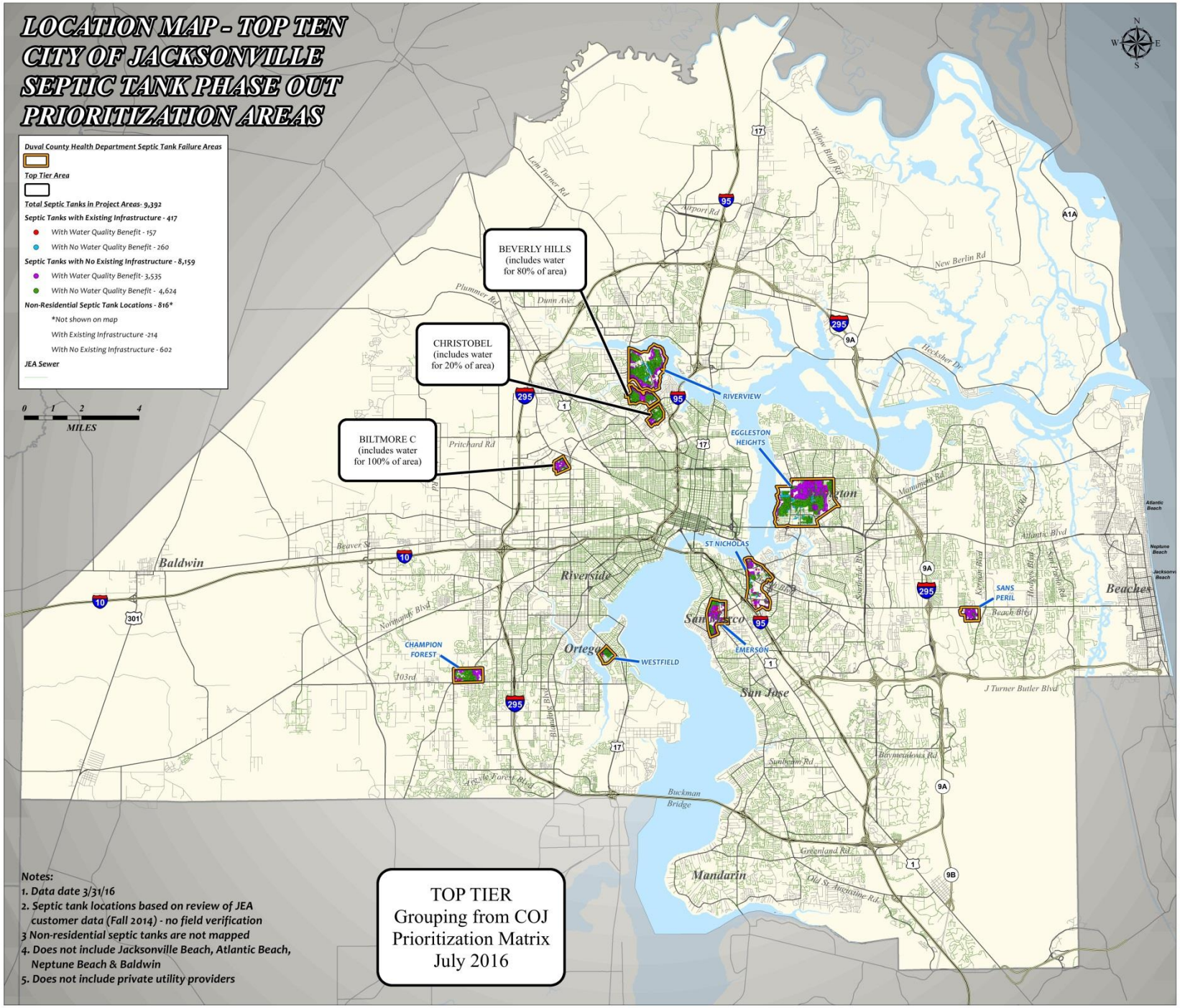
WHY WAS THIS PROGRAM DEVELOPED?

- Estimated 60,000 septic tanks in Duval County
- Failing septic tanks negatively impact Jacksonville's waterways & quality of life
- City's response to citizens' request to provide new water & sewer to established neighborhoods at no upfront cost to property owners
- $30 million program ($15 million-COJ, $15 million-JEA)
- New City Ordinance unanimously passed by Jacksonville City Council on 8/23/16

Program Background

HOW ARE THE PROJECT AREAS CHOSEN?

- Identified 35 failure areas – Estimated 22,000 septic tanks
- Scoring system created to rank each failure area
- Includes environmental, health, and community considerations
- Examples: # of failing tanks, soil conditions, proximity to waterway, no central water, potential economic & future development
- Biltmore C currently ranked #1 – 1st project of program
- City Ordinance requires that the project list is revisited annually


LOCATION MAP - TOP TEN
CITY OF JACKSONVILLE
SEPTIC TANK PHASE OUT
PRIORITIZATION AREAS
Duval County Health Department Septic Tank Failure Areas
Top Tier Area
Total Septic Tanks in Project Area- 9,392
Septic Tanks with Existing Infrastructure - 417
With Water Quality Benefit - 157
With No Water Quality Benefit - 260
Septic Tanks with No Existing Infrastructure - 8,159
With Water Quality Benefit- 3,535
With No Water Quality Benefit - 4,624
Non-Residential Septic Tank Locations - 816*
*Not shown on map
With Existing Infrastructure -214
With No Existing Infrastructure - 602
JEA Sewer
0 1 2 4
MILES
BEVERLY HILLS
(includes water
for 80% of area)
CHRISTOBEL
(includes water
for 20% of area)
BILTMORE C
(includes water
for 100% of area)
RIVERVIEW
EGGLESTON
HEIGHTS
ST NICHOLAS
SANS
PERIL
CHAMPION
FOREST
WESTFIELD
EMERSON
Baldwin
Riverside
Ortega
San Jose
Mandarin
Beaches
Atlantic
Beach
Neptune
Beach
Jacksonv
Beach
Lem Turner Rd
Yellow Bluff Rd
Airport Rd
New Berlin Rd
Plummer Rd
Dunn Ave
Heckscher Dr
Pritchard Rd
Beaver St
Normandy Blvd
103rd
Argyle Forest Blvd
Blanding Blvd
Buckman
Bridge
Sunbeam Rd
Baymeadows Rd
Greenland Rd
Old St Augustine Rd
Mannings Rd
Gilmore Rd
Atlantic Blvd
Kernan Blvd
Hodges Blvd
Beach Blvd
J Turner Butler Blvd
Notes:
1. Data date 3/31/16
2. Septic tank locations based on review of JEA customer data (Fall 2014) - no field verification
3 Non-residential septic tanks are not mapped
4. Does not include Jacksonville Beach, Atlantic Beach, Neptune Beach & Baldwin
5. Does not include private utility providers
TOP TIER
Grouping from COJ
Prioritization Matrix
July 2016

Biltmore C
Water & Sewer Improvement Project

Biltmore C
Proposed Water & Sewer Improvement Project

Project Boundaries

Little Six Mile Creek - west
Nile Drive - east
Old Kings Road -north
Railroad tracks - south

Closest Waterway

Little Sixmile Creek

Feeds Ribault River to Trout River
to St. Johns River

Program Overview

HOW DOES THE PROGRAM WORK?

- Voluntary Project – Community/Neighborhood decision
- 70% of property owner(s) within project area must agree to project to move forward*
- Property owner(s) within each designated project area will vote on project moving forward
- One vote per real estate (parcel) number as identified in the Duval County Property Appraiser records
- All properties will be counted, regardless of use or development
- Connection required to <u>BOTH water & sewer</u>

*5 year waiting period for project reconsideration

Program Overview

WHAT DOES THE PRGRAM INCLUDE?

- Program pays for **ALL COSTS** associated with the installation of new water and sewer lines, Including the plumbing work on private property and septic tank abandonment
- Program pays for **ALL** permit and JEA fees – no repayment
- Unimproved (empty) lots will receive a water and sewer connection at the property line for future connection
- Roads impacted by construction will be repaved
- Property owner(s) can continue to use private well for outdoor use and non-potable purposes – backflow will be installed*

*Well owners will required to pay for backflow test every 2 years

Property Owner Requirements

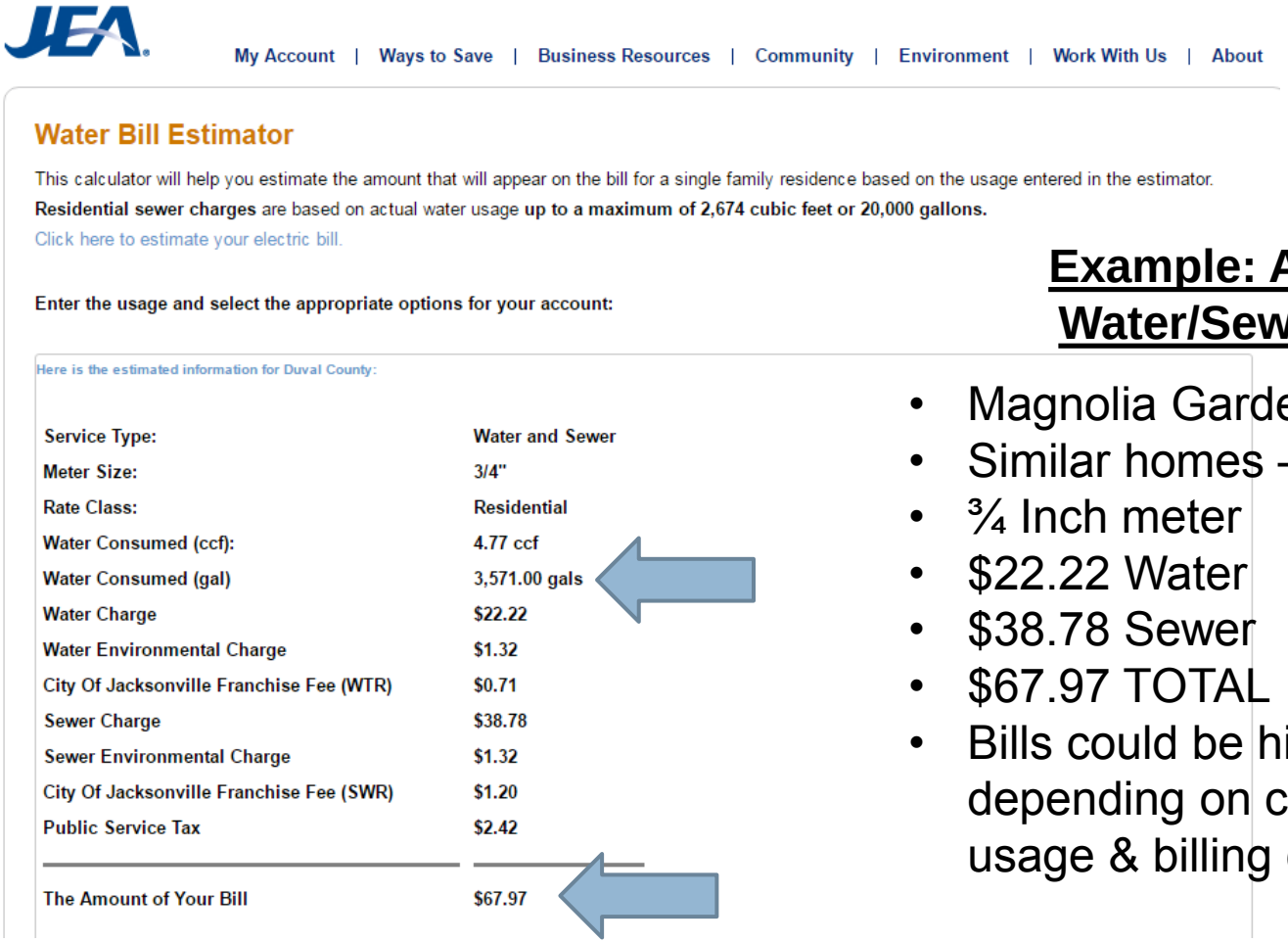
ACTIVITY	COST ESTIMATE
Replace Existing System	
New Aquifer Well Installation	$10k-$15k
New Septic Tank & Drain Field	$10k-$20k
Septic Tank Repair (Pump Out)	$200.00
Septic Tank Repair Permit (DCHD)	$585.00
TOTAL RANGE:	**$20K to $36K**
Install Water & Sewer	
Sewer Construction Costs (ROW & Private)	$36,000
Water Construction Costs	$8,000
Well Isolation	$1,500
TOTAL RANGE:	**$45,500**

Property Owner Requirements

WHAT IF THE PROJECT IS APPROVED?

- Property owner(s) must sign a temporary construction easement
- Property owner(s) must agree to sign JEA water/sewer application and pay monthly JEA bill
- Property owners that DO NOT connect will be charged "readiness to serve" fee of $21.15 per month, billed separately by JEA directly to property owners.
- Revenue generated by the "readiness to serve" fee will be used to fund future water and sewer improvement projects

Property Owner Requirements



JEA

My Account | Ways to Save | Business Resources | Community | Environment | Work With Us | About

Water Bill Estimator

This calculator will help you estimate the amount that will appear on the bill for a single family residence based on the usage entered in the estimator.

Residential sewer charges are based on actual water usage **up to a maximum of 2,674 cubic feet or 20,000 gallons.**

Click here to estimate your electric bill.

Enter the usage and select the appropriate options for your account:

Here is the estimated information for Duval County:

Service Type:	Water and Sewer
Meter Size:	3/4"
Rate Class:	Residential
Water Consumed (ccf):	4.77 ccf
Water Consumed (gal)	3,571.00 gals
Water Charge	$22.22
Water Environmental Charge	$1.32
City Of Jacksonville Franchise Fee (WTR)	$0.71
Sewer Charge	$38.78
Sewer Environmental Charge	$1.32
City Of Jacksonville Franchise Fee (SWR)	$1.20
Public Service Tax	$2.42
The Amount of Your Bill	$67.97

Example: Average Water/Sewer Bill:

- Magnolia Gardens
- Similar homes – size & build
- ¾ Inch meter
- $22.22 Water
- $38.78 Sewer
- $67.97 TOTAL
- Bills could be higher or lower depending on customer usage & billing cycle

jea.com/My_Account/Understand_My_Bill/Water_Bill_Estimator/

Program Timeline

WHAT IS THE TIMELINE FOR THE PROJECT?

1. 1st community meeting - January 26, 2017
2. 2nd community meeting – TBD
   - ➢ 6 month community decision period begins
3. Project design period: 2017 – 2018*
4. Project bid & construction period: 2018 – 2020*

✓ Additional neighborhood meetings will be held as needed

*Dates are subject to change

QUESTIONS & PUBLIC COMMENT

JEA Project Outreach

665-7500

Email: **projectoutreach@jea.com**

Program web page: **jea.com/septic-tank**

Project web page: **jea.com/biltmore**

CITY OF JACKSONVILLE, FLORIDA

JEA®
Building Community®
a Better